

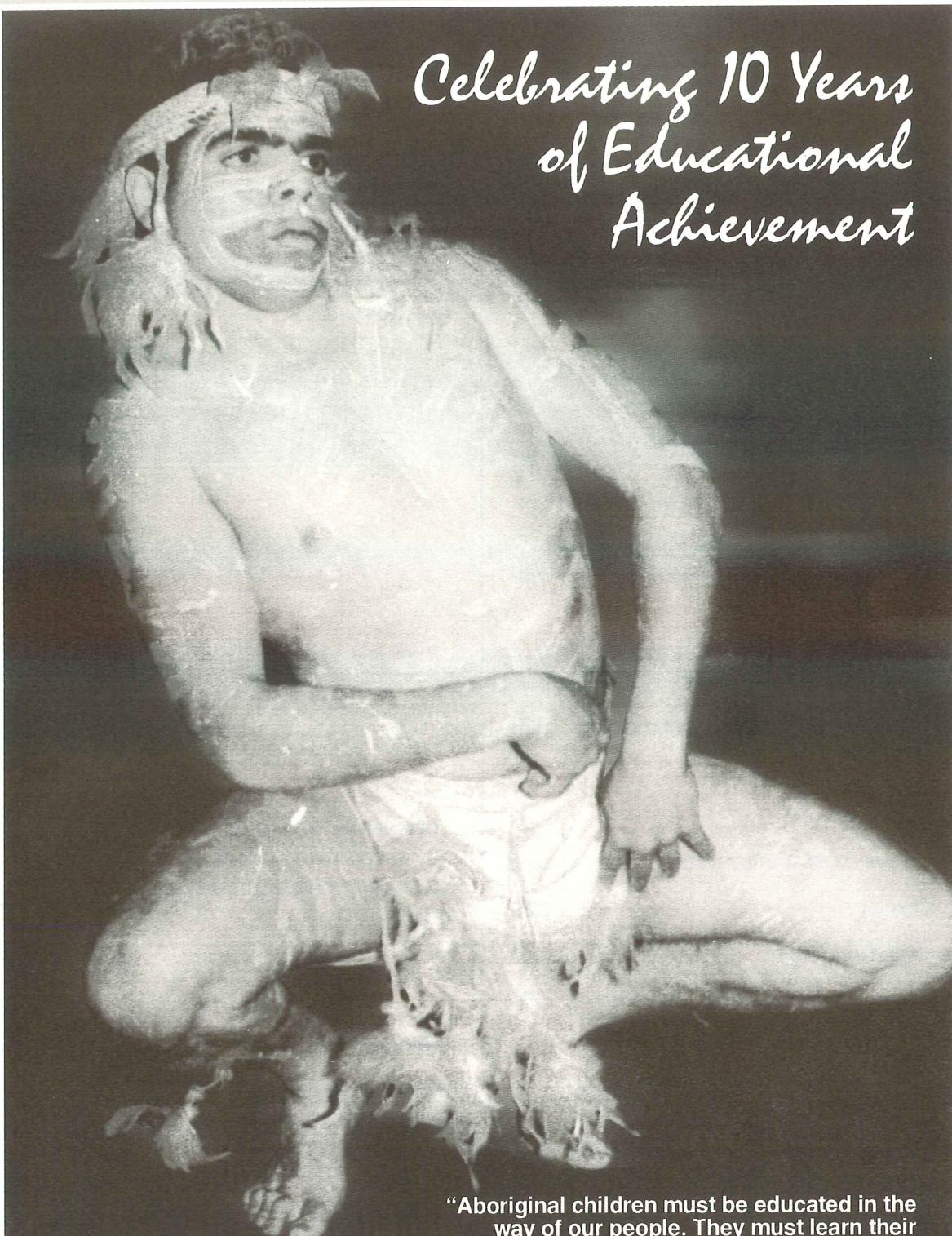
philanthropy 19

The Journal of the Australian Association of Philanthropy

Registered by Australia Post — Publication No. VBH 9216

SUMMER 1993

*Celebrating 10 Years
of Educational
Achievement*



"Aboriginal children must be educated in the way of our people. They must learn their history, about their great ancestors, the language and the law. It's time for them to know and understand themselves. They must also be educated in the ways of the society in which they live, in the very best of what it has to offer, so they can truly be a part, not only of Australia's past, but also its present and future.

THE EDUCATION OF ABORIGINAL PEOPLE IS ONE OF THE BIGGEST CHALLENGES FACING AUSTRALIA TODAY."

The late Pastor Sir Douglas Nicholls, patron of Worawa College

Contents

EDITORIAL	1
GUEST OVERVIEW - Lois Peeler	2
FEATURES	
Quest for Life Centre	4
St. John Training Enhancement	7
Business in the Community Limited	9
Corporate Community Involvement	12
SPECIAL FEATURE	
The Worawa Alternative	15
Koori Educational Assistance Program	19
Yuroke Students Aboriginal Corporation: Making its presence felt at Melbourne Uni.	20
PHILANTHROPY NEWS	
Industry Commission Update	24
ASC Public Hearings - Benevolent Investments	24
Annual Dinner	24
Membership luncheons	24
Coming Events: AGM/Annual Dinner - 1994	25
Sydney Chapter	25
Grantseekers Workshops	25
Victorian Community Foundation Awards	25

Cover Note

Philanthropy has used the cover of the Worawa College's special 10th anniversary newsletter which is in keeping with the theme of this edition, Education and Aboriginal Development.

A special acknowledgement is made of the wonderful cover photo by Mark Griffin and of Bookaburra Press who supplied the print film at no cost. The newsletter and its contents are a credit to all concerned.

Correction: The last edition of ***Philanthropy*** used this space to pay tribute to John Bell. We were, of course, referring to ***Esprit Cares Trust***, not 'Esprit'.

Disclaimer

Opinions expressed in ***Philanthropy*** do not necessarily reflect those of the Australian Association of Philanthropy Inc.

EDITORIAL

As we come to the end of another year and enter into the Christmas revelling, it is both sobering and, at the same time, heartening. It is sobering that our homeless and poor have reached such proportions that soup kitchens, meal hampers and accommodation vouchers have crept back amongst the terms of common usage. It is heartening because radio stations, department stores, Rotary clubs and many other organisations are providing opportunities for us to collectively flex our 'philanthropic' or 'charitable muscles'.

It is only through use and exercise that these particular 'muscles' are extended. It is only through the chance to help others in such tangible ways that people come to see that 'charity' is not a four-letter word, and that the much maligned notion of the dastardly 'do-gooder' needs to be re-invested with the notion of community and neighbourliness that is so dramatically called for in these hard times.

Aside from exercising the 'muscle of charity', there is also a place for good works to be not only done, but be seen to be done. A recent front page article in the 'Age' on the private philanthropy of Steve Vizard is significant for three good reasons:

First, there is a reticence amongst Australian philanthropists to be counted. The fact is while 'philanthropy', like a muscle, is only strengthened by its exercise, it is more so with exposure. More Australian philanthropists need to stand up and be counted so that people take notice and take heed.

Secondly, Vizard represents a new generation of philanthropy. The younger person who has not only made good, but has felt the need to put something back. Many of the older generation of philanthropists are concerned to ensure that the second and third generations pick up this mantle within the community.

Lastly, with the imminent announcement of an Industry Commission review into Charity and the Treasury's stated view that this federal government's

policy is to assist the community through the expenditure side of the government rather than through tax concessions, Vizard's contribution is a timely reminder of the importance and effectiveness of the personal gift to the community.



One philanthropic concept which has never been debased is that associated with volunteers. According to the McDonalds paper table mat on December 5th - put together in conjunction with the Volunteer Centres across Australia, *"Four million valuable, vital Australians volunteer each year. Together they contribute \$7 billion worth of their time to our community...In Australia more than 100,000 non-profit organisations depend on volunteers. Around the world at least 250 million volunteers work for their community in thousands of projects... December 5 is International Volunteer Day so take the time to say 'thank you' to the volunteers you know who make our community a better place in which to live."* Well done, McDonalds, and well done volunteers of Australia!

The special theme of this edition in the Year of Indigenous People is that of education and Aboriginal development. It would be inappropriate for this editor to presume to comment on the matter and Lois Peeler, Chairperson of the Greenhills Foundation and President of the Worawa Aboriginal College has agreed to our invitation to provide a guest overview of the issues.

Max Dumais

THE ROLE OF ABORIGINAL EDUCATION

An Overview by Lois Peeler, President

Worawa Aboriginal College

This International Year for the World's Indigenous People has provided a focus on Indigenous Australians. Relative to the International Year, it is disappointing that State and Federal Governments have failed to initiate programs that would have far reaching and positive effects in the longer term.

After two hundred years of white occupation, Aboriginal people continue to be the most disadvantaged group in Australian society. Aboriginal people have:

- * the highest mortality rate
- * the heaviest unemployment rate
- * the poorest educational outcomes
- * inadequate housing
- * poor general health

There are a number of factors which contribute to these appalling statistics including dispossession of land, dislocation of family clan groups through previous Government policies, racism, lack of employment and education opportunities.

These issues were clearly identified in the Report of the Royal Commission into Aboriginal Deaths in Custody.

For years, Aboriginal people have been concerned that in many areas Aboriginal students are subject to racial abuse, harassment and sometimes, violence.

The Federal Schools Council report, released in 1992, recommended the establishment of suitable Aboriginal controlled schools.

To quote Dr. Paul Hughes, an Aboriginal and former Head of the National Aboriginal Education Committee:

"Unless interventions occur in early childhood and in the early years of schooling - the cycle of poor health, poor welfare, poor psychological development and low educational outcomes will continue".

In yet another report by the National Task Force on Aboriginal Education, it was reported:

"It is considered that culturally appropriate education and training programs are crucial in

enhancing personal empowerment, reinforces Aboriginal identity and involves Aboriginal people in determining policies and programs".

Strategies outlined by the Task Force include:

- * improving Aboriginal access to schooling
- * developing appropriate curriculum material
- * training and recruiting Aboriginal teachers
- * addressing the health and welfare impediments to effective schooling that face Aboriginal students.

Despite improvements in educational opportunities for two decades, Aboriginal people remain the most severely disadvantaged in terms of educational outcomes of any group in Australia. The Report of the House of Representatives Standing Committee on Aboriginal Affairs (released in 1990) highlighted the low retention rate of Aboriginal students in secondary schools and the lack of success of Aboriginal students.

This and a number of other Government initiated Reports on Aboriginal Education indicate that there is a failure by the mainstream school system to adequately cater for Aboriginal students.

