

update

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**Aboriginal and/or Torres Strait
 Islander peoples: Stories of good
 practice in the community sector**

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Aboriginal and/or Torres Strait Islander peoples: Stories of good practice in the community sector

**By Dr Emma Campbell, CEO, ACT Council
 of Social Service Inc. (ACTCOSS)**

I am delighted to present this edition of the ACTCOSS journal. ACTCOSS has long supported the establishment and funding of Aboriginal and/or Torres Strait Islander community-controlled organisations to provide safe, appropriate and effective support for First Nations peoples in Canberra. These organisations are beacons of good practice and we must all support and learn from their work.

There are also examples of good practice in the wider ACT community sector. Many non-Aboriginal organisations have worked hard to engage with the Aboriginal and/or Torres Strait Islander community to ensure that First Nations peoples and their families can safely and confidently access the services that will best meet their needs.

The experiences of many First Nations peoples in Canberra, and the poor health and wellbeing outcomes for many First Nations peoples, highlights that more work

is required to ensure high quality and culturally appropriate practice standards are developed across all sectors, including community service organisations.

We must all share responsibility and play our role in challenging and changing the racism, discrimination, injustice and inequity experienced by First Nations peoples.

One small step is for the ACT’s community sector to determine how we can ensure our services respond and deliver culturally appropriate services to First Nations peoples.

This edition of the ACTCOSS journal shares examples of good practice, tools and resources to assist in improving and developing services.

I hope you enjoy this edition of the ACTCOSS journal and that it provides a useful reference to support your organisation to develop safe and inclusive services accessible to and appropriate for Aboriginal and/or Torres Strait Islander peoples.

Tuggeranong Arts Centre – First Nations Story

By Lorena Quinlivan, Committee Member, Tuggeranong Community Arts Association

In 2017 I was invited to join the Management Committee of the Tuggeranong Arts Centre to be the representative for our First Nations peoples.

I immediately felt welcomed in the centre and as a Management Committee member. The Tuggeranong Arts Centre team have also been welcoming and supportive of our First Nations peoples.

While attending events I have noted that they are always inclusive and ensure someone is available to either “Welcome” us all to the land or at least ‘Acknowledge’ the First Nations people here as the traditional owners.

The organisation measures its success by the fact that there are always Aboriginal and/or Torres Strait Islander people attending functions. This indicates a close relationship with the local communities, as they feel safe and welcome at the centre.

The Tuggeranong Arts Centre is across cultural awareness and displays this at every event by ensuring there is an invitation to our First Nations peoples, showing an appreciation and understanding of the unique culture.

The Tuggeranong Arts Centre highly values diversity and is non-discriminatory, treating all with respect and affording each person a voice. The centre has First Nations participants in many programs including the Fresh Funk Dance Program and the Messengers Youth Arts Program for kids at risk.

I find a great example of the work they have done was the making of the excellent documentary film *Footprints on Our Land* about Canberra’s most senior Ngunnawal Elder, and now the Patron of the arts centre, Aunty Agnes Shea.

Researching and telling her story allowed the arts centre team to meet many Elders from the region and also gave everyone a deeper understanding of what family means to us. It was wonderful to be able to work with First Nations associate producer Nevanka Mckeon, who remained part of the arts centre team for quite some time and initiated another significant project, The Violet’s Park project, that recognised the life and legacy of Ngunnawal Elder Violet Bulger in Gungahlin.



Aunty Agnes receives the 2018 Heritage Award for the Violet’s Park project, 2018. Photo by Martin Ollman.

Being able to work with Nevanka, who is a wonderful documentary filmmaker from Western Australia, was again a valuable learning process for the team. Her ability to connect the arts centre with other First Nations artists and musicians across the country was significant.

Nevanka ensured that processes were adjusted to what was culturally appropriate and she engaged many local community members with interesting activities and films that highlighted the significance of culture and the importance of reconciliation and understanding. Nevanka has since moved on and is now in Darwin.

Although the arts centre has not been able to replace her, there is a clear understanding of how valuable and important it is to continue to work with First Nations artists and staff whenever possible.

In past years, key staff from the arts centre were able to access excellent cultural awareness training tailored specifically to arts and cultural work. The training was offered by the Footscray Community Arts Centre in Melbourne and the financial investment made to train staff was very worthwhile.

The centre has a strong and inclusive cultural and community focus and works with LGBTQIA+ First Nations community members on interesting projects for 2021. One project will showcase queer black artists and performers and look behind the scenes at the challenges they face. Again, the staff are working closely with local First Nations community leaders and artists.

Overall, the arts centre's programming has a strong link to social justice and advocacy. The staff seek out themes and artists who dare to challenge the norm and raise awareness of issues related to minority groups and oppression.

Tuggeranong Arts Centre became the home of the annual Deadly Funny Program of the Melbourne Comedy Festival in 2016. The arts centre prides itself on knowing that many First Nations comedians first took the stage in the little lakeside room in Tuggeranong. Comedy always has a strong element of advocacy and pride when it comes to Black Comedy.

We have seen the amazing Rachel Maza of Ilbijerri Theatre Company offer acting workshops while presenting the play *Which Way Home* to Tuggeranong audiences, including the young ones from Gugan Gulwan Youth Aboriginal Corporation. Many of us witnessed the outstandingly brave and outspoken Jacob Boehme deliver *Blood on the Dancefloor* in the Tuggeranong Theatre.

In 2018 the exhibition *Another Day in Paradise* showed the work of Myuran Sukumaran, the young man who was executed in Indonesia along with other members of the infamous Bali Nine.

The exhibition was chosen to raise awareness of the death penalty, yet it also touched on the difficult and relevant theme of racism and disadvantage.

In 2019 a bold element was added to Southfest in Tuggeranong by bringing First Nations queer performers to the main stage. The community enjoyed Electric Fields and Constantina Bush along with the fabulous Merindas and many more.

"While there is still much work, learning and connecting to do, we will continue to make reconciliation and decolonisation a key objective for our work into the future, and perhaps one day we will have a First Nations program producer who will lead this work together with the First Nations Canberra community," says the arts centre's CEO Rauny Worm.

Small yet important steps have been taken, and as a Committee member of the organisation I will continue to support this.

Tuggeranong Community Arts Association Inc
tuggeranongarts.com
facebook.com/tuggeranongarts



Comedy Workshop with Kevin Kropinyeri at the Belconnen Child & Family Centre, 2017. Photo by Martin Ollman.



Katie Beckett from Ilbijerri runs a writing workshop at Tuggeranong Arts Centre, 2018. Photo by Martin Ollman.



