



SNAICC
National Voice for our Children

SNAICC ANNUAL REPORT 2017-18

SNAICC - NATIONAL VOICE FOR OUR CHILDREN

ACKNOWLEDGEMENTS

SNAICC – National Voice for our Children acknowledges the Traditional Owners and custodians of the lands and waters now recognised as Australia, and pays its respects to the ancestors and Elders of all Aboriginal and Torres Strait Islander peoples, their warriors, past and present.

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CONTENTS

2 About SNAICC

5 Chairperson's Message

7 CEO's Report

9 SNAICC Governance

10 Our Work: Principles, Pillars and Priority Focus Areas

12 CULTURALLY STRONG FAMILIES AND COMMUNITIES

A Place for Culture?

Deadly Futures

The Journey to Big School

Case Study: Halls Creek

Victorian Capacity Building

14 STRONG MEMBERS AND OTHER SERVICES

Working and Walking Together

Preventing and Responding to Family Violence

Recognising and Responding to Trauma

Stronger Safer Together

First 1000 Days Partnership Research

Community-Controlled Out-of-Home Care in Central Australia

Transitioning Early Years Members to the New Child Care Funding Package

16 CULTURALLY STRONG AND RESPONSIVE LAWS, POLICIES AND PRACTICES

2017 Family Matters Report

Culturally Strong Submission to *Closing the Gap Refresh* Process and Engagement in Consultations

The National Framework for Protecting Australia's Children 2009–2020

Ensuring a Fair Start for Our Children: policy and advocacy to improve early childhood supports

