

# **KORIN GAMADJI INSTITUTE & VICTORIAN ELECTORAL COMMISSION**

**BI-ANNUAL REPORT (JULY 1 – DECEMBER 31, 2016)**

## 1. Overview

Between July and December *87 Phase 1*, and *36 Phase 2* participants have completed the Richmond Emerging Aboriginal Leadership Program. Also, returning to the Program in 2016 have included past participants, Tahlia Biggs, Michael Naawi, Jordon Edwards, Gary Mitchell, Jarra Moran and Billy Cooper, who have been a great asset to the program acting as Peer Leaders.

The Laguntas Program has seen 39 young men from around Victoria, complete up to 3 Phases of the Program. Similar to previous years the group valued the opportunity to engage with an elite sports club, which has helped fast track their on and off field development. In the 2016 AFL draft, six players that had been part of the Laguntas program were recruited by AFL Clubs. These players included:

Kayle Kirby (Collingwood)  
 Mitch McCarthy (Collingwood)  
 Dion Johnson (Melbourne)

Jy Sympkin (North Melbourne)  
 Jermaine Jones (Geelong)  
 Tristan Tweety (Western Bulldogs)

Between 1992 and 2012 only 17 Indigenous players from Victoria were drafted by AFL Club's. This year's draft result clearly demonstrates the success of the Laguntas Program.

**Table 1. Program Participant Numbers (July to December 2016)**

REAL Program	Location	Number of Participants
Phase 1 REAL Program (July 4-8)	Bacchus Marsh	31
Phase 2 REAL Program (July 4-8)	Bacchus Marsh	14
Peer Leaders (July 4-8)	Bacchus Marsh	1
Phase 1 REAL Program (September 19-23)	Bacchus Marsh	36
Phase 2 REAL Program (September 19-23)	Bacchus Marsh	11
Peer Leaders (September 19-23)	Bacchus Marsh	4
Phase 1 REAL Program (December 12-19)	Bacchas Marsh	20
Phase 2 REAL Program (December 12-19)	Bacchas Marsh	11
Peer Leaders (December 12-19)	Bacchas Marsh	4
<b>Laguntas Program</b>		
Lagunta's Program (June 30 – July 2)	Adelaide	26
<b>Total</b>		<b>158</b>

## 2. Program Development and Successes

The Programs have continued to evolve and participants have been engaged in many other opportunities outside the REAL and Lagunta programs.

- The Program Staffing Structure has been supported with the addition of the Peer Leaders (see Figure 1)
- Participants were highly engaged in the Burra Ferra (song in Yorta Yorta language) performance that was taught during the July and September Programs, and provided a strong connection to culture. Further to this, the influence of the KGI programming on the broader Club has allowed opportunities like the inaugural War Cry performance to be offered to and delivered by KGI REAL Program participants and alumni.
- More time has been spent with participants to develop their public speaking, which has been evident at the end of program morning tea, when participants are speaking more confidently and in more detail.
- The Phase 2 VEC session within the program has become a highlight for a number of participants because it has been structured to allow the participants to take ownership of a selected community campaign.
- Program nominations and registrations have been placed on line, and the recruitment strategy has been strengthened, which has resulted in greater program attendance, particularly for Phase 1 participants.

**Figure 1. Program Staffing Structure**



### 3. Challenges

- Some of the spaces that were available at the Lady Northcote Camp site were not quite appropriate for selected facilitators.
- Getting 100% of registered participants has always been a challenge, but with improved recruiting and an online registration process, this is being minimised.
- The distance to the Lady Northcote campsite in Bacchus Marsh has been a deterrent for some facilitators
- The collection of quality survey data from all participants has varied. The surveys were placed online for the July and September program, which has improved the response rate. In 2017 more time will be placed in the program for participants to provide more thorough feedback.

### 4. Recommendations

- Although the camp site at Bacchus Marsh has had many benefits, the KGI will use alternative options for 2017 programs. This will include the Melbourne Indigenous transition School boarding house, which is located in Richmond and walking distance to the football club, and Medley Hall based in Carlton.
- To continue strengthening the leadership pathway, and encourage past participants to be involved as program leaders. Recently the KGI has confirmed the Australian Indigenous Leadership Centre as a program partner for 2017.
- Ensure more time is spent collecting background information about the participants, so that any pre-existing issues (eg. anxiety) can be managed more effectively

### 5. REAL Program Survey Results Overview

Following each of the REAL Program intensives, the participants are asked to complete an online survey about their experiences and learnings from the Program. The following information is a summary of the responses from the April, July, September and December REAL programs in 2016.