Sean Choolburra & MAdB at Southfest, 2019. Photo by Martin Ollman.



What is “good practice” in the context of Aboriginal housing from an Aboriginal Community Housing Provider perspective?

By Thomas Slockee, Chair & Kim Sinclair, CEO, SEARMS Aboriginal Corporation (SEARMS)

Good practice from an Indigenous perspective is based on relationship. Good means to recognise, be respectful and value the shared knowledge in the exchange. To acknowledge that we need each other to help stay smart and strong. To remember that together we all share and serve, with the future of our communities at the heart of what we do.

Colonisers believed “good practice” was to steal land and create subservience and dependency for Australian Indigenous people. We still struggle against these postcolonial interventions and conditioning in an effort to regain our autonomy as self-determining peoples. This disconnect between a coloniser’s value system and a First Nations value system makes it essential to have Aboriginal community controlled organisations delivering services to our own people.

Housing as a human right

While the protection of human rights is covered by a number of international treaties, adherence by government is not a given. Housing which comes under the International Covenant on Economic, Social and Cultural Rights (ICESCR), Article 11 states:

Every person has the right to an adequate standard of living, which includes the right to adequate housing.

Adequate housing depends on a range of factors including *inter alia* legal security of tenure, habitability, local and cultural adequacy. Each of these factors for Aboriginal people is charged with generational trauma due to the oftentimes brutal conflict as they sought and continue to seek acknowledgment of the desecration of their sacred cultural country and cultural practices throughout Australia’s colonisation journey.

The AIHW 2019 *Aboriginal and Torres Strait Islander people: a focus report on housing and homelessness*¹ reinforces that stable and secure housing is fundamental to other important health and wellbeing outcomes, and speaks directly to the effect of colonisation:

Historical experiences of Indigenous people in Australia and the lasting impacts of colonisation have had a significant impact on Indigenous housing conditions and homelessness. This has included displacement of Indigenous people from their traditional lands, separation of children from their families, and policies and services that conflict with Indigenous values and culture. The impact of these experiences transcends generations and includes poverty, low self-esteem, poor physical,

mental health and social and emotional well-being, welfare dependency, poor living skills, high levels of domestic violence and substance abuse, and low levels of educational attainment.²

And while this report says there has been improvement in housing situation for Indigenous Australians, the gap between Indigenous and Other Households remains significant.

Other factors that make up appropriate and adequate housing which are incredibly important to Aboriginal peoples – are our belonging and connection to Country, our family and extended families (kin):

The history of being dispossessed, displaced and dispersed has had a devastating effect on Aboriginal and Torres Strait Islander peoples. Before colonialism and even for a time after the invasion, Aboriginal and Torres Strait Islander people lived a harmonious, well balanced and highly ordered and structured lives. The family and tribe’s responsibility were to care for each other. Shelter was a prime responsibility. Responsibilities were shared. Shelter was more than a Gunyah but included trees, water, sources of plants and food.



Uncle Tom Slockee conducting cleansing ceremony after the New Year's bushfire events.

Aboriginal and Torres Strait Islander people became disconnected when the political powers and government authorities enacted policies and programs to remove the Original Custodians from their Land.

Missions were created to corral Aboriginal and Torres Strait Islander people into submissiveness and subservience. Simple and cheap housing was built on the Missions and managed by Mission Managers.

This created a dependency on government to provide and manage. It was a deliberate controlling element

– Uncle Tom Slockee

Current context

In Australia, the Aboriginal community housing sector is vastly different to the “mainstream” community housing sector.

Each state and territory may or may not have a specific strategy to address housing and housing services for its Aboriginal citizens. More than likely, funding for Aboriginal people and their services is housing are channeled through government and mainstream providers.

Various Commonwealth and state/territory housing policies have resulted in a “mixed-bag” of housing results for Aboriginal people and Aboriginal housing organisations. The sector is complex – with multiple Aboriginal housing owner organisations – under various governance frameworks.

Many of these governance frameworks by their very nature, place a heavy burden on elected office bearers.

Eligibility for appointment onto the board of an Aboriginal housing organisation usually means having a historic local

connection to the country on which the organisation operates, which means decisions are made and priorities are given in an environment of care and concern for family and extended family members. It is seen and accepted by some people in the communities as an implicit and entitled way of making decisions. The power that was denied for so long is taken back and exercised to decide the best for family and self. Some see it as an improper use of power and it is usually a conflict of interest.

As an Aboriginal community-controlled organisation, our “good practice” takes into account compliance with the various laws and regulations but also the values of caring and sharing inherent in Aboriginal culture, which is layered with direct experience of historic and current trauma of a dispossessed, systemically discriminated against people.

“good practice / good governance”

SEARMS was formed in 2003 as a co-operative between a number of Aboriginal organisations who held housing assets in the NSW far south coast region as part of a pilot-programme for regional management services by the NSW Aboriginal Housing Office (AHO). The AHO had recognised the need for an independent, yet community-controlled vehicle to support local boards to better manage their local housing programmes.

In 2011, SEARMS moved from the co-operative model to a company under the *Corporations (Aboriginal and Torres Strait Islander) Act*

2006 (Cth). Since formation, it has operated under a “moving feast” of Aboriginal housing policy under locally set policies and procedures along with compliance requirements under the AHO’s Provider Assessment and Registration system (PARS). It has a Board with courage and tenacity to make hard decisions yet with a heart to engage and listen and act in the best interest of our Aboriginal people and communities.

In January this year, SEARMS also achieved registration under the National Regulatory System for Community Housing (NRSCH) providers Tier 3 Registration.

“good practice / safe workplaces”

SEARMS’s values and our vision to be a leader in the provision of culturally appropriate housing and housing services to our clients and communities are founded on creating employment, training opportunities and safe workplaces to develop a fledgling Aboriginal community housing sector workforce and increase capabilities and capacity for recognition as a professional and sustainable sector.

Safe workplaces acknowledge the inherent conflicts of interest in working in and for Aboriginal communities.

SEARMS’s commissioned artwork *United Lands* which depicts SEARMS as the octopus travelling across land and water in our service to many communities. The black duck is the totem of the Batemans Bay Walbunja people.



Safe workplaces acknowledge the trauma of colonisation on our employees and our tenants and the ongoing frustrations of systemic discrimination that continues to see disproportionate representation in justice and corrective systems, out-of-home care and poverty.

Safe workplaces accept the expectations of Aboriginal community on our Aboriginal organisations and workers, that you will look after them as family whether blood related or not, regardless of what your position description says, or whether you receive funding for case management or support pathways.