Monitoring and Evaluating Queensland's Our Way Strategy

20 AWARENESS AND UNDERSTANDING AMONG THE BROADER POPULATION

Little J & Big Cuz

Family Matters National Week of Action

National Aboriginal and Torres Strait Islander Children's Day

2017 SNAICC Conference

Advocacy Through Media

22 STRONG AND EFFECTIVE NATIONAL PEAK BODY FOR CHILDREN

Strong Governance

High Quality Workforce

Leading Policy Analysis

Training and Professional Development

Representative Membership Base

24 Thank You to our Partners

25 SNAICC Staff

27 Statement of Income and Expenditure for 2017–18

27 Balance Sheet

27 Sources of SNAICC Income

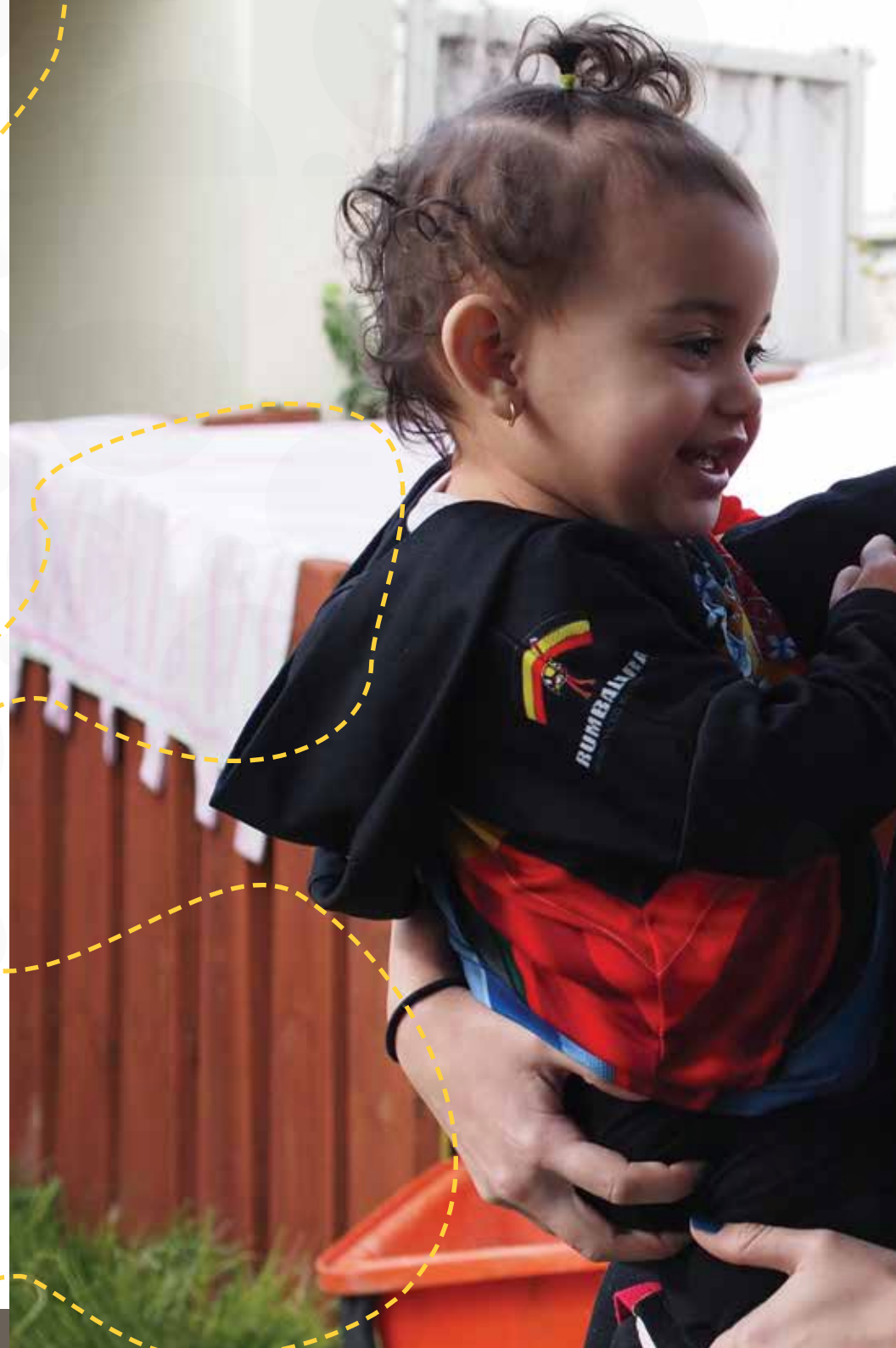
ABOUT SNAICC

SNAICC – National Voice for our Children is the Australian peak body for Aboriginal and Torres Strait Islander children.

SNAICC works for the fulfilment of the rights of our children, to ensure their safety, development and wellbeing.

We do this by:

- providing support for Aboriginal and Torres Strait Islander organisations, including resources, publications and training;
- conducting research, writing policy papers and providing advice to government on issues relating to Aboriginal and Torres Strait Islander children and families;
- acting as a collective voice for SNAICC member organisations, lobbying for change and equality;
- fostering partnerships and undertaking joint projects with other NGOs, including mainstream agencies, to improve their service delivery to Aboriginal and Torres Strait Islander children;
- participating on various committees to advocate on behalf of our children, families and member organisations; and
- organising major events, including National Aboriginal and Torres Strait Islander Children's Day and the biennial SNAICC conference.





OUR VISION

An Australian society in which the rights of Aboriginal and Torres Strait Islander children, young people and families are protected, our communities are empowered to determine their own futures, and our cultural identity is valued.

OUR MISSION

SNAICC is the national non-governmental peak body for Aboriginal and Torres Strait Islander children. We work for the fulfilment of the rights of our children, in particular to ensure their safety, development and well-being.

OUR GOAL

Strong, healthy, self-determining Aboriginal and Torres Strait Islander children, connected to family and culture.







CHAIRPERSON'S MESSAGE

SNAICC HAS A SINGLE GOAL.

“Strong, safe, healthy, self-determined Aboriginal and Torres Strait Islander children, connected to family and culture.”

It is clear, undeniable and achievable.

I am in awe at the quality and extent of the work the organisation does and the lasting impact it has on the nation's Aboriginal and Torres Strait Islander policy debate, direction and implementation. Everyone at SNAICC can be very proud of their efforts.

Last year in Canberra, we held our 7th SNAICC National Conference where over 1100 delegates embraced the conference theme, *Bring Them Home: Securing the rights of our children*, by calling for urgent action to ensure our children grow up safe, healthy and strong in their families and communities.

We continue to lead policy analysis and advocacy for our members, our sector and our children.

SNAICC held the pen on the *Family Matters Report* released in Canberra in November 2017. The report shows we have a long way to go to eliminate the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care. Our leadership of the Family Matters campaign is resolute, and our work in this crucial area continues.

Throughout 2018 SNAICC provided input to the *Closing the Gap Refresh*. We've called for new targets to close the gap in developmental vulnerability for our children and greater investment in Aboriginal and Torres Strait Islander early years services. We are ramping up our advocacy efforts in relation to the early years sector.

We are closely monitoring the impacts of changes to the Federal Government's Child Care Package and will be persistent in advocating for policy changes to improve early childhood support for our vulnerable children.

We continue to support the Aboriginal and Torres Strait Islander Working Group under the National Framework on advancing full implementation of the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP). Compliance with the ATSICPP is essential. There can be no half measures. State and territory governments can be assured we are closely monitoring their 'active efforts' in implementing the ATSICPP.