#### *Phase 1 Participant Responses*

Total Number of Respondents: 97

The top 3 sessions that made an impact on the participants were:

- Public Speaking
- Resilience
- Magic Moments

100% of Phase 1 participants said they would like to complete the Phase 2 Program

Participants listed the following as the 3 key challenges they believe Koori leaders are currently facing:

- Racism

- Respect
- Confidence/Motivation

Following the Program **94%** of participants either *agreed* or *strongly agreed* they have a greater understanding of the political actions taken by Aboriginal leaders.

97% of participants either *agree* or *strongly agree* they have a greater understanding of Indigenous Culture following the Program.

The most listed responses by the participants when asked *what I'd like to tell people about the REAL Program is*, included:

- Builds Confidence
- Learn about your Culture
- Opens up Opportunities
- Inspirational
- Experience new things
- Learn more about Leadership
- Meet other Indigenous kids
- Life changing
- Learn more about community
- Deadly

#### *Phase 2 Participant Responses*

Total number of respondents: 59

The top 3 sessions that made an *impact on the participants* were:

- Public Speaking
- Magic Moments
- Smoking Ceremony

Participants listed the following as the *3 key challenges facing Koori leaders*:

- Racism
- Confidence
- Stereotypes

**71%** of participants *strongly believe* they have the potential to be a leader since participating in the Program.

**62%** of participants either *agreed* or *strongly agreed* they have a better understanding of the political actions taken by Aboriginal Leaders following the Program.

**42%** of participants *strongly agreed* they would encourage someone to vote in an election.

**97%** of participants either *agree* or *strongly agree* they have a greater understanding of Indigenous Culture following the Program.

**100%** of participants would encourage other Indigenous youth to attend a REAL Program.

The most listed responses by the participants when asked *what I'd like to tell people about the REAL Program is*, included:

- Greater understanding of leadership
- Meet new people
- Develop new skills
- Great opportunities
- Gain more confidence
- Change your life
- Come out of your comfort zone
- Become a better role model for younger people
- Memorable
- Challenging

## **6. Case Studies**

Caleb Catania 18 South Morang

From the Barkindji nation of South Western NSW Caleb has grown up in the Northern Suburbs of Melbourne. The REAL Program has helped develop Caleb's leadership skills and connect him with his identity. A huge tennis enthusiast Caleb has also been involved in Tennis Australia Indigenous Programs where he has had a leadership role.

A junior tennis coach Caleb has broadened his career aspirations through the REAL Program where he has now been accepted into Exercise Science at Australian Catholic University. Caleb was also a participant on the KGI Progra at the NICE in Sydney in 2015 where he won the leadership award for that program.

Caleb will participate in our inaugural Phase 3 program in January and due to his area of study will be involved in the KGI for years to come.

Dion Johnstone

Dion participated in his first REAL Program in September 2014 and has also been involved in the Laguntas Program over the last 3 years in a leadership role. Originally from Warnambool Dion moved to Melbourne in 2015 to undertake studies at Scotch College and to pursue his AFL ambitions.

In 2016 Dion became the first Indigenous Captain of Scotch College Football Team and was also drafted at Pick 64 to the Melbourne Football Club in this year's Melbourne Draft. His leadership and character were pivotal in him being drafted and he is a young man passionate about his culture.

## 7. Program expenditure

The following expenses includes the REAL Programs, and a proportion of the total Laguntas costs.