The recent signing of the National Agreement on Closing the Gap³ and priority reforms which commit government to sharing decision making with Aboriginal and Torres Islander people on policy and programs that impact on them is a step in the right direction. By clarifying a “good practice” framework by which the government can meaningfully engage with Aboriginal and Torres Islander people, it is expected that collaborations and partnerships will become more balanced moving forward.

Good practice in action

Real progress in Aboriginal housing requires authentic reconciliation and a shifting of power and control away from government and mainstream organisations and back to community owned solutions.

We need genuine systemic reform and approach to addressing inequality and a commitment to adequate funding for Aboriginal housing,

which will build the capacity of Aboriginal organisations and communities.

We need a national Aboriginal Housing Strategy and new national funding stream to meet new housing and homelessness targets.

We look forward to the day when there are appropriately resourced and focused policies and housing programs that will produce the positive effect on the social, economic, and general prosperity of Aboriginal people and communities.

SEARMS continues to focus on service delivery, advocating nationally and locally for better provision of services to and housing options for Aboriginal people. With its main office based in Batemans Bay, it acknowledges and pays its respect to the elders of the three nations it crosses – the Walbunja, Ngambri-Ngunnawal and Wiradjiri peoples. It has recently employed an Aboriginal remote worker in Sydney and opened a satellite office in Canberra, employing their first Canberra-based Aboriginal Housing Officer.

See page 17 for footnotes.

SEARMS Aboriginal Corporation
searms.com.au



About the authors

Tom Slockee is an Aboriginal elder with over 40 years experience in Aboriginal housing. He grew up under the Aboriginal Elders of the Minjungbul people of the Bundjalung Nation, marrying a Walbunja woman. He was adopted into Walbunja Country by the Aboriginal Elders and hold status as Elder and Spiritual Leader. He chaired the Aboriginal Housing Development Committee which advised the NSW State Housing Minister on Aboriginal housing. This led to the enactment of the NSW Aboriginal Housing Act 1998, and he became the inaugural Chair of the NSW Aboriginal Housing Office. He has also served on the board of Aboriginal Hostels Ltd and is currently the Chair of SEARMS and a Board Member of the recently formed Aboriginal Community Housing Industry Association NSW.

Kim Sinclair is a New Zealand born Maori with Nga Puhi and Tuwharetoa ancestry. Migrating to Australia with her family in 2001, she brings her wealth of government, military, private and community expertise to community housing. With over a decade of combined mainstream and Aboriginal community housing experience including affordable housing development, her passion for the sector remains resilient.

Good practice at Beryl Women Inc.

By Chelsea Malinas, Aboriginal and Torres Strait Islander Women's Specialist Domestic Violence Worker, Beryl Women Inc.

Firstly, I want to acknowledge the Ngunnawal people as the traditional custodians of the land we work on. We pay our respects to the Elders past, present and future for they hold the memories, the traditions, the culture and the hopes of Aboriginal Australia. We remember that the land we work on, was and always will be traditional Aboriginal land.

Beryl Women Inc. is committed to providing high quality support and accommodation to women and children escaping domestic/family violence. The organisation recognises that violence against women is prevalent in our society and that injustices such as sexism, racism, economic inequality and homophobia contribute to families living in crisis. To redress this, Beryl Women Inc. will provide a professional and accountable service that is based in social justice, recognising and fostering cultural diversity.

Beryl Women Inc. is committed to working with women and children in crisis and for two women, they have had multiple stays within the service over several years. We have retained a connection with them as their lack of support is evident. Building trust is vital when working with women who have experienced multiple traumas in their life.

Quite often the trusting relationship is why the women return to Beryl Women Inc. We have workers who have worked

within the Aboriginal community of Canberra for over 20 years. Trust when working within the Aboriginal community is a genuine prerequisite for working with Aboriginal women and being transparent and honest is important to develop that trust.

Mainstream organisations must understand their unconscious bias within society and educate your staff about these issues. Workers must own and recognise their own privilege and the imbalance of power experienced by Aboriginal women within most social systems they are forced to have contact with.

The reasons attributing to family violence within Aboriginal and Torres Strait Islander communities according to ANROWS research, "is increasingly being understood to be shaped by the specific context of colonialism, systematic disadvantage, cultural disruption, forced removal of children, and the intergenerational impact of trauma."¹

When compared with other women, Aboriginal and/or Torres Strait Islander women are 34 times more likely to be hospitalised from family violence and 10 times more likely to die as a result of violent assault²; they experience genuine poverty and financial stress which often leads to homelessness; they do experience overt systematic racism and regular incidences of racism within schools, sport or the general community. So as practitioners as well as

Aboriginal women, we are aware of the challenges our sisters in the community regularly experience.

Beryl Women Inc. staff are made up of seven women and half are Aboriginal, and there are two Aboriginal women on our Board of Directors. We support our Board and colleagues to engage in cultural opportunities within the community like NAIDOC Week, Survival Day, Anniversary of the National Apology to the Stolen Generations or events. Over the past two years, we have held public events during NAIDOC Week. Recently we have dedicated two years with a view to educating government and non-government organisations delivering community education about working with Aboriginal people and hopefully raise their awareness about their own white privilege and their organisations' white privilege with an Aboriginal lens when working with Aboriginal people. We are always happy to share knowledge and ideas.

Beryl Women Inc. policies and procedures reflect our commitment to creating genuine respect for cultural competence in practice. Staff are supported to maintain connection to the community. The professional practices are how we deliver our service with a trauma-informed Aboriginal lens. We are committed to

creating genuine sustainable change for all women and children survivors of domestic and family violence.

We have maintained positive relationships with other Aboriginal services in Canberra and surrounding areas. We have informal referral pathways with them when they are required and understand the importance of maintaining a united front with our Aboriginal community.

Our Chief Executive Officer, Robyn Martin, sits on many boards and has a strong commitment to working with her community to create change by

sitting on the steering committee for the *Our Booris, Our Way* report³ into the overrepresentation of Aboriginal children in out of home care in the ACT.

The other report, which was shelved for over ten years by the current government until last year when it could no longer be ignored, is the *We Don't Shoot Our Wounded* report.⁴ Nevertheless, they are again discussing its findings and we hope to see implementation of the suggested changes identified.

Beryl Women Inc. looks forward to the new year working in solidarity to ease the burden on

our sister survivors with their children to live in safety, free from domestic and family violence.

See page 17 for footnotes.

Beryl Women Inc.
beryl.org.au



The **Dhunlung Yarra Service** provides confidential, flexible and culturally appropriate support for Aboriginal and Torres Strait Islander families and communities.