As a peak body our focus will always be on children and family, community and culture. They are at the heart of all we do.

Our interim CEO and the leadership team have worked diligently to ensure we are strong, stable and fit for purpose.

I thank all our supporters and staff for working together towards our shared goals.

Sharron Williams
Chairperson





CEO'S REPORT

SNAICC is a small organisation with a powerful voice that makes people sit up and listen.

As a nation, Australia is undergoing a time of significant change. Around the country, people are grappling with the findings of the *Royal Commission into Institutional Responses to Child Sexual Abuse*, the *Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry* and the confronting findings of the annual *Family Matters Report*.

Family Matters challenges Australia to eliminate the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 2040 and the report is the scorecard that holds everyone accountable. It is the spotlight of truth that is both confronting and uncomfortable.

In December 2017, SNAICC suffered a significant funding cut when \$400,000 from the Indigenous Advancement Strategy (IAS) was not renewed. This represented a reduction of 17 per cent of SNAICC's total budget, with critical impact on the training operations of the organisation. These cuts contributed to the organisation recording a budget deficit for the 2017-18 financial year.

I was appointed by the Board in January 2018. We have restructured the organisation, imposed strong budgetary and financial controls, reset our relations with funding bodies and worked to ensure that we met all our contracts. We are rebuilding the staffing of the organisation with a growing pool

of talented Aboriginal and Torres Strait Islander professionals working alongside expert practitioners from across the globe including Thailand, Sri Lanka and Canada. We have aligned ourselves to our strategic goals and our primary purpose, we have actively been working to become an organisation substantively led and staffed by Aboriginal and Torres Strait Islander expert practitioners, we have worked hard to secure and consolidate our finances and we have been actively working to ensure that the culture of SNAICC is positive and healthy. We have done this because we share the responsibility to ensure the right of every Aboriginal and Torres Strait Islander child to be safe and thrive in family, community and culture.

Since December 2017, SNAICC has been on a journey.

Working with the remarkably talented team at SNAICC and the Board of Directors who combine wisdom, vision and integrity with the ferocity of veteran human rights campaigners has been both an honour and pleasure, and I am grateful for the opportunity to be part of the SNAICC journey.



Kemal Sedick
Chief Executive Officer





SNAICC GOVERNANCE

SNAICC is led by a Board of Directors, elected with the purpose of providing strong cultural and corporate governance to ensure SNAICC’s effectiveness, good management and future prosperity.

SNAICC BOARD MEMBERS



Sharron Williams
Chairperson

Aboriginal Family Support Services (AFSS)

Geraldine Atkinson
Deputy Chairperson

Lulla’s Children and Family Centre (MACS)

Tim Ireland
Treasurer

Aboriginal Child Family and Community Care (AbSec)

Rachel Atkinson

Palm Island Community Company (PICC)

Lisa Coulson

Tasmanian Aboriginal Centre (TAC)

Natalie Lewis

Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP)

Kathleen Pinkerton

Yorganop Association Incorporated

SNAICC COUNCIL



Emma Beckett

Muloobinba Aboriginal Corporation

Joanne Della Bona

Collabaroo Neighbourhood Centre (MACS)

Dawn Ross

Central Australian Aboriginal Congress

Walter Shaw

Tangentyere Council

Megan Van Den Berg

Victorian Aboriginal Child Care Agency (VACCA)

The Board is supported through strategic and policy advice from the SNAICC Council, structured to bring cross-sector state and territory experience and knowledge, and foster inter-state information exchange and engagement.