The report placed emphasis on recommendations in making secondary school a more comfortable and satisfying environment for Aboriginal students.

According to the Victorian Department of School Education in 1992 in State Schools, the retention rate of Aboriginal students at years 11 and 12 was 20% compared with 80% of non Aboriginal students at the same levels.

The reality is that for Aboriginal students, Years 9 and 10 are crisis years in terms of retention. Given all of these recommendations from the plethora of Government sponsored Committees established to seek solutions and make recommendations to improve Aboriginal education outcomes.

Given these statistics and the recommendations of the various Government Committees, it is interesting to note that no policy has been developed for Aboriginal Schools.



Lois Peeler, President Committee of Management

The ongoing operation of Victoria's only Aboriginal school, Worawa College, remains unstable due to inadequate resources. In its ten years of operation, Worawa College has had to overcome a number of barriers and the resourcing of the College's operation continues to be a struggle.

If Aboriginal children are not achievers in the mainstream schools, then surely Aboriginal schools which contain these elements identified by the numerous Government Committees, must be considered as a viable alternative.

The Aboriginal Deaths in Custody Report identified that there were a number of underlying issues which contributed to the high level of Aboriginal deaths.

A common factor in each of the 99 cases of Deaths in Custody was that none had completed secondary education.

There is no doubt that the low level of educational attainment is a major cause for the cycle that in which Aboriginal people find themselves trapped.

Poor education makes an individual non-competitive in the labour market. Unemployment and lack of access to training opportunities plus racism lock many Aboriginal people into a cycle of despair which often results in low self esteem and stress which in turn affects their wellbeing. We are only too aware of the effect of this which again was highlighted in the Royal Commission into Aboriginal Deaths in Custody.

**TO ACKNOWLEDGE
INDIVIDUALS, ORGANISATIONS
AND CORPORATIONS
WHOSE WORK HAS HAD
A SIGNIFICANT IMPACT ON
THE QUALITY OF LIFE IN VICTORIA**

The Victorian Community Foundation
invites nominations for

**Awards for Service
in the Victorian Community**

The awards will be presented
at a ceremony in April 1994
and applications close
28 February, 1994

Further details, categories,
guidelines and application forms
can be obtained from
Pamela McLure,
Executive Officer, Victorian
Community Foundation,
21/530 Collins St.,
Melbourne, Vic 3000

**Tel: (03) 273 2758
Fax: (03) 273 2399**

QUEST FOR LIFE CENTRE

The **Quest for Life** Centre was founded by Petrea King to assist people with life-threatening illnesses to regain a sense of control over their lives and to provide them and their loved ones with comfort and support.

The incidence of cancer and AIDS is increasing. One in four people will experience cancer in their lifetime. By the year 2000 it is expected to be one in three. The future figures for AIDS and HIV infection are more difficult to estimate. Much of the funding available in these health areas is directed into research. Very little is made available to provide support and education for people during the time of their illness. Many people live for one to fifteen years with fluctuating health and the difficulties that chronic illness entails. Most of the more than 200 people who attend the **Quest for Life** Centre each week seeking support, are between 5 and 60 years of age.

By using **Quest for Life** as a model for support, education and healing we also train others who can then extend similar support to a wider community.

Quest for Life has grown out of the work initiated by Petrea King, who has been counselling individuals, facilitating support groups and training health professionals and others for ten years since her own recovery from leukemia. In February 1993, this work was recognised through an Advance Australia Award. **Quest for Life** has been created in order to further this work and offers hope and encouragement to those who seek its services.

The Centre supports people with a life-threatening illness and their loved ones, through:-

- * counselling
- * meditation and support groups
- * workshops, and
- * information

all of which are complementary to their medical treatment.

The Centre is founded on a belief that peace is a dynamic state of being and that the experience of inner peace provides the best basis for healing.



Support Group participants



A weekend retreat

The **Quest for Life** Centre based in Sydney offers an oasis wherein can be found sensitive and caring people who are trained to assist, and who often have been touched by the experience of a life-threatening illness themselves, or who work with those who have. The Centre has outgrown its present premises and is at present raising funds for a larger Centre, which would also incorporate a Day Centre.

The following services have been in place since the inception of **Quest for Life**:

SUPPORT GROUPS

Each week at the **Quest for Life** Centre in Sydney, and at the branch on the Central Coast, there are thirteen groups serving over 200 people affected by life-threatening illnesses. These groups provide a warm and caring environment where people can find emotional support, explore and express their feelings with others in similar situations. The participants in these various groups either have a life-threatening illness, are the carer or support person to someone ill or are dealing with the loss and grief associated with their loved-one's death.

EDUCATIONAL GROUPS

Stress-management is taught in several groups each week. In these groups participants learn skills in relaxation/visualisation and meditation techniques.

Recent studies in the USA have shown that people who have good psycho-social support and who learn skills in stress-management live twice as long as those who don't and that their quality of life is greatly improved. This has certainly been the Centre's experience over the past nine years. Many of the Centre's clients have unexpected remissions and many have far outlived their prognoses. Perhaps, more importantly, their quality of life has been vastly improved.

Community education days are held regularly. The aim of these days is to help the general public understand the experience of people with life-threatening illnesses. Increased public awareness of the diagnosis, treatment, issues, dilemmas, fears and concerns of people with life-threatening illnesses enables them to be a more effective support for friends, neighbours or loved-ones who may be affected by cancer or HIV/AIDS.

WORKSHOPS

Two-day educational workshops are held regularly throughout the year. These include facilitator training, the role of natural therapies in palliative care, cancer and HIV medicine, stress-management for health professionals, massage and its application within hospitals/hospices, meditation for cancer/AIDS patients, pain management.

PEACE IN LIVING PROGRAMS

For the past eight years the **Peace in Living** program has been held several times each year but has only been of a weekend's duration. Due to the demand by participants, in 1994 the Centre will offer seven day residential programs. These programs will educate and support the participants in achieving the goal of peace of mind. The techniques in the residential course are designed to complement the chosen medical treatment of each individual.

The **Peace in Living** program includes:

1. Relaxation/visualisation and meditation techniques
2. An understanding of the disease and its treatments
3. Nutritional guidance
4. Skills in pain control
5. How to minimise the side-effects of treatments
6. Family communication
7. Discussions on death and dying

ADMINISTRATION

Quest for Life is presently run and administered by Petrea King (Founder) and Geoffrey Colwill (Executive Administrator) with a paid part-time assistant (two days a week) and a large team of dedicated and enthusiastic volunteers. Many of our volunteers have a life-threatening illness themselves or have lost a loved-one who attended the Centre.

Qualified counsellors, physiotherapists, meditation teachers and facilitators are employed on a sessional basis.

The Board of **Quest for Life** comprises eight individuals who have all been touched in some way by the work of the **Quest for Life** Centre.

Currently, the **Quest for Life** Centre is set up in a modified old house in Crows Nest, Sydney, for which it pays rent.

QUEST FOR LIFE DAY CENTRE

More than eighteen thousand people have passed through groups and individual counselling provided by the **Quest for Life** Centre. It is planned to expand the services to provide a Day Centre for clients.

The **Quest for Life Day Centre** will provide:

- company of understanding and compassionate people
- a hot meal
- activities to enhance participants self-esteem
- respite for their carers
- education and support skills

It is expected that a limit of 20 people per day would use the Day Centre.

The first step in this project is to find suitable premises with wheelchair access in which all **Quest for Life** services can be housed.

Participants will be expected to pay a daily contribution for the services provided by the Day Centre. This will be on a sliding scale as many of our participants are on invalid pensions.

If necessary, pick-up and delivery of participants will be organised through our volunteers. A suitable van is being donated by Queenwood School for Girls, who have adopted **Quest for Life** as their charity for the year.

Those employed by **Quest for Life** have had vast experience in providing this kind of support in the past. This has involved considerable liaising with various hospitals, doctors, community health teams and so on. Most of our referrals come from these sources, by word of mouth and frequent media interest in our work.

During the past three years **Quest for Life** has received several one-off grants from HIV Study Grants to run specific courses on stress-management for health professionals, the role of natural therapies in HIV medicine and massage for palliative care/HIV. Another small grant was received in 1991 to help host the First National HIV-positive Womens conference.

Modern medicine provides us with excellent diagnostic and treatment facilities. However, there are only a few places that help people to live well with the strains of chronic and life-threatening illness. The **Quest for Life** Centre addresses this need by providing compassionate care and support to the patient and their loved-ones. Petrea and others from **Quest for Life** travel throughout Australia giving workshops and lectures on the benefits of this

concept of caring for people with life-threatening illnesses.

Petrea's book, *Quest for Life* (published by Random House in 1992) upon which the Centre is based will be published in America in 1994.

For further information, contact:

Tel: (02) 906 3112

Fax: (02) 906 1203



Participants in the Peace In Living programme

ST. JOHN TRAINING ENHANCEMENT PROJECT

A PROJECT FUNDED BY THE CHARLES & SYLVIA VIERTEL CHARITABLE FUND

Ensuring first aid is more than just a bandaid

First aid often means much more than placing a bandaid over a superficial cut – it can mean the difference between life and death.

In many circumstances, action taken in the first 3 or 4 minutes after an incident has occurred will affect the severity of injury to a casualty. When you take into account that it will take approximately 7 or 8 minutes for an ambulance to arrive, it becomes apparent how vital it is for people to know first aid.

Why then, do 95% of Australians not have up-to-date first aid skills? Is it apathy or do people just not realise that such simple skills may one day help them save someone's life?

St. John Ambulance Australia is trying to change people's attitudes towards first aid assistance and taking care of their own community – their two main objectives are to render first aid services to the public and to educate adults and children in the care of the sick and injured.

The heart of the organisation lies with the community, with four branches forming the St. John chain of care: Operations Branch provides first aid volunteers at public events at no cost to the individuals treated; Training Branch teaches industry

and the public life saving first aid skills; Sales Branch supplies industry and the public with first aid kits and equipment; and Community Care Branch gives friendly support to people disadvantaged by isolation, loneliness, disability, frailty, health, or other personal circumstances.

While there has been an increasing demand from the community for St. John Ambulance first aid services, a lack of resources has meant that St. John has been unable to meet this demand.

Last year, the Sylvia and Charles Viertel Charitable Foundation recognised the importance of St. John's first aid role in Queensland and agreed to fund their training enhancement program.

According to St. John Ambulance (Queensland) Operations Manager, Mr. Brian Murphy, the project is designed to improve the standard of training and professional skills of the St. John first aid volunteers.

"We want to provide the community with 'land lifesavers' who are highly trained in first aid to ensure casualties receive optimal patient care from their first point of contact with the volunteer up to the handover to the Queensland Ambulance Service", he said.