Our Aboriginal and Torres Strait Islander team is qualified and experienced in working in community. We work with individuals, families and couples on relationship issues, loss and grief, separation and family violence.

We provide a cultural approach that includes outreach options, meeting you at a location where you might feel comfortable. We keep culture central in the work that we do.

To yarn with us

Call all us at Relationships Australia Canberra & Region on **1300 364 277** to make an appointment or to learn more.

Christmas and New Year period: Our service will close on 23 December 2020 and resume on 7 January 2021.

Dhunlung Yarra Service



Artist: Budda Connors

Our logo

The Centre represents people meeting and yarnning. White, green and dark brown panels are Country and land. Red is our cultural diversity. White dots represent the stars. Light orange lines are the restraints that hold us back from talking. The goanna is freedom from troubles and healing. Artwork provided by Budda Connors.

Dhunlung Yarra means 'Tell, Talk', using words from both the Ngunnawal (Dhunlung) and Wiradjuri (Yarra) languages.

Relationships Australia
CANBERRA & REGION

Supporting culturally appropriate primary health care for Aboriginal and Torres Strait Islander people in the ACT

By Dr Naomi Houston, Indigenous Health GP Advisor and Sharon Storen Indigenous Health Officer, Capital Health Network

We respect the Ngunnawal people of this region as the Traditional Custodians and cultural knowledge holders of this land.

Capital Health Network (CHN) recognises the importance of partnerships to improving the health and wellbeing of First Nations people in the ACT. Central to this, CHN facilitates the co-design, funding and support programs and services that improve access to culturally safe health and wellbeing services that take a holistic and integrated approach to meeting the needs of the more than 7,500 Aboriginal and Torres Strait Islander people living in the ACT. We acknowledge and strive to work together with the many other organisations providing important services to the First Nations community in the ACT.

Approximately 40% of Aboriginal and Torres Strait Islander people in the ACT report having excellent or very good health¹, however, we know that 64% of the total burden of disease among First Nations people in Australia is due to chronic disease², 37% of the burden of disease in First Nations people could be prevented by reducing risk factors³ and 39% of the gap between First Nations and non-Indigenous Australians' health outcomes can be explained by social determinants of health.⁴



Capital Health Network's Indigenous Health Officer, Sharon Storen and Indigenous Health GP Advisor, Dr Naomi Houston.

We know that culturally appropriate and safe primary health care services are essential in supporting First Nations people with detection and management of health risk factors, social and emotional wellbeing issues, and chronic illnesses. So we have partnered with local organisation, Coolamon Advisors, to co-design a Cultural Competency Framework which will ensure collaboration with First Nations community members when planning, commissioning and evaluating our projects. We understand the importance of improving relationships, and acknowledging and respecting cultural differences between First Nations and non-Indigenous people when working with the local Aboriginal and Torres Strait Islander community.

Coolamon Advisors also provides Cultural Awareness Training for primary health care providers in the ACT, services commissioned by CHN and CHN staff. Over 65 primary health care professionals and 29 Commissioned Service professionals working in mental health and alcohol and other drugs (AOD) have been trained prior to COVID-19, with ongoing bi-annual training planned. This training is supported by the CHN Indigenous Health Team which delivers in-practice education to improve the capacity of primary health care services to provide culturally safe environments and care for First Nations people, and to improve understanding and utilisation of government initiatives by health care providers to help close the gap.

These initiatives include comprehensive health assessments for Aboriginal and Torres Strait Islander people, access to reduced cost medicines and access to the Integrated Team Care (ITC) Program. It is pleasing to see that in the ACT the uptake of health assessments for Aboriginal and Torres Strait Islander people has increased by almost 20%⁵ in the last 10 years, however, there is still a long way to go.

To support local First Nations people with chronic disease, CHN partners with local organisations to provide care coordination services and funding for

certain approved medical equipment to eligible First Nations people with chronic disease. The ITC Program assists First Nations people who require coordinated, multidisciplinary care to access timely and culturally appropriate health care and is funded by the Australian Government's Indigenous Australians' Health Programme.

As the ACT Primary Health Network, CHN has partnered with Grand Pacific Health to support clients who have been referred to them through mainstream GPs and Winnunga Nimmityjah Aboriginal Health and Community Services to provide the program for their clients. The ITC Program makes a real difference to people's lives which is evident in the case study featured in this article.

CHN provided advocacy and support for the establishment of three GP Respiratory Clinics to conduct COVID-19 testing in the ACT, including at Winnunga Nimmityjah Aboriginal Health and Community Services which provides culturally appropriate testing for Aboriginal and Torres Strait Islander people and existing clients. CHN is providing ongoing support to the clinics which are funded by the Australian Government.

The CHN Indigenous Health Team also recently developed a COVID-19 information flyer to support our mob and communities through this difficult period. The flyer was co-designed with the team from the ACT Health Directorate – Aboriginal and Torres Strait Islander Health Partnerships:

tinyurl.com/chn-covid-flyer

CHN's Indigenous Health Team can be contacted on 02 6287 8099 and further information can be found here: tinyurl.com/chn-first-nations-health

See page 17 for footnotes.

Capital Health Network
chnact.org.au



Case study: "I couldn't afford to keep living that way"⁶

Ashleigh* (not her real name) is a local Aboriginal woman living with chronic illness who was referred to the ITC Program at Grand Pacific Health (GPH) through her GP. Ashleigh was struggling to afford specialist visits and as a result wasn't managing too well. She suffers from sleep apnoea and was using a 10-year-old mask with her Continuous Positive Airway Pressure (CPAP) machine – held together with sticky tape, which also had tubes that contained mould. Ashleigh's other conditions included an injured foot, reflex sympathetic nervous dystrophy, chronic pain, asthma, major depression and anxiety. "I couldn't afford to keep living that way," said Ashleigh.

Her Support Worker, Taylor, a Registered Nurse with GPH, helped get Ashleigh a referral to a private pain specialist and GPH assisted with funding this. GPH's ITC Program also paid for a new mask and tubes for her CPAP machine, which means she is able to use the equipment and sleep through the night. An MRI revealed how far her dystrophy condition had degenerated in her right foot meaning specialists can now target that effectively, and she was also assisted to obtain a Mental Health Care Plan to access affordable psychological services.

"Taylor has been wonderful, open and honest about the services GPH can and cannot assist with. She has helped to connect me with services I wouldn't otherwise have been able to find or afford. She also came with me to appointments, which sometimes meant wiping dribble off the floor from my service dog who comes with me to help manage my anxiety in public," said Ashleigh.