Management	75,750.00
Staffing	16,800.00
Administration	5,300.00
Food and Accommodation	68,100.00
Activities	6,080.00
Guest Speakers	11,000.00
Transport	8,840.00
Uniforms	2,965.00
Program Materials	3,200.00
Volunteer Development	2,760.00
Sundries	1880.00
<b>Total</b>	<b>202,675.00</b>

## 8. Key Participant and Program Achievements

Throughout 2016, there have been a number of significant achievements by KGI participants. These have included Trish McKean being selected to design Richmond's Dreamtime guernsey, Jordon Edwards winning the 2016 Mr NAIDOC Award, 16 young men performing a War Cry on the MCG before the Dreamtime game, and an all Indigenous Youth Parliament team successfully debating to mandate Indigenous representation on local councils. Ten REAL Program participants also completed the Digital Story Telling project with the University of Melbourne, and currently have their short films exhibited at the Australia Council for Contemporary Art in South Melbourne.

These stories, amongst others, demonstrate the broader and ongoing opportunities the REAL and Lagunta Programs provide Indigenous youth.

Below are a list of stories from 2016 that highlight the achievements and successes of the KGI participants and Programs.

REAL Program artists feature at landmark exhibition

<http://www.richmondfc.com.au/news/2016-12-20/sovereignty-exhibition>

Korin Gamadji Institute Partners with Culture Is Life

<http://www.kgi.org.au/news/richmonds-korin-gamadji-institute-partners-with-culture-is-life/>

KGI well represented at Carnival

<http://www.kgi.org.au/news/kgi-well-represented-at-carnival/>

REAL Program: Career opportunities and aspirations

<http://www.kgi.org.au/news/real-program-career-opportunities-and-aspirations/>

Report Reveals Positive impact REAL Program is having on Indigenous Youth

<http://www.kgi.org.au/news/report-reveals-positive-impact-real-program-is-having-on-indigenous-youth/>

REAL Program Celebrates Milestone

<http://www.kgi.org.au/news/real-program-celebrates-five-years/>

REAL Program Celebrates Milestone

<http://www.kgi.org.au/news/real-program-celebrates-five-years/#more-1198>

Laguntas Prevail in Thriller

<http://www.kgi.org.au/news/laguntas-prevail-in-thriller/#more-1184>

Jordon Edwards named Mr NAIDOC 2016

<http://www.kgi.org.au/news/jordan-edwards-named-mr-naidoc-2016/>

Youth Parliament Program - Indigenous students stand up for under representation in Victoria

<http://www.kgi.org.au/news/indigenous-students-stand-up-for-under-representation-in-victoria/>

War Cry to Feature at the Dreamtime game

<http://www.richmondfc.com.au/news/2016-05-25/war-cry-to-feature-in-dreamtime-at-the-g-pregame-ceremony>

Richmond launch 2016 Dreamtime Gurney (designed by REAL Program alumni, Trish McKean)

<http://www.richmondfc.com.au/news/2016-05-04/richmond-launch-2016-dreamtime-guernsey>

Digital Story Telling Project (completed by REAL Program alumni)

<http://www.richmondfc.com.au/news/2016-05-27/digital-storytelling-camp>

Monash University Program Evaluation

<http://www.richmondfc.com.au/news/2016-08-10/report-reveals-real-programs-positive-impact>



## 9. Program schedules

### Phase 1 REAL Program

	Monday	Tuesday	Wednesday	Thursday	Friday
			7:00am - Bus pick up		6:00am - Bus Pick up
8:00		Wake Up	Wake Up	Wake Up	Wake Up
8:30		Morning Exercise/ Breakfast	Morning Exercise/ Breakfast	Morning Exercise/ Breakfast	Morning Exercise/ Breakfast
9:00	Vollie arrival	Get to know you Initiatives (HIEP)		Resilience # 1	RICHMOND M.T
9:30					
10:00			VEC session (Harry)		SIGN OUT
10:30		(morning tea -VALUES)	VEC (Parliament tour)	Morning Tea	Bus leaving - MARCH
11:00		COMMUNICATION		Public Speaking #2	
11:30					
12:00			Travel to RFC		
12:30	Lunch	Lunch	Lunch	Lunch	
1:00					
1:30	Games - YMCA welcome	Public speaking #1	Drugs and Alcohol? (VAHS)	VEC (Harry)	
2:00	WELCOME - Alex - + space				
2:30	TOUR P1 -/ TALK - P2	Afternoon tea	Afternoon tea (club)	Afternoon tea	
3:00	Afternoon tea		Mindfulness #1	Giant swing	
3:30	ALL resources - to meeting point				
4:00	Travel to camp		TRAVEL back to camp		
4:30		change/ free time		MESS	
5:00		Identity			
5:30	GTKY/ games				
6:00	Dinner/ welcome talk	Dinner	Dinner	Dinner	
6:30					
7:00	WHY are WE here?	Identity	Debrief (last small debrief)	IHHP	
7:30	SARAH SHERIDAN		Ngarra Burra Ferra (Jayden Lillyst)		
8:00					
8:30	FUZZY story		Camp fire	Magic Moments	
9:00				AWARDS?	
9:30	Debrief	Debrief			
10:00	Bed Time	Bed Time	Bed Time	Debrief (whole phase)	
10:30				Bed Time	