The funds provided by the Viertel grant will be used to construct a first aid training room and a patient care training room within St. John house in Brisbane. Each room will be equipped to enable advanced knowledge skills to be taught using modern technology.

"Over the years we've noticed that a kind, comforting word can make all the difference to the first aid treatment of a casualty. That is why all our volunteers will go through patient care training", said Mr. Murphy.

"St. John really cares what happens to each patient - since our first aiders are all volunteers choosing to spend their free time helping others, training in patient care will ensure casualties are treated as they deserve to be treated - with compassion".

Apart from their use in training first aid volunteers, the rooms will be used as part of the organisation's occupational first aid courses.

"Industrial representatives attending classes will be able to train in the rooms, learning how to set up

their organisation's first aid room for optimal efficiency", he said.

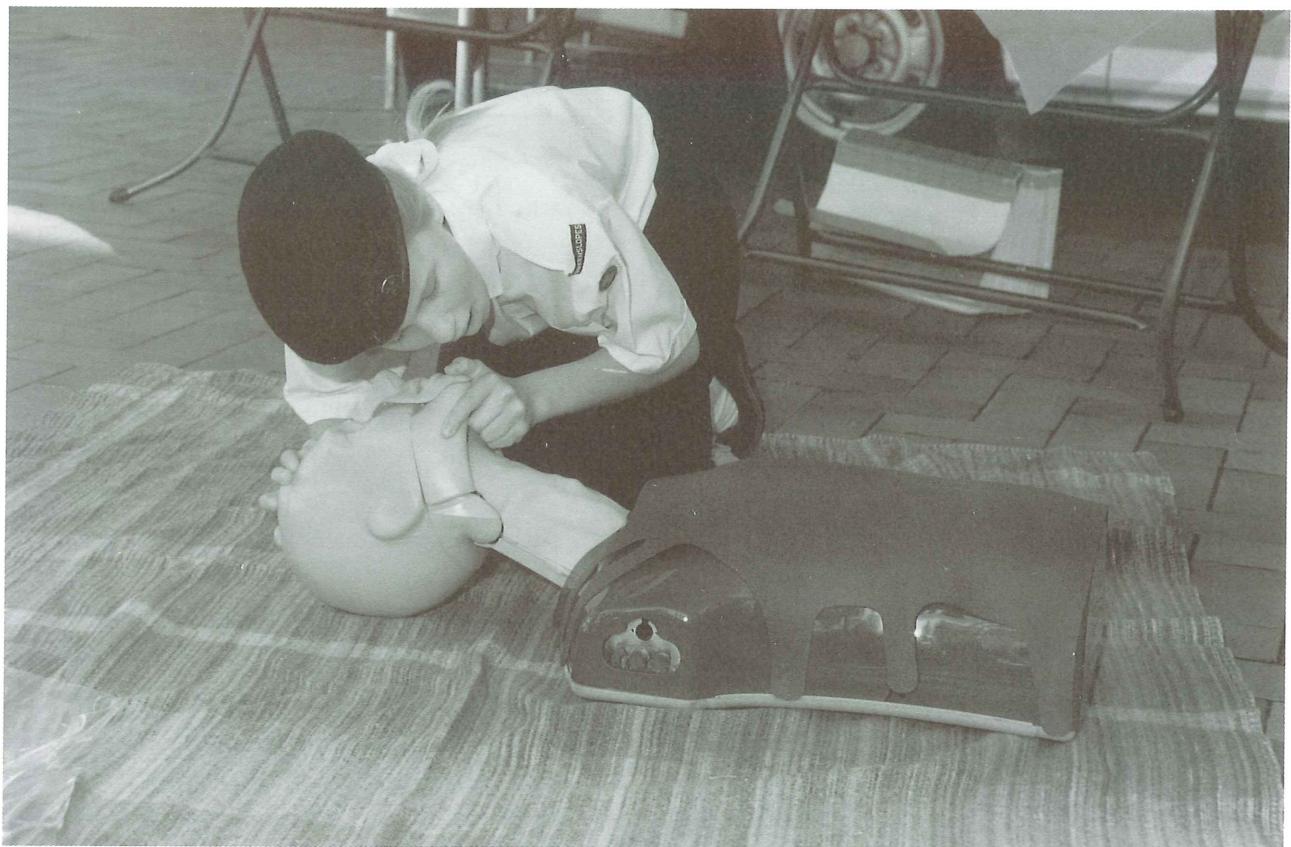
"We have found that while many companies have established first aid rooms in accordance with the Workplace Health and Safety Act, many of these need to be replanned so that equipment is more accessible".

Plans are being finalised for the construction of the training rooms and building is expected to start in December, 1993.

If the project is successful in Queensland, St. John will be looking to expand the training enhancement program throughout Australia.

St. John Ambulance is a major international charitable organisation, dedicated to the relief of persons in sickness, distress, suffering or danger, operating in many countries around the world and throughout Australia.

For further information, contact Leanne Jackson, Public Relations Assistant, St. John Ambulance Australia (Queensland) on (07) 252 3450



All St John Ambulance first aid cadets and volunteers receive thorough training in first aid and patient care.

BUSINESS IN THE COMMUNITY LIMITED

BASED ON AN ADDRESS TO THE ANNUAL DINNER BY DOUG WATSON, CHIEF EXECUTIVE OF BCL, WHO IS CURRENTLY ON SECONDMENT FROM THE ANZ BANK.

The vision for Business in the Community Limited (BCL) is to create hope for the future by regeneration of jobs and opportunity, particularly in the small business sector. In the current economic cycle it is only in the small business sector where we can see prospects for job regeneration.

Recent figures show that during the eight years to June 1992, the number of small businesses increased by over a third to some 860,000 significantly increasing their employment level by 27% to just under 2.8 million. This is over half of private sector employment and growing!

By contrast, the number of big businesses slumped with the drop in job levels in this sector, accounting for virtually all the loss in private sector employment over the recent period.

Phil Ruthven of IBIS believes that we are on the edge of the "Small Business Renaissance Era" — individuals and small businesses are the pioneers of a new economic growth cycle.

BCL is uniquely positioned to assist this. It has relationships and support from enlightened corporations and institutions who do have concern for the current situation to make jobs happen by accessing corporate leverage to assist in the process.

While I am personally excited and motivated by the potential and what needs to be done, unless you have a strong and well connected Board one cannot grasp this potential. BCL is fortunate in not only having both a well connected and supportive Board, but one that is committed and totally supportive of its mission.

What are the major drivers for BCL?

1. **Concern for the future.** Economic recovery may not necessarily regenerate employment

prospects. An ingredient which is a formidable "social time bomb" if we do not achieve action in our community.

2. Obviously we must pursue the drive for **excellence and international competitiveness** to survive in the long run. But we must also maintain the coherence and credibility of our system of values. This will be eroded dramatically unless we reduce the hideously high levels of both actual and hidden unemployment.
3. In short, this means that companies have to **balance** short term business advantage through **streamlining** cost by reduction in employment **with the danger of** a long term consequence of **harming corporate credibility and community cohesion.**
4. This underlines the **importance of managing** corporate culture and human **assets** as well as financial assets **both within the corporate structure and in the outside community as well.**

It is for these reasons that BCL enjoys the support of enlightened corporates and institutions and their chief executive(s).

There are several main headings which support the strategic thought and vision for BCL.

1. **Firstly, the footings:** the foundations for small business generation. You may be aware of the high failure rate for small business start ups. The two year survival factor!

If we can assist in the reduction of start up business risk by counselling, education and mentor support, this must improve the chances of survival. And indeed improve the survival image

for small business as a whole. **What have we done?** With one of our directors, we have met with captains of industry to improve adherence to payment terms and to improve methods of doing business. When major corporates, often unintentionally, have dragged payments or been slow in the order of processes they have damaged small business. This is now changing.

We encourage the establishment of small business networks clustered around our business enterprise centres for mutual self help and assistance. We encourage appropriate people in the local community to act in a mentor position for local business groups. BCL, through its link to big companies, can tap advice in respect of finance techniques, international business, import replacement and significantly the ability to meet quality standards at times when this can be costly for small companies.

The catalyst for this, the first point of call must be the local small business centres and local boards of business advice. It is for this reason we insist on a strong supportive structure in the local community as a condition of affiliation with BCL. Last year we dealt with some 26,000 enquiries of which 6,000 were for new start-ups and 4,000 from existing businesses.

2. **The second major point** is the knowledge and skills bank. The world moves on. We must constantly update and regenerate our knowledge base. We propose to look after this across two fronts:
 - 1) Our centre managers do need to update and we will be participating in a regular program to enable our centre managers to be fully up to date with the most modern developments which are taking place in the small business advisory and counselling areas.
 - 2) And on the other front, a very important one, is the possible support for the establishment of a minimum certificate standardisation for small business education.

This will involve setting out and supporting a set of standards for accreditation of courses of studies at colleges such as TAFE to increase the level of knowledge and competence in small business. At the same time, those who are prepared to put in the effort to achieve these standards should get better recognition by others whom they deal with in the community, be they financiers, be they suppliers, be they buyers.

3. **Mentorship - small business interests and concern.** As a member of the national small business forum, which meets regularly in Canberra, BCL has the ability to make concerns known at the very highest level with Minister Griffiths and with Minister Schacht. Likewise, we have similar interfaces with the Tax Office, to resolve problems and issues of an operational nature. We sit on an advisory group here in Melbourne with the Tax Office, acting as a two way facilitator. Also in Victoria, we sit on the Small Business Association Committee to report views from the field and concerns which may arise from the small business community so that one can agitate for appropriate action.

Last, but not least, the relationship with the State Government. Recently we endorsed and supported a concept of taking small business advice and encouragement around the State under a "small business on the move in Victoria" campaign. We believe a "partnership" compact with the Government with Small Business Victoria enables us to complement each other and to strengthen the development of small business in the community.

The visitation of this particular campaign, a huge road trailer packed with information and guidance material, was targeted at those areas which have particularly suffered from restructuring or from high rates of unemployment. Areas which we must tackle first in terms of encouragement and facilitation.

4. **Systems and information.** Our role here is to act as a catalyst to unearth the best available information and to take it to our small business

offices. We do this by means of publications such as the new *My Business* paper, which is packed with ideas; a cornerstone of information for small business, communicating what is happening on a fortnightly basis as well as a system of regular BCL national newsletters. We also make Business Essentials tapes available to our small business centres to keep our managers and clients up to date with business, tax and economic trends.