"Ashleigh was in a really bad place with her health management when I met her and was clearly struggling financially with her medications as well. Seeing her so much happier and healthier now is why I got into health care," said Taylor.

Mulleun Mura

Aboriginal and Torres Strait Islander Women's Access to Justice Program

The Mulleun Mura Aboriginal and Torres Strait Islander Women's Access to Justice (MMA2J) program provides culturally appropriate law and justice services for Aboriginal and Torres Strait Islander women in Canberra and surrounding region.

MMA2J is staffed by a dedicated family lawyer and Aboriginal Case Manager, who provides the Program's cultural leadership. We provide legal assistance in combination with culturally informed support, including case-management services and connecting women to community and culture to build strength and resilience.

We can help you with:

- Domestic and family violence
- Engaging with Child Protection
- Arrangements for children and property following separation
- Divorce and separation
- Problems at work
- Discrimination
- Compensation for victims of crime.



Contact us on **02 6257 4377** to see how we can help. You can ask to speak with the **Mulleun Mura team**, or the **Client Services Team** can make you an appointment with us.

We will yarn with you to work out what you need to reach your goals. Women's empowerment and decision making is at the centre of our work.

We are also happy to come and meet with you somewhere you feel safe, including another service you are already working with, at home or a café etc.



Reconciliation Peer Network

By Ryan Joseph, Capability Officer, ACTCOSS

To ensure we are truly driven by people-led outcomes, ACTCOSS's work is enriched by our people-led peer networks.

Our peer networks are spaces where individuals interested or working in the community sector can regularly engage in advocacy, policy and capability conversations. These networks include specific issue areas such as reconciliation or justice reform, or are built around job roles like communication practitioners or human resource professionals.

Our [Reconciliation Peer Network](#) (RecNet) is a free, informal, and safe meeting space to support our sector to work towards reconciliation by developing authentic and respectful relationships with Aboriginal and/or Torres Strait Islander peoples. Network members are connected through an email list and meet quarterly.

Workers and volunteers in the sector in the process of developing and implementing a [Reconciliation Action Plan \(RAP\)](#), who have been appointed to a RAP working group, or who are more broadly interested in driving a reconciliation agenda in their workplace are welcome to come along with their questions, ideas and past experience.

The conversations in this network are varied. Often, we delve deeper into the suite of resources developed by the [ACTCOSS Gulanga Program](#) staff that assist our community sector services to better respond and

deliver culturally appropriate services. Examples of these resources include:

- [Aboriginal and Torres Strait Islander Cultural Awareness Self-Assessment Toolkit \(CASAT\)](#)
- [Gulanga Good Practice Guides](#)
- [Aboriginal and Torres Strait Islander Cultural Resource for Community Sector Workers \(ACT & Region\)](#).

Where further support may be useful in unpacking these resources or supporting organisations through specific issues, the Aboriginal and/or Torres Strait Islander staff employed within the ACTCOSS Gulanga Program lend their experience and expertise. This includes providing input on organisational and other policy areas within organisations and illustrating how these practices may impact the broader Aboriginal and/or Torres Strait Islander peoples and communities in the ACT and region.

At the Reconciliation Peer Network, we also celebrate work in our sector that authentically embeds an organisational culture that values and resources work towards reconciliation. During COVID-19, this has included sharing from YWCA Canberra about their challenges and learnings in developing their [third Stretch RAP](#) and understanding how our sector can support the locally grown public campaigns

and advocacy undertaken by organisations like [ANTaR ACT](#).

Equally important and a common strain across all our people-led networks is the opportunity to identify cross-government service or policy issues that may require further analysis and advocacy by ACTCOSS. Peer networks are a key pipeline of knowledge that informs our social change agenda and the development of good practice in our community sector. They are underpinned by a community development¹ approach, which seeks to empower and provide the widest range of individuals possible with an opportunity to directly engage with the work ACTCOSS does.

If you would like to learn more or to get involved, please contact us on 02 6202 7200 or email actcoss@actcoss.org.au.

1. J Ife, 'Chapter 12: Principles of community development and their application to practice', *Community Development in An Uncertain World: Vision, Analysis & Practice*, Cambridge University Press, 2019, pp.253-285.

Join RecNet

Sign up to the Reconciliation Peer Network: actcoss.org.au/recnet

Cultural Awareness Self-Assessment Toolkit

The Aboriginal and Torres Strait Islander Cultural Awareness Self-Assessment Toolkit (CASAT) is a set of good practice standards developed to assist community service organisations improve the quality of their services to Aboriginal and/or Torres Strait Islander clients and communities and to strengthen their knowledge and understanding of Aboriginal and/or Torres Strait Islander cultures.

The CASAT is a set of 6 good practice standards:

- Standard 1: Respect and Commitment
- Standard 2: Staff Knowledge and Development
- Standard 3: Aboriginal and Torres Strait Islander Employment
- Standard 4: Culturally Appropriate Service Delivery
- Standard 5: Engagement with Communities
- Standard 6: Service Development and Evaluation.

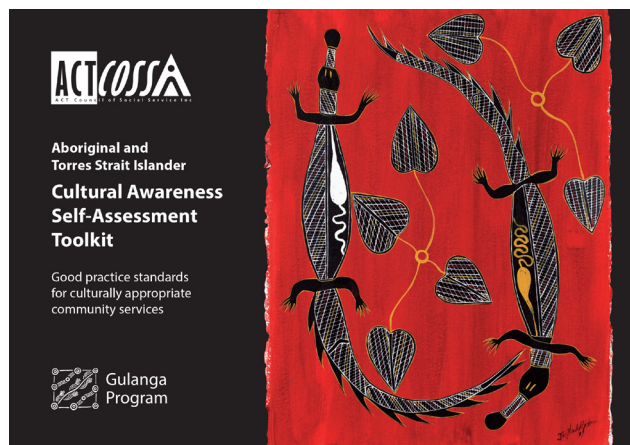
Each standard includes between 4 to 7 features of good practice where your workplace can document:

- Current evidence of good practice
- Areas identified for improvement
- Priority actions to improve against standard.

The CASAT is a free resource you can download and work through at your workplace at your own pace.

Download the CASAT here: actcoss.org.au/casat

ACTCOSS can offer assistance in understanding the CASAT standards or process if required. We can provide advice, staff training and service mentoring, depending on your organisation's needs and preferences. Please contact us on 02 6202 7200 or email actcoss@actcoss.org.au.



Example of good practice

The ACTCOSS Gulanga Program has provided the following example of good practice for your information.