OUR WORK

PRINCIPLES

Commitment to child rights principles and a child-centred approach

Self-determination for Aboriginal and Torres Strait Islander peoples

Value and respect for Aboriginal and Torres Strait Islander cultures

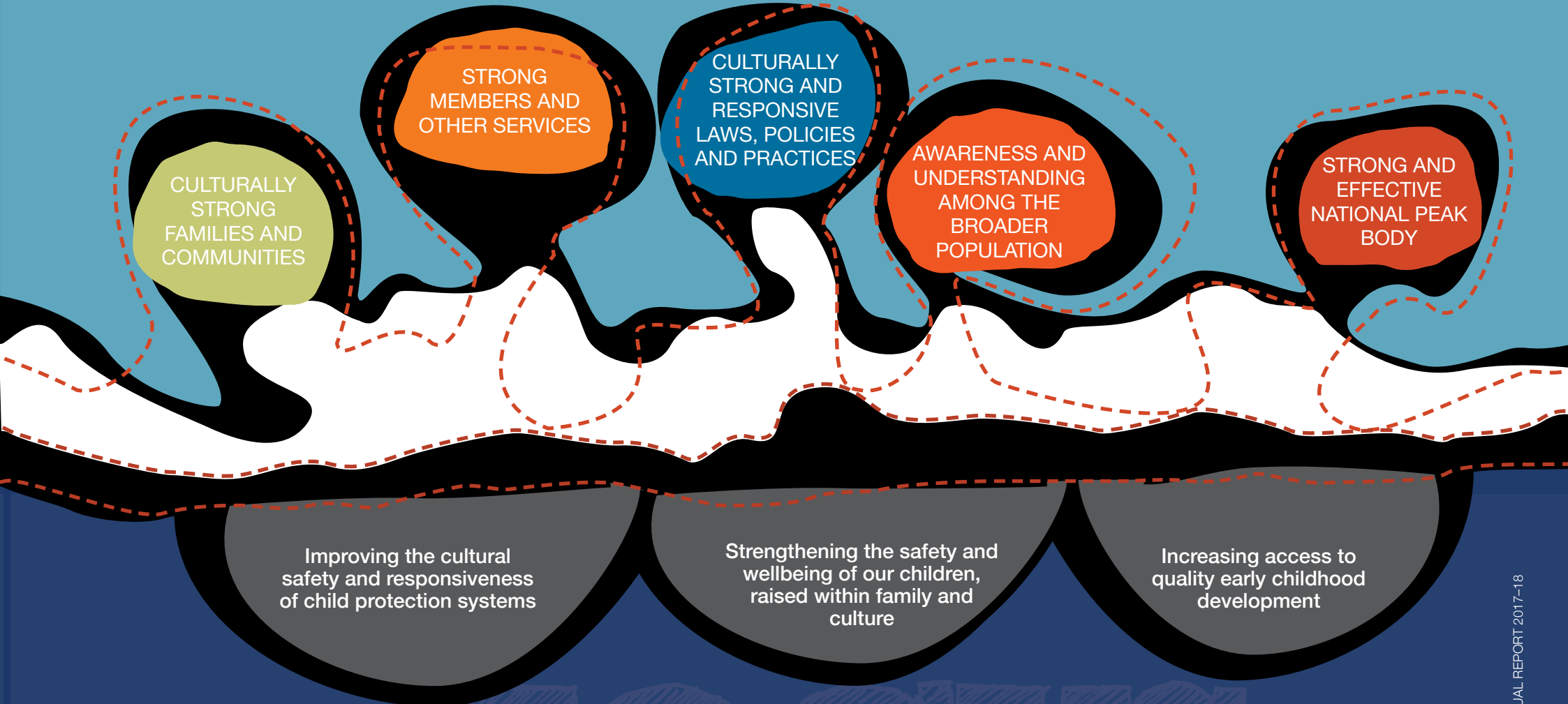
Innovation and flexibility

Culturally-informed, evidence-based best practice

Collaboration with relationships of trust and confidence

PILLARS

SNAICC adopts the following five strategic pillars (or sub-goals) to prioritise our work to achieve our goal. We believe that we can realise our goal when each of these pillars is achieved.



PRIORITY FOCUS AREAS



CULTURALLY STRONG FAMILIES AND COMMUNITIES

14

A PLACE FOR CULTURE?
WORKSHOPS HELD WITH
198 PARTICIPANTS

13

**JOURNEY TO BIG
SCHOOL WORKSHOPS**
HELD WITH
132 PARTICIPANTS

6000

**WELCOME TO SCHOOL
KITS DISTRIBUTED**

SNAICC aims to ensure communities are empowered to determine their own future. Family-led decision making must become the norm on issues that impact families' lives. Families must be supported to care for their children.

Our children deserve to be raised with community and culture, realising their dreams.

A PLACE FOR CULTURE?

All children should be able to start their education journey in spaces that are culturally safe, preparing them for an engaging education experience.

A Place for Culture? is a professional development workshop that aims to increase the participation and developmental outcomes of Aboriginal and Torres Strait Islander children in early childhood education and care (ECEC) services.

SNAICC does this by providing cultural competency training to a range of non-Indigenous ECEC services – such as child care centres, playgroups and preschools – in areas with high Aboriginal and or Torres Strait Islander populations.

Funded by the Department of Prime Minister and Cabinet – IAS.

DEADLY FUTURES

Learning in the early years should engage children and parents with games and conversational reading, centred on language and enriched care giving.

Deadly Futures uses 3a (Abecedarian Approach Australia) to improve the social, emotional and educational development of vulnerable Aboriginal and Torres Strait Islander children.