5. **A key building block is a national network.** To have credibility in the community with government, with our sponsors, with associated bodies, one must have a vibrant network. BCL, with its associated business enterprise centres now has a network across Australia of well over 100 offices, of which there are more than 20 in Victoria. These deliver, facilitate, educate and indeed foster the growth of small business. This is a unique business enterprise structure developed within each concerned community and we intend to be saying and doing more with it. Obviously we will use the clout of this network when we deal with the power brokers and with those who have the purse strings and resources to provide funds for development of the small business sector.
6. **Being a corporate provider.** The concept of BCL is not to be a facilitator of cash handouts; rather it is to deliver "in-kind support". In-kind support transverses the corporate sector to those areas in need where big business can be seen to be working in complement to the small business sector. Here we see examples such as secondment of company officers into the field. We have a very successful example of this in Frankston where BP have seconded one of their people to actually manage the office in that centre.

BCL can assist in the provision of corporate facilities for venues as well as the provision of speakers. It also has the ability to provide technical information and sometimes cash resources, in certain instances, as well as administrative support if there is a particular

project or call for need. We also see the need to have a very firm affiliation and network with other bodies in this market to ensure that we act in co-operation with them, not in competition, and provide value. There is a major push in this area at the moment, particularly in the support of special projects where BCL can act both as a catalyst and facilitator.

Areas we may look at include:

- capital for small business
- productivity/standards
- research on small business success

7. **Youth and education support.** We have a very vital need to position and encourage our youth. It is our youth we must look to for the future of this country. The jobs are not available there in the big business scene. We must help them to think and develop their ideas, to nurture their aspirations, direct their energy into small business where they can best achieve their ambitions in our current malaise. BCL is currently sponsoring a number of programs:

BCL is involved in a national schools competition, encouraging business plans and business ideas from our youth in schools. We also help in the Western Suburbs to facilitate the exposure of children in that region to business, so they get an idea in the latter stages of their school career of what business is about and where the opportunities might lie. We are also currently looking at assisting in the management of a program for placement of teachers in business for up to nine months so that they have a much better familiarisation to what is actually happening out in business and what they will need to address when they teach our children in the classroom.

BCL hopes to assist and support the very vital regeneration of activity through encouragement of business in this country. We are here to create "hope" in the community, acting as a catalyst and providing leadership and facilitation for *job creation* as opposed to job placement.

CORPORATE COMMUNITY INVOLVEMENT

These notes form the basis of an address at the Annual Dinner by Hugh Davies, Director Personnel and Corporate Affairs at Mayne Nickless.

There are a variety of reasons for Corporate Community Involvement (CCI):

- Leadership on the part of a Chairman, or Managing Director, who sees CCI as one of the responsibilities of the organisation.
- A more widespread view amongst senior managers that some form of corporate citizenship would be worthwhile as a balance to the purely commercial goals all companies must pursue. It is a balance all our stakeholders, shareholders, customers and employees seem increasingly to need.
- CCI might be a more calculated form of positioning: where it is seen as adding to the credibility of the company in the eyes of particular target audiences, and perhaps something which will make the company's products more attractive to consumers.
- CCI might also be seen as something which makes the company more attractive to employees. In a very real sense in Mayne Nickless, the most important audience for the things we do is our own employees. These are people who are often too busy in our service to have much time for community involvement themselves, but they take vicarious pleasure in the good works of the company.

Companies are communities in themselves, and to some extent CCI acts to express the values of the company and those within it. In fact, of course, all these things operate to some extent in sustaining CCI.

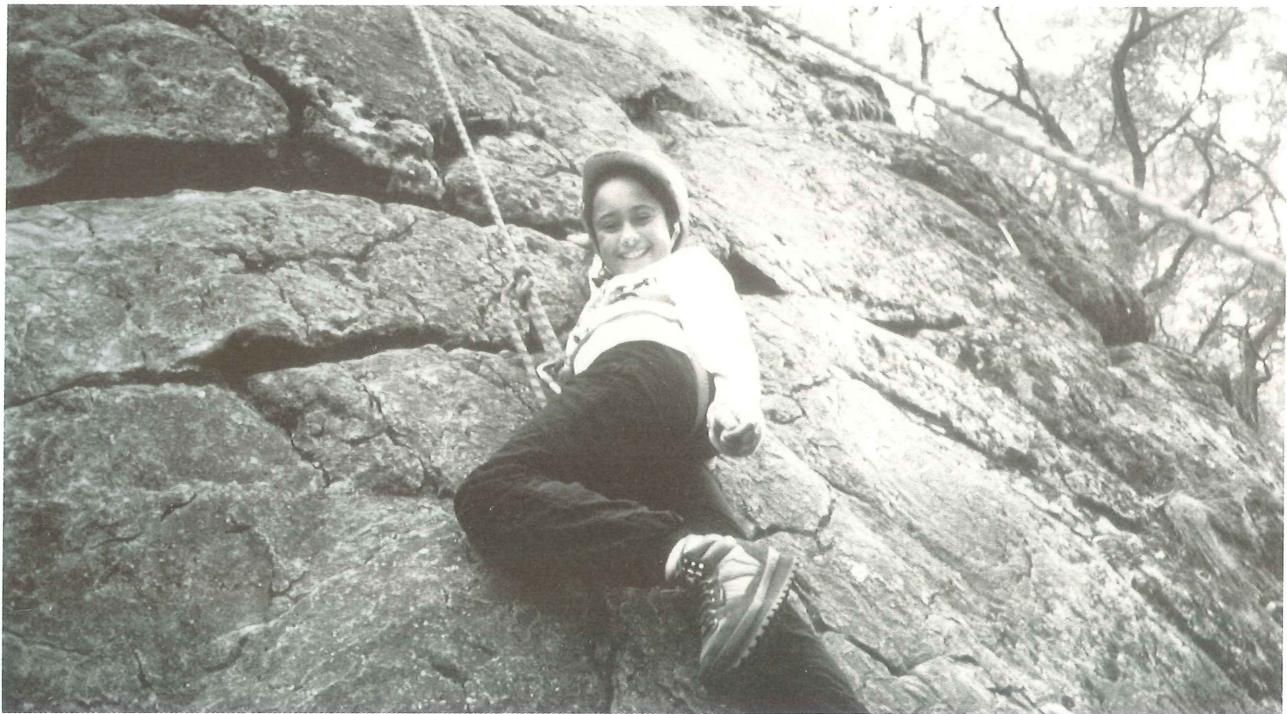
Some companies are starting to properly manage CCI projects, and are moving to fashion them quite directly to suit their objectives, rather than simply making a selection from the many contending petitions put to them.

Those seeking to benefit from the CCI need increasingly to recognise this reality, and need to move in a form of partnership with their corporate backers helping achieve their aims.

We have had some experience now, with several involvements with projects assisting disadvantaged young people. And we used that experience to



The Wilderness Programme uses outdoor activities to build self-esteem among young people and to improve their communication and decision-making skills. — A program supported by Mayne Nickless.



Abseiling, white water rafting and caving are just some of the activities participants on the Wilderness Programme will take part in.

generate a planned project in Sydney, which will soon be under way.

The best way to illustrate what I am suggesting here is to use this as an example.

We have essentially completed our involvement with one project in Melbourne, and we decided to keep the focus on disadvantaged young people, but to launch two more projects in communities where we have significant operations and where previously we have not done too much. These were Sydney and London.

Firstly, we set out to involve a number of senior managers in Sydney: a lesson from the past is that CCI projects benefit immensely from joint ownership, rather than simply being the brainchild and "property" of one person in an organisation.

Secondly, we debated with them and agreed some criteria:

- the project needed to focus on disadvantaged young people;
- it should help create something new, something which if it worked, could be replicated elsewhere, and not be a case of supporting existing infrastructure;

- it should be proactive rather than palliative; working to remove the causes of problems rather than treating the symptoms;
- it should be one which would become self-sustaining, permitting our withdrawal at a point in the future without the whole thing falling over;
- there should be some opportunity for our managers to add value: we did not simply want to send a cheque in the mail;
- in due course, we would want to have a story to tell, firstly to our own staff, and secondly to customers and governments, as a part of sustaining our reputation in the community; and finally,
- we would want to be in partnership with a professional body: someone who could be relied on to manage people professionally, we would be accountable and who would deliver agreed results.

These were fairly straightforward, but what may have been unusual is that we then went looking and talking with a number of agencies and people, and actively worked with them to generate projects which met these criteria.

It took a few months, but we ended up with nine projects from which to make a selection.

What we have ended up putting to our board, initially only to the completion of a feasibility study phase, is a particular business venture in partnership with Work Ventures. The business will train 40 to 50 young people a year, giving them "transportable" skills, and at the same time provide them with employment in the process of running as a business.

If the business plan and feasibility study shapes up, we will fund the project manager for perhaps four years, by which time we would expect the venture to be a revenue neutral. At that time, if it works, we will also have something to replicate elsewhere, or offers that opportunity.

The particular business venture we will be looking at in the first instance is a restaurant.

We had some difficulty with this concept initially, given simply the highly competitive nature of this industry. But what influenced us to research this is the fact that people taught all of the skills in running a restaurant are far more likely to find employment later on given the size of this industry, and related

activities. If it could be made to work, then the graduates of the program would be reasonably well placed for the future.

I suppose the underlying attraction in this is reflected in the proverb: if you give a man a fish, you will feed him for a day, but if you teach him to fish, you will have helped feed him for a lifetime.

We believe strongly that the best way to help disadvantaged and homeless young people is to give the skills and the earning capacity for them to help themselves. We would rather be operating at this end of the support they need than at the point where survival rations and shelter are supplied, although we do recognise that those who meet survival needs also provide essential care.

There is nothing remarkable in this story. But I think it illustrates a change which will become stronger in companies: CCI will become a managed rather than a responsive activity. Companies will design how they will operate in CCI, and put hard tests and the need for results into the equation.

There are some in the welfare sector uncertain in the face of this approach, but it is pleasing to note also

that some welcome this new form of partnership building. They see too the opportunity to learn from the skills and disciplines managers can bring to the work they do, and we can learn from them as well.

For further information, Hugh Davies can be contacted on (03) 868 0700.



Encouraging the community to look after its own is one of the main aims of South/Port Youth Services. Participants are seen here with care-giver Mandy (second from right) outside local Mayne Nickless business, Wards Express.

THE WORAWA ALTERNATIVE

The history of Aboriginal people in Australia during the last 200 years has been characterised by their subjugation to non-Aboriginal control. The trauma to Aboriginal people in terms of social dislocation, marginalisation, disempowerment, injury and death has been well documented.

Trauma and disadvantage experienced by Aboriginal children in non-Aboriginal mainstream schools has been less well documented.