Attending a one day or two-day cultural awareness training has become part of everyday business for many workplaces. A trainer will try to cover important topics that are easy to understand within a limited timeframe. It is also the best opportunity you will have to ask questions and engage with your peers.

The topics may have challenged your opinions, knowledge and assumptions. They may also challenge what you have learnt from other people, from textbooks or what you have read online or in the media.

Below are some examples on how you can continue to improve your knowledge and understanding of Aboriginal and/or Torres Strait Islander peoples:

1. Learn more about the Aboriginal peoples of Canberra and the surrounding region.
2. Learn more about the Aboriginal peoples in the region you associate most with.
3. Attend webinars, seminars, workshops and conferences that include Aboriginal and/or Torres Strait Islander perspectives.
4. Canberra is home to many national institutions who exhibit and host events with Aboriginal and/or Torres Strait Islander peoples. Visit their websites and subscribe to their news to see what's on. Attend as a workplace or in your personal time.
5. Share examples of good practice within your workplace and develop ways to embed into everyday business.
6. Become an ally for Aboriginal and/or Torres Strait Islander peoples. Celebrate their achievements and milestones and support their challenges.
7. Support local community celebrations and offer to share resources and information.

Gulanga Good Practice Guides

The Gulanga Good Practice Guides provide information on topics that aim to assist organisations implement and embed good practice when working and engaging with Aboriginal and/or Torres Strait Islander peoples, particularly within the ACT and region.

Each guide provides a general overview, which we hope will generate change and discussion within a workplace. Links are provided at the end of each guide for further information and research.

Feedback on the guides can be directed to gulanga@actcoss.org.au or by phone to 02 6202 7200.

[Dates of Significance - The Apology \(pdf\) | \(docx\)](#)

[Confirmation of Aboriginal Identity form \(pdf\) | \(docx\)](#)

[Reconciliation \(pdf\) | \(docx\)](#)

[Celebrating NAIDOC Week \(pdf\) | \(docx\)](#)

[Welcome to Country and Acknowledgement of Country \(pdf\) | \(docx\)](#)

[Preferences in terminology when referring to Aboriginal and/or Torres Strait Islander peoples \(pdf\) | \(docx\)](#)

[Aboriginal and/or Torres Strait Islander 'warning' \(pdf\) | \(docx\)](#)

[Reproducing images and recordings of Aboriginal and/or Torres Strait Islander peoples and cultures \(pdf\) | \(docx\)](#)

[Photographing and recording Aboriginal and/or Torres Strait Islander peoples and cultures \(pdf\) | \(docx\)](#)

[Purchasing Aboriginal or Torres Strait Islander artwork \(pdf\) | \(docx\)](#)

[Commissioning Aboriginal or Torres Strait Islander artwork \(pdf\) | \(docx\)](#)

Find more Aboriginal and/or Torres Strait Islander resources at the ACTCOSS website: actcoss.org.au/gulanga-resources

Do you have an Aboriginal and/or Torres Strait Islander worker or volunteer at your non-profit?

The ACTCOSS Gulanga Program runs the ATSIComSec Network for Aboriginal and/or Torres Strait Islander workers and volunteers in the community sector.

ATSIComSec consists of lunch meetups every two months and an email network for information sharing.

Our aim is to reach as many Aboriginal and/or Torres Strait Islander workers and volunteers in the region as we can to facilitate discussion, information sharing, networking and inform members of job vacancies, training and community sector news.

If there are any Aboriginal and/or Torres Strait Islander workers or volunteers at your organisation who may be interested, please forward on this information.

How to join the email network

Aboriginal and/or Torres Strait Islander workers or volunteers in the ACT community sector can ask to join by subscribing to the ATSIComSec Network here: lists.actcoss.org.au/mailman/listinfo/atsicomsec

Your subscription request will be reviewed by our network moderator.

Find out more

Find out more by contacting a member of the ACTCOSS Gulanga Program on 02 6202 7200 or email gulanga@actcoss.org.au.

Aboriginal Cultural Awareness Education Program – 19 March 2021

Facilitated by Julie Moore from Koorimunication

Julie Moore was born in Berry, NSW and raised at Wreck Bay on the NSW South Coast. She is a proud member of the Wandandian people of the Yuin nation. It is Julie's long professional experience coupled with her Aboriginal community roots that form the cornerstone of Koorimunication's services.

Julie has extensive experience in Aboriginal mentoring, cross-cultural communications, developing and evaluating Aboriginal employment strategies, community consultations, human services policy and program development and evaluation, training, strategic planning, and public relations.

The Aboriginal Cultural Awareness Education Program aims to provide participants the opportunity to take part in an interactive learning program based around Aboriginal culture – history and present. The day includes topics such as past and present history, past policies and practices that have impacted upon Aboriginal peoples, cultural competence, engagement and protocols, and building respectful relationships.

We envisage participants will leave with:

- A greater level of confidence in their capacity to more effectively engage with both their Aboriginal colleagues and the broader Aboriginal community
- Practical tips and information to apply within their workplace on a day-to-day basis.

All program participants receive handouts as a reference point for both the program and as a starting point to further reading/research.

When: Friday 19 March 2021, 9.30am-4.30pm

Where: ACTCOSS Meeting Room, 1/6 Gritten Street, Weston

Food: Morning tea, lunch and afternoon tea provided.

Cost: \$330 ACTCOSS Member | \$360 Non-Member | \$390 Government/Corporate.

Too much for you or your organisation? Please contact us and we will do our best to offer support to participate.

Register: julie-moore-19mar2021.eventbrite.com.au

Please **register before 5 March 2021**. This will secure your place and assist us to confirm numbers for this training to occur. If you are unable to attend, we suggest you send another person in your place, or contact us to discuss other options.

Waitlist: If the workshop is sold out, we encourage you to register your interest to be placed on the waitlist. We may be able to offer you a space, sometimes at short notice, or invite you to a future date for the workshop.

Terms and Conditions: Cancellations made less than 14 days prior to the workshop will incur a full charge. Bookings are essential. We ask that participants attend the full duration of the program.

Contact: Julie Butler, ph: 02 6202 7200, actcoss@actcoss.org.au

More learning and development

Find out more about our learning and development opportunities and how to register at the ACTCOSS website: actcoss.org.au/learn

We can assist in organising training for the ACT community sector. If you have training requests, please contact us on 02 6202 7200 or email actcoss@actcoss.org.au.

Save the date: 13th Anniversary of the National Apology to the Stolen Generations

When: Friday 12 February 2021, 10.30am to 12.30pm

Where: Tuggeranong Arts Centre, 137 Reed Street, Greenway

This year will be the 13th Anniversary of the National Apology to the Stolen Generations. As the anniversary – 13 February – falls on a Saturday, we will hold the anniversary event on Friday 12 February 2021.