### Phase 2 REAL Program

	Monday	Tuesday	Wednesday	Thursday	Friday
			7:00am - Bus pick up		6:00am - Bus Pick up
8:00		Wake Up	Wake Up	Wake Up	Wake Up
8:30		Morning Exercise/ Breakfast	Morning Exercise/ Breakfast	Morning Exercise/ Breakfast	Morning Exercise/ Breakfast
9:00	Vollie arrival	Get to know you Initiatives (HIEP)		Resilience #2	RICHMOND M.T
9:30					
10:00			Communication #2		SIGN OUT
10:30		Morning Tea		Morning Tea	Bus leaving - MARCH
11:00		Pathways - Dream BIG	Morning Tea		
11:30			VEC (Harry)	Public speaking	
12:00					
12:30	Lunch	Lunch	Lunch	Lunch	
1:00					
1:30	Games - YMCA welcome	Public speaking #1	VEC (Harry)	The world we live in	
2:00	WELCOME - Alex - + space				
2:30	TOUR P1 -/ TALK - P2	Afternoon tea	Afternoon tea	Afternoon tea	
3:00	Afternoon tea		Sexy Health (Boys - Girls)	Leap of Faith	
3:30	ALL resources - to meeting point				
4:00	Travel to camp		TRAVEL back to camp		
4:30				MESS	
5:00		Identity			
5:30	GTKY/ games				
6:00	Dinner/ welcome talk	Dinner	Dinner	Dinner	
6:30					
7:00	WHY are WE here?	Identity	Debrief (last small debrief)	IHHP	
7:30	SARAH SHERIDAN		Ngarra Burra Ferra (Jayden Lillyst)		
8:00					
8:30	FUZZY story		Camp fire	Magic Moments	
9:00				AWARDS?	
9:30	Debrief	Debrief			
10:00	Bed Time	Bed Time	Bed Time	Debrief (whole phase)	
10:30				Bed Time	

## 2017 KGI Programs and Indigenous Engagement

<b>2017</b>	
<b>January</b>	
21-24 22-25 30	REAL Program Phase 3 Next Generation Academy program Melbourne Indigenous Transition School - day 1 for students
<b>February</b>	
13 & 14 24	Community Camp (Mildura, Swan Hill, Kerang / City of Cardinia) JLT Community Series Game 1 – vs Adelaide @ Etihad
<b>March</b>	
30	Cultural Leaders Gathering with Culture is Life
<b>April</b>	
3-6 10-13	REAL Program Phase 2 REAL Program Phase 1
<b>May</b>	
Tbc 26 27  27 26-28	War Cry Program National Sorry Day Dreamtime at the 'G (May 27) Includes: Elevate RAP Gathering / VFL Dreamtime 50 year anniversary of the 1967 referendum / National Reconciliation Week begins Youth Parliament training weekend
<b>June</b>	
26-29	REAL Program Phase 3
<b>July</b>	
1-7 2-9 3-6 10-13 17-20	Youth Parliament NAIDOC Week event "Our Languages Matter" REAL Program Phase 1 REAL Program Phase 2 REAL Program Phase 3

<b>August</b>	
-	-
<b>September</b>	
25-28 tbc	REAL Program Phase 1 Junior Indigenous Football & Netball carnival
<b>October</b>	
2-5 tbc	REAL Program Phase 1 Senior Indigenous Football & Netball carnival
<b>November</b>	
11-25	VEC State elections – KGI to be a potential venue (tbc)
<b>December</b>	
18-21	REAL Program (Phase 1 or 2)