An Aboriginal child in a non-Aboriginal classroom is all too frequently discriminated against, even by teachers with the best intentions. Few of these classrooms have Aboriginal staff. Aboriginal children are often given content which is totally irrelevant to their concerns, understandings and aspirations.

Language used by teachers is often inappropriate for Aboriginal students, especially those speaking English as a second language. The methodology used by non-Aboriginal teachers in mainstream schools is based on many assumptions about students which often prove false when applied to Aboriginal students.

The value of competition, as well as the orientation and content transmitted in mainstream classrooms, are contradictory to Aboriginal values of co-operation, process orientation, and the importance of relationships. Mainstream schools often lack any Aboriginal dimension and Aboriginal children are often subjected to racist taunts by other children. Accordingly, many classrooms in mainstream schools are totally alien and threatening to Aboriginal children.

Worawa College was established in 1983 to provide a more appropriate education for Aboriginal children.

In 1986, the college moved to a 135 acre site near Healesville called Barak Park. This land is of special significance to Aboriginal people. It was originally part of the traditional land of Barak, who was present at the signing of the 1835 treaty with John Batman. Later it became part of Coranderrk Aboriginal Reserve and home for generations of Aboriginal people in southern Australia. The Coranderrk Cemetery is the only Aboriginal cemetery in the Melbourne metropolitan area.

There have been a number of milestones since. One major project initiated in 1992 was the Native Plant Food Garden, funded by the Victorian Health Promotion foundation. Designed by John Belling and planted by David O'Neill, the garden was officially opened by Mrs Geraldine Briggs on Elders' Day on Friday, 2nd April, 1993.

In Term 4, 1992 students began using 14 IBM 386 computers purchased with a grant from the Greenhills Foundation. These computers have enabled students to produce excellent work across the curriculum.



THE GREENHILLS FOUNDATION

Registered in Victoria as a Company Limited by Guarantee, the Greenhills Foundation has always enthusiastically supported Worawa in its attempts to develop a genuine Aboriginal pedagogy.

Initiated in 1977 by the late Hyllus Maris, Aboriginal educator, writer and leader, together with Sandra Bardas and Phillipa Ransome and supported by joint patrons, the late Sir Douglas Nicholls and Sir Yehudi Menuhin, the foundation has achieved great success, not only in striving for parity education for Aboriginal programs but also in the identification of the most effective educational programs and projects to enhance their school opportunities.

During its 16 yrs of operation, the Greenhills Foundation has raised over \$500,000 for projects in Aboriginal education, including the establishment of Victoria's first and only registered Aboriginal secondary school and as a result has played a large part in encouraging many Aboriginal students to enrol in higher education by gaining entry to university.

In the past the foundation has operated a scholarship program enabling Aboriginal primary and secondary students to attend private schools throughout Victoria, has assisted the Monash Orientation Scheme for Aborigines (MOSA), which provided a VCE equivalent, preparatory year for adult Aboriginal students and currently supports several Aboriginal community-based independent educational initiatives.

In addition to mainstream education Worawa students also receive instruction in Aboriginal Culture six lessons a week. The main culture instructors have been Mrs. Margaret Wirrapanda and Ms Aretha Briggs. Students learn about all facets of Aboriginal culture, both traditional and contemporary. Twice each year students attend a Culture Camp. In recent years they have been to Framlingham, Bairnsdale, Canberra, Wilson's Promontory, Gariwend, Brambuk and Camp Jungai.

The Worawa alternative is characterised by:

- * Aboriginal control and independence;
- * a bi-cultural curriculum;
- * a full residential program;
- * Aboriginal staff;
- * Student Union involvement.

ABORIGINAL CONTROL AND INDEPENDENCE:

The College is controlled by an Aboriginal Committee of Management. The committee not only employs all staff and makes policy decisions; it also directs the day-to-day life of the school through weekly meetings of the committee president with the principal.

BI-CULTURAL CURRICULUM:

MAINSTREAM EDUCATION:

The college offers mainstream secondary education from Year 7 to VCE Year 12. Teachers follow guidelines laid down in Frameworks in Years 7 to 10 and VCE course designs in Year 11/12.

ABORIGINAL CULTURE PROGRAM:

The Aboriginal Culture Program is an integral part of the Worawa curriculum. In accordance with traditional Aboriginal practice, Aboriginal cultural instructors take girls and boys separately for tuition. In six lessons each week, they cover all aspects of Aboriginal culture. Some content also supports the mainstream curriculum. This program reinforces the Aboriginal identity of the students.

RESIDENTIAL PROGRAM:

Worawa is a residential college with dormitory accommodation for 40 students. This provides a supportive, non-threatening environment for the children. It also ensures adequate time for additional sporting and cultural activities, and also homework which is scheduled for 2-1/4 hours, four nights each week.

ABORIGINAL STAFF:

The Worawa Committee of Management is committed to employing Aboriginal staff to provide positive role models for the students. Almost all the non-teaching staff are Aboriginal. Teachers with cross-cultural teaching experience are preferred.

So Worawa College is a unique school in Australia. It provides Aboriginal students with an opportunity to

formulate their own self-concept and make a positive contribution for Aboriginal people to determine their own destiny.

STUDENT UNION

There are pressures put into place by peer groups, individuals, families and others that cause or bring about anti-social behaviour, which needs to be dealt

with by the school when students are first introduced to its unique learning environment and the development of this club will make this task somewhat easier. The facility will provide a place for students to socialise, to mix, intermingle and invite friends and family members.

The Social Club can, with the assistance of councillors and others, focus on various problems and bring about an improvement in student attitudes and behaviour.

The Social Club is a place to enjoy music and incorporates both passive and games facilities, it is a haven and relaxation area. It is a viewing platform for students to overlook both sporting areas and encourage participants. The Social Club is sorely needed at Worawa College.

A YEAR OF BUILDING PROGRESS

Worawa College's tenth year has been a year of progress due largely to the support of the Victorian and Federal Governments and other agencies involved in Aboriginal Advancement and Education.

The college has, in 1993, received funding for the provision of an upgrade of services infrastructure and the basic services are now in place. These monies were provided by the Department of Employment, Education and Training (DEET) and allow the college



to proceed with the building of residences for the students.

The first residence, built by Jennings Homes, has been completed and has been occupied since late October. Funds for the residence were provided by the Aboriginal and Torres Straits Islanders Commission (ATSIC).

Worawa Aboriginal College recently received a State Government grant of \$363,000 from the Minister for Aboriginal Affairs, the Hon. Michael John, for the construction of a full sized football ground and other recreational facilities and the groundwork has already commenced. This is a major advancement at the college as, at the moment, no recreational facilities exist for the students on campus. Lack of facilities has meant off campus trips to access sporting and recreational facilities sometimes far away from the college.

Despite this disadvantage, the college has gained an excellent reputation for producing talented players for the Yarra Valley Football League. The initial grant will go into creating an oval, basketball court, change rooms, car park and a fence, with a further \$8,500 to be put towards a security fence around the college.

Environmental grants totalling some \$60,000 have also been approved by state and federal conservation authorities. These monies will be used for the employment of Koori workers on programs involving

noxious weed eradication and the river frontage clearing program. This program is involved in the construction of a five kilometre bush walk along the Upper Yarra River and Badgers Creek frontage linking Everard Park (Maroondah Highway) and Dairy Road, Healesville. Worawa College has convened a committee which includes the Shire of Healesville, Conservation Bushlink and Greg Burgess from Melbourne University to manage the bush walk construction. Greg Burgess has conducted an environmental study of the college land and a development report is due in December 1993.

Finally, the farm plan Stage 1 submission is currently being considered in Canberra by ATSIC and this submission, if successful, would provide for the regeneration of the Worawa College farm of some 140 acres. This will provide a further boost to student education in life skills and farm management.

Worawa has evaluated its progress. In 1991, Dr Barrington Thomas was commissioned by DEET to investigate and report on the future viability of Worawa College. In his report, Dr Thomas recommended increasing enrolments to 50 students as soon as possible, and to 90-plus students over

the longer term. He considered that the strong support for Worawa College among the Aboriginal communities in Victoria would make it possible to increase the enrolments necessary for financial viability.

By 1992 there were still about 30 students enrolled each term and this time the Registered Schools Board conducted a review of the college and concluded that the school was running well. The college has a Homework Centre operating four nights each week which was positively reviewed by DEET.

Management and financial operation of Worawa College is professional and meets the challenges of the new developments both in-house and within the requirements of the government departments involved. It has been a story of growth and development, and for the development of young aborigines it is one that has a lot more telling.

This article was compiled from the excellent College Newsletter for 1993 which celebrates the first ten years of the College's history. For further information, contact the Principal, Ian Yule on (059) 624344.



KOORI EDUCATIONAL ASSISTANCE PROGRAM

VICTORIAN ABORIGINAL EDUCATION ASSOCIATION INCORPORATED (VAEAI)

VAEAI's primary role is to address the imbalance that exists in educational outcomes for the Koori community located in the south-eastern region of Australia. VAEAI has a mandate from its members to operate in the south-eastern region of Australia and to operate at the local, state and national level its province of critical concern being Victoria and the Murray river regions of New South Wales.

First established in 1976 as the Victorian Education Consultative Group (VAECG), initial efforts were spent in promoting greater pro-active involvement by the Koori community in education, most especially, through the promotion of Local Aboriginal Education Consultative Groups (LAECG's). Today, the LAECG's remain the backbone of wide ranging consultative arrangements throughout the community in educational and training matters. With all Local Koori communities across the State having representation, the organisation was Incorporated formally in 1985, to become the Victorian Aboriginal Education Association Incorporated (VAEAI).

In respect to course and program development, VAEAI has as its priority the provision of education and training initiatives which reinforce Koori communities cultural identity, and those programs which convey to the wider community awareness of Koori cultures and aspirations. Two developments have been critical in helping VAEAI to realise these objectives - the advent of "Partnership in Education" - a policy statement prepared with the assistance of the Chairperson, Mary Atkinson, which was adopted by the previous State Labor government and outlines ways in which Koori education might best develop, and the formal appointment of VAEAI as an "Industry Training Board" within the State Training System.

Such developments ensure that VAEAI will continue to maintain its primary role in the development of educational and training programs for the Koori community. The following comprises the key elements of a proposed initiative, namely, the development of a Koori Educational Assistance Fund.

While the Victorian Aboriginal Education Association Incorporated (VAEAI) does not currently have the funds available to assist individuals/groups that are in financial hardship, it recognises the urgent need to assist those that fall into this area and is intending to develop this separate scholarship fund to enable this to take place.