ACTCOSS, the [Gulanga Program](#) team and the [Dhunlung Yarra Service](#) team from Relationships Australia Canberra and Region would like to invite you to come and reflect together on the resilience and survival of our First Nations people in Australia.

This year we will focus on the theme of **Resilience, survival and being Aboriginal at heart.**

Through listening to the story of one woman's journey, we will hear about the experience of Aboriginal people in contemporary Australia, whose

identities are judged and undermined by others who say, "but you don't look Aboriginal". We will learn that being Aboriginal is not about the colour of a person's skin, but rather the colour of their heart and where their heart belongs.

Her story is similar in some ways but also different from many others who were removed from family as part of the Stolen Generations. The journey this woman took was lonely and hard, and left her struggling to find herself in the turmoil of trying to live in two worlds. We will walk with her as she shares how she listened to her heart about belonging to the Aboriginal people and how she learned to accept this for herself.

Volunteers will perform through storytelling and dance to allow you to share in the strength and resilience of Australia's First Peoples. We remember that this always was and always will be Aboriginal land.

Article footnotes

What is "good practice" in the context of Aboriginal housing from an Aboriginal Community Housing Provider perspective?, pp.4-7

1. Australian Institute of Health and Welfare (AIHW), *Aboriginal and Torres Strait Islander people: a focus report on housing and homelessness*, Cat. no. HOU 301, AIHW, Canberra, 2019.

2. Keys Young, *Homelessness in the Aboriginal and Torres Strait Islander Context and its possible implications for the Supported Accommodation Assistance Program (SAAP)*, (final report), Prepared for the Department of Family and Community Services, Sydney, 30 November 1998, [http://pandora.nla.gov.au/pan/42867/20060807-0000/www.facs.gov.au/Internet/facsinternet.nsf/VIA/keys/\\$File/KeysYoung.pdf](http://pandora.nla.gov.au/pan/42867/20060807-0000/www.facs.gov.au/Internet/facsinternet.nsf/VIA/keys/$File/KeysYoung.pdf), in AIHW, *Aboriginal and Torres Strait Islander people: a focus report on housing and homelessness*.

3. Coalition of Peaks, *New National Agreement on Closing the Gap* [web page], Coalition of Peaks, 2020, <https://coalitionofpeaks.org.au/new-national-agreement-on-closing-the-gap/>.

Good practice at Beryl Women Inc., pp.8-9

1. Australia's National Research Organisation for Women's Safety (ANROWS), *Understanding the role of Law and Culture in Aboriginal and Torres Strait Islander communities in responding to and preventing family violence: Key findings and future directions*, Research to Policy & Practice, Issue 19, June 2020, <https://www.anrows.org.au/project/understanding-the-role-of-law-and-culture-in-aboriginal-and-or-torres-strait-islander-communities-in-responding-to-and-preventing-family-violence/>.

2. National Aboriginal & Torres Strait Islander Legal Service (NATSILS), 'In comparison with other women, Aboriginal and Torres Strait Islander women...' [Twitter post], NATSILS, 25 November 2020,

accessed 8 December 2020, https://twitter.com/NATSILS_/status/1331420873845207041?s=20.

3. Our Booris, Our Way Steering Committee, *Our Booris, Our Way Final Report, Our Booris, Our Way Steering Committee*, December 2019, <https://www.strongfamilies.act.gov.au/our-booris-our-way>.

4. ACT Victims of Crime Coordinator, *"We Don't Shoot Our Wounded..." Aboriginal & Torres Strait Islander Victims of Family Violence Access to Justice and Access to Services in the ACT*, ACT Government, April 2009, <https://www.victimsupport.act.gov.au/who-we-are/publications>.

Supporting culturally appropriate primary health care for Aboriginal and Torres Strait Islander people in the ACT, pp.10-11

1. AIHW, *Aboriginal and Torres Strait Islander Health Performance Framework 2017 report: Australian Capital Territory*, AIHW, 2017, <https://www.aihw.gov.au/getmedia/78d3c0b5-3eff-4890-8105-a01de429b09d/aihw-ihw-188-2017-hpf-act.pdf.aspx?inline=true>.

2. AIHW, *Aboriginal and Torres Strait Islander Health Performance Framework 2017 report*.

3. Hunter Medical Research Institute (HMRI), *Checking check-ups to help Close the Gap*, HMRI, 12 July 2019, <https://hmri.org.au/news-article/checking-check-ups-help-close-gap>.

4. AIHW, *Aboriginal and Torres Strait Islander Health Performance Framework 2017 report*.

5. AIHW, *Aboriginal and Torres Strait Islander Health Performance Framework 2017 report; AIHW, Indigenous health check (MBS 715) data tool*, AIHW, 6 December 2017, <https://www.aihw.gov.au/reports/indigenous-health-welfare-services/indigenous-health-check-mbs-715-data-tool/data>.

6. Grand Pacific Health, *Real Stories 2019*, n.d., <https://www.gph.org.au/about-us/news/gph-real-stories-2019-collection/>.

ACTCOSS AGM, new Board and annual report

Online AGM: 12-13 November 2020

This year, to ensure the safety of our members during the pandemic, ACTCOSS held its Annual General Meeting (AGM) online using the video conferencing platform Zoom and voting platform ElectionBuddy. Voting via ElectionBuddy opened during the AGM and closed the following day at 4pm. This was the first time we have held an AGM and election online. The AGM and voting ran smoothly, and we received positive feedback from our members.

Our deepest thanks go to our Returning Officer, Peter Sutherland of Softlaw Community Projects, who helped us navigate constitutional requirements to run an AGM and Board election online and ensure a fair and robust process.

The Operations Team is documenting the process of running our AGM and election online, and we will share with other organisations.

Board

At the ACTCOSS AGM, the new Board for 2020-21 was elected. Please join us in congratulating all ongoing and newly appointed Board Directors.

Office Bearers

- Chair: Frances Crimmins, YWCA Canberra
- Vice Chair: Andrew Rowe, Havelock Housing Association
- Treasurer: Bruce Papps, Northside Community Service

Ordinary Directors

- Alicia Flack-Konè, ACT Down Syndrome Association
- Andrew Scotford, CIT Student Association

- Beth Slatyer, Associate Member
- Cathi Moore, Parentline ACT and Associate Member
- Darlene Cox, Health Care Consumers' Association
- Dorji Tshering, Associate Member
- Elizabeth Samra, Associate Member
- Lee Maiden, Communities@Work
- Sarah Murdoch, Anglicare NSW South | NSW West | ACT.