The purpose of this assistance fund would be to help those people who are suffering financial hardship, and are unable to continue with their current course of study.

The fund would also provide scholarships to enable approved students, who might otherwise be unable because of financial difficulties, to embark upon a course.

OBJECTIVES OF THE KOORI ASSISTANCE FUND

- To set up a scholarship program to ensure that Aboriginal students are given equitable opportunities - financial and educational. VAEAI agrees with concerns voiced within the Aboriginal communities - that in times of economic recession they are hardest hit in every welfare area.
- To introduce the most stringent guidelines and regulations as a basis for "The Koori Educational Assistance Program".
- By having a scholarship fund on call, it would not only alleviate the financial burden of the student, but also save time for staff and applicants going from agency to agency which only increases the negative feeling about themselves. Frequently Aboriginal students are unable to meet the cost of extremely high fees, which do not include the cost of required text books.

The scholarship program will be administered through the VAEAI secretariat. Scholarships would only be allocated to students who are studying at an approved educational provider. Successful applicants would be judged on merit and performance, but with emphasis given to financial hardship, especially aggravated by undertaking a course of study.

VAEAI is well aware of the need for a pool of funds which can assist or top up the needs of Aboriginal students who are about to, or are involved in a serious course of studies. There are regular calls upon the service to meet this need, but so far no funds have been available to be put to use in this way.

The success of this project will depend entirely on the capacity of the organisation to attract the necessary funds for this purpose and VAEAI would welcome any partners in this initiative.

For further information, contact Stephen Tregonning or Merren Upton (Co-ordinators) on Tel: 6691118 or Fax 6622084.

Yuroke Students Aboriginal Corporation:

Making its presence felt at Melbourne Uni.

BY CAROL COHN

When Gary Murray came down from Moana in South Australia in 1991 to take up his place in Melbourne University's law school, he found a campus which had about 23,000 students and 6,000 staff and which seemed to him "like a bigger version of Shepparton." Although he'd grown up in the Melbourne suburb of Glenroy, he'd spent most of the '70s and '80s working for Koori community organisations in country areas and he found adjusting to life on campus "one of the hardest things I have ever done - one big educational and cultural freakout."

Murray also found that apart from the Koori Association of Students - "basically a social club to facilitate interaction between Koori students on campus" - there was little on-the-ground support for Koori students at the university. While some were Melbourne people, many came from places as far afield as the Northern Territory. "And they can easily

get culturally isolated - in Melbourne itself and on the large university campus, where they're thousands of miles away from their networks and family support systems."

"At that point," says Murray, "we felt we needed a stronger organisation in order to get incorporated, qualify for direct funding and provide serious non-academic and academic support for Koori students."

What emerged was Yuroke Students Aboriginal Corporation (Yuroke is a Wirundjeri tribal word meaning the place called "Melbourne"), with Gary Murray as its founding Chairperson. This Aboriginal and Torres Strait Islander student-controlled community organisation was incorporated in 1991 under the Commonwealth Aboriginal Councils and Associations Act of 1976.

Yuroke has a formal membership of current students and graduates of Melbourne University - this year there are 80 undergraduates and 13 postgraduate students in courses including Law, Medicine, Economics, Design and Planning, and Social Work - with an elected Committee of Management of ten members. This committee comprises a Chairperson, Deputy Chairperson, Secretary, Treasurer and six committee members, all full-time students. A Public Officer is also appointed under statute by the Committee as a registered auditor.

The son of well-known aborigine activist the late



Yuroke Student Member and Friends. 1992. Outside Aboriginal Liaison Office.

Stewart Murray OAM, grandson of the late Sir Douglas and Lady Nicholls, and a Wamba Wamba clan member from the Lake Boga area near Swan Hill, Gary Murray brings to the position of Chairperson considerable political and administrative nous gained through years of experience with aboriginal community organisations including the Lake Condah and District Aboriginal Cooperative and the Land Council at Moana. In the '80s, he was the Commonwealth Department of Social Security's first Aboriginal Liaison Officer. He's articulate, ebullient and very determined.

DOING THE JOB ON A SHOE STRING

In its first two years Yuroke has received limited funding from Melbourne University Student Union for a small number of special projects; grants from the Aboriginal and Torres Strait Islander Commission (ATSIC), the Stegley Foundation and the Reichstein Foundation for an Indigenous Women's Community Education Conference recently organised by the Yuroke Women's Club; and minor donations from groups including the Aborigines Advancement League.

But its main funding source is a student housing rental subsidy program funded by Aboriginal Hostels Limited and aimed at subsidising the rent of Koori students on low incomes. Its successful administration has been one of Yuroke's major successes at Melbourne University.

At present Melbourne is the only Victorian tertiary institution able to claim the subsidy because Monash, Latrobe, Deakin and Bendigo don't have the resources to administer the program according to Aboriginal Hostels Limited's guidelines. "We're the only organisation running a successful program that is accountable to its sources," says Murray, "so Koori students on these other campuses are missing out."

In 1993 Yuroke received \$32,000 under the program. Of this, approximately \$2,000 went on administration - most of it to a book keeper, who managed the program and paid for the annual audit as well as the 3-monthly acquittals required under the terms of the scheme. Most of the remaining \$30,000 went directly into subsidising students' rents.

Funding of the program includes no staffing allocation and generates no surplus for the

corporation, which still has no annual funding for recurrent or capital costs.

"We don't have staff. We don't have cars. We haven't even got an office," say Murray. "Right now the Yuroke Committee is operating out of office space provided by the University's Student Union."

Murray says Yuroke's greatest need is for at least one full-time funded position which would take some of the work load off Committee members.

"To improve the quality of life for students here, we have to be politicians. Students have to help students. We have a cultural duty to work together to do this and we're not going to walk away from it." At the same time all the Koori students on campus - especially those who came under special entry provisions - feel under pressure to do well and justify their places. "So if it's down to a choice between cultural duty and passing our courses - then that's a real dilemma for committee members, it puts us in a real bind."

YUROKE'S CHALLENGING AGENDA

Despite its lack of resources, in two years Yuroke has established a strong presence on and off Melbourne University campus, and is in the process of defining an agenda which touches on most areas of significant concern to Koori students at the university.

Yuroke members have been elected to the Melbourne University Student Union Council, the Academic Board, the Women's Committee and the Arts Committee for 1994. The corporation is represented on the Law School's Equal Opportunity Committee, the Koori Law Student Society and the School of Architecture and Environmental Planning's Working Group on Koori Housing.

Yuroke publishes a student newsletter and submits regular information releases on Koori issues to the University student newspaper, *Farrago*; runs workshops and conferences on issues and activities affecting the student and Koori communities; and has been involved in cultural research projects and oral history compilations for Koori communities.

Its day to day commitments include assisting students with income-related problems; acting as advocates to the university departments on behalf of students experiencing problems such as racial discrimination -

"which do arise", Murray emphasises; and handling welfare and other personal problems, either by counselling or referring the students on to other sources of assistance.

"Many of the University's Koori students are on Commonwealth Government Abstudy allowances and/or housing subsidies," Murray points out. "Because we're organised we can help get decisions made quickly, whether it's about Abstudy or special housing, so students don't get bogged down in the bureaucracy. And we're able to network for students fairly efficiently and quickly."

Another important aspect of Yuroke's role is to monitor and review the University's Aboriginal Education Strategy.

"We set out to monitor the sort of curriculum that is taught, particularly where it relates to Koori issues, in the sense of whether it's culturally appropriate," Murray says.

Although Koori Studies is now well established at Melbourne and a number of courses cut across Koori issues at many points, there still is not a single full-time Koori academic on the University staff.

"This means that non-Kooris are teaching on Koori issues," Gary Murray points out, "especially in history, law, arts and anthropology." And the problem isn't unique to Melbourne University. "Out of eight tertiary campuses across Victoria there would be only about two Kooris in academic positions, if that."

"There has to be a balance, and at the moment it simply isn't there. But by the same token, these campuses are picking up about \$5.5 million in funds from the Commonwealth Department of Employment, Education and Training (DEET) to fund about 400 Koori places."

At present Australian tertiary institutions receive approximately twice the funding allocation for a Koori student's as for a white student's place. In 1993 Melbourne University's funding allocation for its target number of 77 such places amounted to \$920,965.

While the additional funds are granted to provide general support to Koori students, the institution has complete control over how the money is spent and

Murray claims that about \$450,00 of this total would probably have gone towards the University's mainstream operating costs. "That is, it is not directly spent on Koori education facilities."

Yuroke believes that in this early stage of establishing an Aboriginal Education Strategy, the University should be looking to put most of its additional DEET funding into building its strategy and developing Koori education facilities and resources on campus.

While it applauds Melbourne University's present moves to involve itself in nation-wide Koori education issues – for example, through the pop group Yothu Yindi's plan to set up a Cultural Education Foundation in Arnhem Land, with Melbourne University as the auspicing tertiary institution - Yuroke maintains the University needs to be developing resources for its own Koori students on campus, of the kind Yuroke is providing.

There is soon to be a review of every Victorian tertiary campus's Education Strategy. "And if we're going to have input into the review here - and clients must have a say, a real participation input, on any review committee that may be set up – it has to be professional," Murray says. "So it's down to resources, to funding, again."

THE CASE NOW BEFORE THE EOC

At present the Yuroke committee is also putting serious time into a long-running dispute with the University over student representation on its Aboriginal Education Committee.

Since its inception this Committee – which provides policy advice on Koori education matters to the University's Academic Board – has consisted of six white academics, five Kooris from outside the university, and the President or nominee of the University's Student Union. Although the current Student Union president has nominated a Koori student as her representative this year, "we want to be there in our own right," says Murray, "and we want to be represented in equal numbers."

In August this year, after failing to resolve the issue within the University, eight Yuroke committee members lodged a formal complaint of discrimination before the Equal Opportunity Commission (EOC). The University has responded

by agreeing to include on the 1994 Committee two representatives elected by the Koori student body.

"This is a step in the right direction, but it's not equity - its tokenism," argues Murray. "So we said right, the complaint stays in."

Murray regards this as "a big issue of student representation" for all tertiary campuses in Australia, since to qualify for the additional DEET funding of Koori places, each campus "has to have such an advisory committee and it has to have Kooris on it as well as white academics."

If Yuroke's complaint of discrimination isn't resolved at state level, it will then move to the Federal level and the Human Rights Commission.

THE NEED FOR A STATE-WIDE KORRI STUDENT BODY.

Yuroke sees an organised Koori students' body as one answer to the many issues now confronting students on tertiary campuses. "Through the DEET scheme," Murray observes, "Koori tertiary education has become a multi-million dollar business, amounting to about \$60 million nationally. Yet there's no national Koori students' body - there isn't even a state one."

Although Yuroke has close and growing links with Melbourne University's Student Union, it believes that Koori students aren't represented as they need to be by white student unions.

Yuroke is now planning a state-wide Koori tertiary students' conference to be held in April 1994. "And without wanting to pre-empt it, what we hope will come out of it is a state-wide Aboriginal and Torres Strait Islander student body."

Murray says such a body would then be able to implement the Aboriginal Hostels rental subsidy scheme on all Victorian tertiary campuses, as well as act on issues including academic staffing, curriculum development and student representation on university boards. "Because it would have the funding to do so."

Yuroke also has in preparation a funding submission soon to go before ATSIC. "We want to be seen as another Koori community organisation - like the Aboriginal Legal Service, like the Aboriginal Health

Service - that operates in a specialist area, a student area, focusing on the relationships between the tertiary institute and its Koori clients."

Murray emphasises that although there are other Koori organisations, such as the Victorian Aboriginal Education Association working in the field of tertiary education, none of them is actually on campus representing the client-student relationship in the way Yuroke does.

"We're not here just to get our degrees and say goodbye. We're proud to be students at this University and we want to put back into it something that will be lasting, and for the next semester of Koori students."



Standing: John Harding, Bachelor of Arts Graduate, Poet and Writer. Seated: Russell Smith, Arts Student.

Philanthropy News

INDUSTRY COMMISSION UPDATE

The frame of reference of the Industry Commission Inquiry is still to be released. The Association has agreed to jointly auspice a seminar/briefing day on the topic of "Taxation and Charity" in Melbourne either in February or March, 1994 depending on finalisation of speakers.

A meeting of the peak non-government coordinating agencies, which included the AAP, was held in Queensland with the assistance of the Queensland University of Technology. Further action was deferred until such time as the Frame of Reference is handed down.

Members of the Commission are due to travel overseas in early March and we have been advised that the Chairman, Bill Scales, will personally chair this inquiry. David Murray from the Mission of St James and St. John has been seconded to work with the Commission during the course of the inquiry. There are likely to be two Associate Commissioners appointed from outside the Commission for the purpose of this inquiry. The Inquiry report would be likely to be finalised in early to mid 1995.

A number of people are concerned that the Inquiry may lead to an attack on the provision of tax concessions for charities. It is not heartening for some agencies to receive advice from the Assistant Treasurer, George Gear to the effect that:

"in virtually all cases the most efficient way of providing assistance to worth organisations is through the expenditure side of the budget, and not through the tax system" and that, "the Government's general approach to the tax system.... continues to be to reduce reliance on tax concessions."

One wonders whether the government seriously believes that agencies should place their whole trust in the government grants system or whether they fully comprehend the significance of incentives in attracting the private support that the systematic cut back in government grants would appear to assume.

ASC PUBLIC HEARINGS INTO BENEVOLENT INVESTMENTS

The Australian Securities Commission has produced an issues paper on the impact of Corporations Law on benevolent investments such as those involved with retirement villages, money lent to charities on the understanding that the interest is available to the charity and other instances where the charity is seeking a form of investment from the public.

While there appear to be some general exemptions in place, the ASC would appear to want to regularise these in some way. Charitable organisations need to take note if they do not wish the cost of regulation and compliance to eat further into their charitable dollars.

Submissions are invited by Friday 11 February, 1994 and copies of the issues paper are available from the Corporate Regulation Division of the ASC Regional Office, GPO Box 9827 in each Capital City.

ANNUAL DINNER

Seventy members and guests attended the Annual Dinner at dusk in the RACV rooftop setting. Speeches from Hugh Davies and Doug Watson are included in this edition. The after-dinner speaker was Peter Singer, the Director of the Human Bioethics Centre at Monash whose address was centred on the topic, "The role of altruism in an Altruistic Society."

MEMBERSHIP LUNCHEONS

The membership luncheon program for 1993 was quite successful and we averaged 20 at each. Thanks are due to Arthur Andersen, Freehill Hollingdale & Page, Monash, the Victorian University of Technology, CRA, Council of Adult Education and the Casa Elda Vaccari for hosting these lunches.

The dates for lunches in 1994 are as follows:

Friday, 18 February

Friday, 22 April

Friday, 13 May

Friday, 10 June

Friday, 1 July

Friday, 12 August

Friday, 9 September

Friday, 11 Nov

Friday, 9 December

Notices for the year's topics will be circulated in January.

AGM/ANNUAL DINNER

The AGM is scheduled for Tuesday, 22 March and the Annual Dinner for Wednesday 19 October, 1994.

SYDNEY CHAPTER

The first meeting of a potential chapter in New South Wales took place during November. IBM, Westpac, Coca-Cola Amatil, the James Kirby Foundation, ACTU – Lend Lease, Australian Youth Foundation, Financial Markets and Law Foundations, as well McDonalds, Korn/Ferry, American Express and Rothschild. A number of agenda items were identified for 1994 including the promotion of philanthropy, the Industry Commission Inquiry, the possible links between private and corporate philanthropy and issues of accountability.

GRANTSEEKERS WORKSHOPS

Over 450 people have participated in the highly successful workshop program, "How to approach Trusts and Foundations". This program has contributed significantly to the financial viability of the Association and a special thanks is due to Genevieve Timmons from the Lance Reichstein Charitable Fund and John Sullivan, the Manager of Charitable Trusts at Perpetual Trustees for their consistent involvement and input to the program.

In 1994 the workshop is being revamped to take in a whole day program which will include a new emphasis on "Dealing with Corporates" and a wider range of trusts may well be involved.

VICTORIAN COMMUNITY

FOUNDATION AWARDS

These awards are to acknowledge individuals, organisations and corporations whose work has had a significant impact on the quality of life in Victoria.

Applications for these awards for service in the Victorian community close on 28th February 1994.

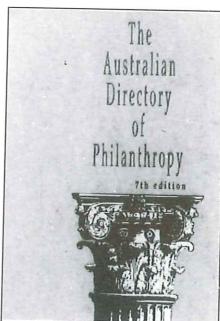
Further details, categories, guidelines and application forms can be obtained from Pamela McLure, Executive Officer, Victorian Community Foundation, 21/530 Collins St., Melbourne. Tel: (03) 273 2758 Fax: (03) 273 2399

The Australian Directory of Philanthropy (7th Edition) - Available March 1993

Published by D W THORPE in conjunction with the Australian Association of Philanthropy Inc.

The most comprehensive reference on sources of non-government funding in Australia

- Organisations listed alphabetically in the body of the Directory
- An exhaustive index of organisations listed by fields of interest
- Accessible information about private trusts, foundations & corporate funds
- A source of basic data for those working in the sector or other related fields
- Comprehensive data for researchers in the field of philanthropy



Cost: \$40 plus \$3 postage and handling

Successful Submission Writing for Business and Non-Profit Organisations

by Jean Roberts

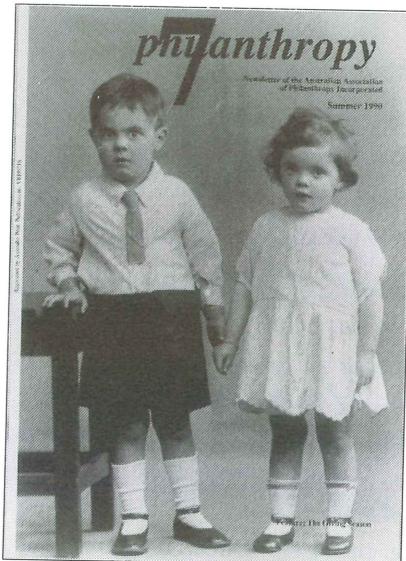
Having spent over a decade in the business of preparing and writing submissions, Jean Roberts has developed her own material and teaching style to assist others in this task.

Her extensive experience covers the private, public and community sectors, with her own 'Successful Submission Writing' helping to plan and implement new programmes, establish new centres and services, introduce new policies and, gradually change out-dated attitudes.

**Cost: \$20 plus \$3 postage and handling
(Total \$23 per copy)**



Philanthropy Journal



Philanthropy has a greater role to play than ever before. As the official journal of the Australian Association of Philanthropy, *Philanthropy* is uniquely placed to highlight what trusts are funding.

* RECEIVE VALUABLE INFORMATION

Every issue of *Philanthropy* builds your resource library of local and overseas information with advice not readily available from any other source.

* CASE STUDIES – HOW OTHERS HAVE SUCCEEDED IN OBTAINING FUNDS

Philanthropy profiles projects that have been funded with clues for your applications.

* KEEP UP TO DATE

Emerging trends in corporate giving ... responses to the rural crisis ... how to apply successfully to Trusts and Foundations ... youth unemployment. Just some of the subjects covered over recent editions. *Philanthropy* will keep you in touch with the thinking amongst trustees.

Cost: Annual Subscription – \$30 posted

Charities and Philanthropic Organisations

REFORMING THE TAX SUBSIDY AND REGULATORY REGIMES

Papers presented at seminars sponsored by the Comparative Public Policy Unit, Monash University.

Additional sponsorship was provided by the Australian Association of Philanthropy and the Australasian Institute of Fundraising.

Editors: Richard Krever and Gretchen Kewley

Contributors include:

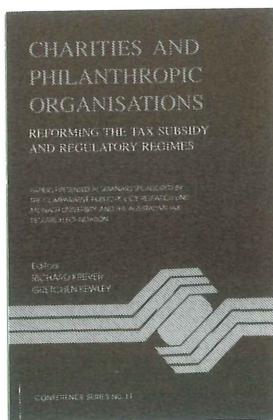
Tax Deductions for Charitable Donations: A tax expenditure analysis – Rick Krever

Charities, Philanthropies, Non-profit organisations: the impact of other taxes – Guy Noakes and Anna Carrabs

Taxation Concessions for Charitable Bodies and Philanthropies: Administration of the Tests – Amarjit Verick and John Lamerton

Taxation Treatment of Charities: Distributional Consequences for the Welfare State – Terry Carney and Peter Hanks.

Price: \$14 plus \$3 postage (Total \$17 per copy)



"How to approach Corporations, Trusts and Foundations"

A Grantseekers One-day Workshop

Topics: Dealing with Corporate Sponsorship
The Nuts and Bolts of a Successful Submission
How to approach Trusts and Foundations.

Speakers: A range of Trust administrators and Trustees as well as Max Dumais of the Australian Association of Philanthropy will be joined by Ed Geldard, former National Sponsorship Manager with Telecom and now with the Sponsorship Unit in Melbourne and Kim McKay from Profile Communications which has been involved in the highly sucessful 'Clean Up Australia' campaign in Sydney.