If you would like to contact the Board, please email actcoss@actcoss.org.au or call the ACTCOSS office on 02 6202 7200 and we will put you in touch.

Outgoing Directors

We farewell and thank outgoing Directors:

- Glenda Stevens, Associate Member (ACTCOSS Chair)
- Martin Fisk, Menslink (ACTCOSS Vice Chair)
- Petrea Messent, Associate Member (ACTCOSS Ordinary Director).

Thank you for your commitment and service on our Board.

Annual and financial reports

The ACTCOSS Annual Report 2019-20 is now available. It highlights some of the great work and outcomes we achieved during the last financial year.

The Financial Report 2019-20 is also available for your review.

You can access the reports at actcoss.org.au/ar-2019-20

Ready. Set. Plan.

Here are some simple online tools to get you started with superannuation, from estimating your future super balance to checking your current insurance needs.

hesta.com.au/members/forms-resources/calculators.html

HESTA



ACTCOSS staff welcome and farewell

Welcome...



Carmen Byrne
Operations Manager

Carmen joined ACTCOSS in July 2020 as the Operations Manager (maternity leave placement).

Carmen is an experienced business leader, spending most of her career in the health care manufacturing sector. Her corporate career spans a diverse range of roles from clinical research, quality management, sales, marketing, general management, industry association board member and an international assignment. Carmen is a Graduate of the Australian Institute of Company Directors, and has completed a Bachelor of Applied Science, Masters of Business Administration and Post Graduate Certificate in Health Policy.

More recently, Carmen has embarked on a career and tree change, moving from Sydney to the Canberra region and dividing her time between work with ACTCOSS and leadership-related coaching and facilitation work.



Bianca Williams
CASP Development Officer

Bianca joined ACTCOSS in 2020 and works on the coordination and development of the Community Assistance and Support Program

(CASP) Network and policy related to health, disability and ageing. Bianca has over a decade's experience working in the ACT community sector and has served on various ACT boards, including two years as the President of Brindabella Women's Group. She has project managed, and contributed to a number of women's community art projects. Additionally, she was a regular host of the Yes She Can multicultural women's radio show.

Bianca is a final year PhD Candidate in Gender, Sexuality and Culture at the Australian National University. Her research interests include feminist history, intersectionality, maternal wellbeing, Reconciliation and disability rights.



Ada Fitzgerald-Cherry
Administrative Support Officer

Ada joined ACTCOSS in June 2020 as the Administration Support Officer. She provides officewide operational support, assists in the

planning and delivery of major ACTCOSS events, and is the first point of contact for membership, accounts and general inquiries.

Before joining ACTCOSS, Ada worked in high-end hospitality management and event logistics. She is pleased to bring her attention to detail and passion for service to the community sector.

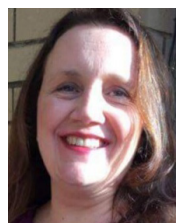
Farewell...



Tara Prince
Policy and Development Officer

Tara served in the ACTCOSS team since 2014. She was involved in ACTCOSS's policy development and advocacy, particularly in service

system reform for people with disability and older people, as well as community connectedness in the ACT. Tara also convened the ACT Community Assistance and Support Program (CASP) Network. Tara's achievements included the launch of the Choice and control paper on person-centred support for the NDIS and contributions to the ongoing work and development of the CASP executive and peer networks. ACTCOSS valued Tara's strengths-based approach to this work and we wish Tara the best.



Anna Cirocco
Capability Officer

Anna joined the ACTCOSS team in February 2020 and hit the ground running on a variety of projects amidst our adapted activities during

COVID-19. These projects included facilitating our advocacy and capability engagement with services, supporting multicultural communities in the ACT, and coordinating the first comprehensive update to the CASP Service Directory with the ACT Health Directorate. We valued the vast global experience Anna brought to ACTCOSS during this challenging year. We are delighted that she will continue to work in the ACT community sector in a frontline role.

Next issue:

Update Issue 93

Celebrating and supporting the ACT's community sector workforce

Members are welcome to contribute articles on the theme.

Copy deadline: 22 March 2021

Space is limited! To guarantee your spot, let us know as soon as possible.

Email: suzanne.richardson@actcoss.org.au

Ph: 02 6202 7200

Issue 93 will be distributed in April 2021.

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ACTCOSS board

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Frances Crimmins, YWCA Canberra

Vice Chair

Andrew Rowe, Havelock Housing Association

Treasurer

Bruce Papps, Northside Community Service

Ordinary Directors

Alicia Flack-Konè,
ACT Down Syndrome
Association

Andrew Scotford, CIT
Student Association

Beth Slatyer,
Associate Member

Cathi Moore,
Parentline ACT and
Associate Member

Darlene Cox, Health
Care Consumers'
Association

Dorji Tshering,
Associate Member

Elizabeth Samra,
Associate Member

Lee Maiden,
Communities@Work

Sarah Murdoch,
Anglicare NSW South |
NSW West | ACT

If you would like to
contact the Board,
please contact us:

www.actcoss.org.au



The ACT Council of Social Service Inc. (ACTCOSS) is the peak representative body for people living with low incomes or disadvantage, and not-for-profit community organisations in the Australian Capital Territory.

ACTCOSS acknowledges Canberra has been built on the land of the Nggunawal people. We pay respects to their Elders and recognise the strength and resilience of Aboriginal and/or Torres Strait Islander peoples. We celebrate Aboriginal and/or Torres Strait Islander cultures and ongoing contributions to the ACT community.

ACTCOSS

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Email: actcoss@actcoss.org.au

Web: actcoss.org.au

Twitter: twitter.com/actcoss

Facebook: facebook.com/actcoss

ACTCOSS welcomes feedback. Please visit the 'Contact' page on our website for our feedback form, or contact us using the details above.

ACTCOSS staff

CEO

Dr Emma Campbell

Operations Team

Carmen Byrne
(Operations Manager)

Stephanie Crosby
(Operations Manager,
maternity leave)

Suzanne Richardson
Ada Fitzgerald-Cherry

Holly Zhang

Policy & Development Team

Craig Wallace
(Policy Manager)

Geoff Buchanan
Eliza Moloney

Ryan Joseph
Bianca Williams

Gulanga Program Team

Julie Butler

Kim Peters

Update is a quarterly journal that provides an opportunity for issues relevant to ACTCOSS's membership to be discussed and for information to be shared. Views expressed are those of individual authors and do not necessarily reflect the policy views of ACTCOSS.