Dates:
Melbourne:
Thursday, 31st March, 1994
Thursday, 30th June, 1994
Thursday, 15th September, 1994
Thursday, 24th November, 1994

Sydney:
Thursday, 24th February, 1994

Brisbane:
Tuesday, 12th July, 1994

Time: 9.00 am till 4.30 pm

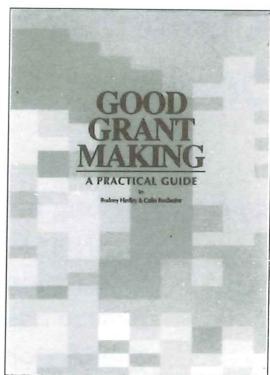
Cost: \$135 (Lunch included)

Good Grant Making – Practical Guide

A practical handbook for people administering a grant-making trust or foundation, it concentrates on day-to-day administration. The hallmarks of good administration include the effective use of people, money and material resources. Good Grant Making attempts to cover all three.

Good Grant Making deals only with the nuts and bolts of grant administration. It does not, therefore, cover other important aspects of running a trust such as the duties of trustees in respect of investment or staff recruitment. These will be the subject of other volumes.

**Price: \$15 plus \$5 postage and handling
(Total \$20 per copy)**

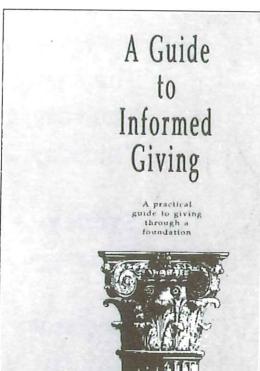


A Guide to Informed Giving

Using a question and answer format, the Guide examines issues and options about the formation of trusts and foundations. Specifically written to suit Australia and frequent use of case studies, it includes a discussion of:

- Why become involved in Philanthropy
- What skills does a philanthropist need
- Tax advantages of gaining charitable status
- Legal structures for trusts and foundations
- How to select trustees
- Evaluation and accountability

Price: \$55 plus \$5 post and handling (Total \$60)



Philanthropy

Philanthropy is the official journal of the *Australian Association of Philanthropy*. It is published quarterly and mailed to members of the Association.

Subscriptions to Philanthropy are also available to non-members. The rate is \$30 per annum, post paid. (Back issues, Number 1–18 inclusive are available for \$5 per copy.)

For enquiries and information about the activities or membership of the Association, the Journal or subscriptions, please contact:

The Australian Association of Philanthropy
4th Floor
20 Queen Street
Melbourne Vic 3000
Telephone: (03) 614 1491
Facsimile: (03) 621 1492
ISSN: 1036-3017

Council Members for 1993

Martin Carlson OAM (Williamson/Brash Trustee) – *President*
Robin Hunt (Sunshine/McKay Trustee) – *Vice President*
Jill Reichstein (Lance Reichstein Charitable Fund) – *Secretary*
Adolph Hanich (Telematics Fund) – *Treasurer*
Rupert Myer (Sydney Myer Fund/Myer Foundation)
Darvell Hutchinson (Helen M Schutt Trust)
John Sullivan (Manager, Charitable Trusts – Perpetual Trustees)
Lyn Gearing (Chairperson, Rothschild Grants Committee)

Credits

Editor: Max Dumais
Printing: The Craftsman Press Pty. Ltd.
Typesetting: City Graphics

The Australian Association of Philanthropy

The History of the Association

The Association was formed as a national body in 1975 to represent the shared interests of trusts and foundations and to represent philanthropy to government and the community.

The establishment of a permanent secretariat in 1988 was a further indication of the Association's intention to be a strong, professional organisation representing both large and small trusts and foundations from both the private and corporate sectors.

What the Association does

The Association offers a range of programs and services which reflect the diverse interests and needs of its members. Specific activities include:

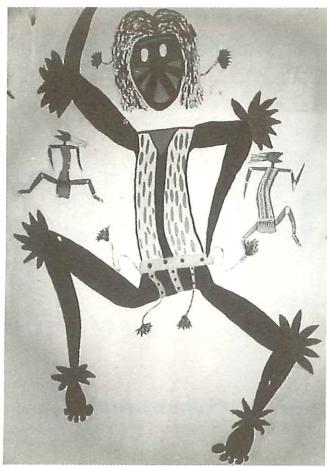
- Provision of information to members and the broader philanthropic sector through a quarterly magazine.
- A growing resource library of local and overseas information which is available to members, potential philanthropists and the community sector.
- Regular discussion groups/workshops for members on issues relevant to philanthropy or trust operations.
- Assistance to individuals and corporations planning to set up trusts and foundations.
- General assistance through information services to applicants for grants.
- Research into areas relevant to the philanthropic sector.
- Monitoring legislative activity.
- Communicating to the general public about the philanthropic world.

Statement of Purpose

- To advance and protect the common interest of private and corporate philanthropy in Australia.
- To scrutinize any proposed Federal or State legislation likely to affect private or corporate philanthropy and to take such action as the Association may think is desirable.
- To foster co-operation between philanthropic trusts, individual and corporate donors throughout Australia.
- To encourage and facilitate exchange of information between the members on the understanding that where appropriate it will be regarded as confidential.
- To improve communication and understanding between the members of the Association and the community at large.
- To assist in the identification of areas of need in the community.
- To develop and maintain contact with similar overseas bodies.
- To inform members of trends and developments on issues relevant to philanthropy as a result of local or overseas research.
- To act as a general service organisation for members in ways which they may require.
- To seek and consider suggestions from members of the Association and other interested bodies for the advancement of philanthropy.

Members of the Australian Association of Philanthropy

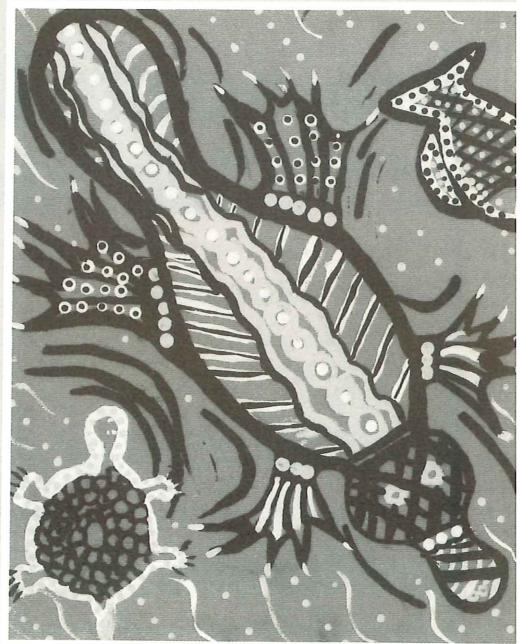
Andrews Foundation
ANZ Executors & Trustee Co Ltd
Australian Bicentennial Multicultural Foundation
Australian Youth Foundation Inc.
Body Shop
Brash Foundation
Coles Myer Ltd
Co-operative Foundation (SA)
CRA Limited
Danks Trust
Equity Trustees
Ern Hartley Foundation
Esprit Cares Trust
Everal Compton Charitable Trust
Felton Bequest
Fleur Spitzer
Flora & Frank Leith Charitable Trust
G.M. & E.J. Jones Foundation
George Alexander Foundation
Gordon Darling Foundation
Goulburn Valley Base Hospital Foundation
Greenhills Foundation
Gualtieri Vaccari Foundation
H.V. McKay Charitable Trust
Helen M. Schutt Trust
Hugh Williamson Foundation
Ian Potter Foundation
J.B. Were & Son
Lance Reichstein Charitable Foundation
Law Foundation of NSW
Law Foundation of SA Inc.
L.E.W. Carty Charitable Fund
Lord Mayor's Fund
Lotteries Commission of WA
Masonic Foundation (SA)
Mayne Nickless Ltd
Miller Foundation
Monash University
Morialta Trust (SA)
Myer Foundation
National Mutual Trustees
Perpetual Trustees Victoria Ltd
Pethard Tarax Charitable Trust
Queensland Community Foundation
Ray & Joyce Uebergang Foundation
R.E. Ross Trust
Robert Kerr
Rothschild Australia
Rusden Foundation
Sidney Myer Fund
Sir Albert Sakzewski Foundation
Sir Donald & Lady Trescowthick Foundation
Small Change Education Foundation
State Trustees
Stegley Foundation
Sun Microsystems Foundation Inc.
Sunshine Foundation
Telematics Course Development Fund Trust
Trust Company of Australia
University of Melbourne
Victorian Community Foundation
Victorian Health Promotion Foundation
Victorian Women's Trust Ltd
W.L. Allen Foundry Co Pty Ltd
Western Institute Foundation
Western Mining Corporation Ltd
William Buckland Foundation



•*Mimi spirit*

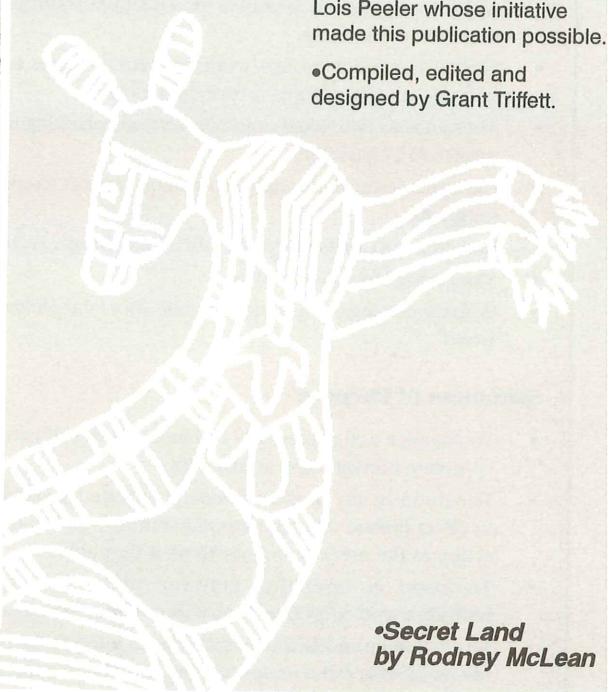
•*Manymak Ngatha Gapu*
by Cindy Paardekooper

•*Totemic symbol:
Gunditjmara, Lake Condah
Western Victoria* by Kellie Saunders



•Special acknowledgement to Lois Peeler whose initiative made this publication possible.

•Compiled, edited and designed by Grant Triflett.



•*Secret Land*
by Rodney McLean

**Worawa
Aboriginal College**

*A decade
of progress!*