This training package has staff at Indigenous playgroups trained to use the 3a model's evidence-based strategies to support parents and carers, including strategies to provide families with early intervention support and referrals to other services as required.

Funded by the Department of Prime Minister and Cabinet – IAS.

THE JOURNEY TO BIG SCHOOL

SNAICC is dedicated to helping our children with their transition to school so that they feel included and culturally safe in the classroom.

Journey to Big School (JTBS) is a community-centred workshop that provides practical tools and holistic support to Aboriginal and Torres Strait Islander children and families for their transition to school.

This year SNAICC also piloted Welcome to School kits. Six thousand kits were distributed to targeted schools in New South Wales and Victoria. Cultural resources for the classroom were provided in activity books, as well as links to Little J & Big Cuz, cultural stories and teacher resources.

JTBS funded by the Department of Prime Minister and Cabinet – IAS. Welcome to School kits funded by The Helen MacPherson Smith Trust, Foundation of Graduates in Early Childhood Studies, and the Besen Foundation.

CASE STUDY: HALLS CREEK

Working closely with communities to support Aboriginal and Torres Strait Islander children leads to better outcomes. SNAICC has been working with Halls Creek since 2015 as part of a five-year project.

Delivered in partnership with the Wunan Foundation, a Halls Creek local worker is employed to support children and families in their transition from their early years service to primary school.

Across three visits during 2017-18, SNAICC collaborated with the local worker to deliver professional development through *JTBS* and *Through Young Black Eyes* workshops.

Funded until 2020 by the Department of Social Services.

VICTORIAN CAPACITY BUILDING

SNAICC is working with Victorian communities to develop and implement their own strategies to keep Aboriginal and Torres Strait Islander children safe and well, complementing our national Family Matters campaign.

SNAICC is supporting the One Village collaboration in Shepparton with co-design and developmental evaluation. The aim is to build local design, implementation and evaluation capabilities that champion Aboriginal leadership and put families and children at the centre of community development approaches.

SNAICC facilitated three workshops that have explored partnership and participation as fundamental to achieving project outcomes. They utilised the life cycle and *First 1000 Days* practice frameworks to test assumptions in program design.

This approach will next be rolled out in another two Victorian communities.

Funded by Gandel Philanthropy.

IN 2017-18 SNAICC ALSO UNDERTOOK THE FOLLOWING TO SUPPORT PILLAR 1:

ACHIEVING STABILITY FOR CHILDREN IN OUT-OF-HOME CARE

SUBMISSION TO AND APPEARANCE AT THE PARLIAMENTARY INQUIRY INTO LOCAL ADOPTION

SUPPORTING CARERS WEBSITE

CARERS KAFE – MODIFIED TRAINING SPECIFIC TO FOSTER CARERS



4

WORKING AND WALKING TOGETHER WORKSHOPS HELD WITH 83 PARTICIPANTS

10

PREVENTING AND RESPONDING TO FAMILY VIOLENCE WORKSHOPS HELD WITH 169 PARTICIPANTS

4

RECOGNISING AND RESPONDING TO TRAUMA WORKSHOPS HELD WITH 65 PARTICIPANTS

8

STRONGER SAFER TOGETHER WORKSHOPS HELD WITH 142 PARTICIPANTS

STRONG MEMBERS AND OTHER SERVICES

SNAICC aims to ensure that children and families across Australia have access to high-quality Aboriginal and Torres Strait Islander services to meet their needs.

SNAICC also aims for mainstream services to be culturally competent.

WORKING AND WALKING TOGETHER

Working and Walking Together is SNAICC's cultural competency training for people working with Aboriginal and Torres Strait Islander communities. The training offers participants information, tools and tips to assist them in strengthening their relationships with Aboriginal and Torres Strait Islander people and organisations.

SNAICC has also developed *Walking and Working Together* as an online resource, funded by HIPPY Australia. SNAICC and HIPPY Australia developed the package so that HIPPY tutors have ready access to consistent cultural competency training.

PREVENTING AND RESPONDING TO FAMILY VIOLENCE

Family violence is not part of Aboriginal and Torres Strait Islander cultures. Disadvantage, dispossession and the attempted destruction of Aboriginal cultures since colonisation have led to the rise of family violence in our communities.

Three years ago, SNAICC began a pilot project to help reduce the incidence and impact of family violence in Aboriginal and Torres Strait Islander communities. This year it was successfully completed with four new family violence training modules.

Made possible by Five Point Foundation, The R E Ross Trust, Flora and Frank Leith Trust, Danks Trust, Gippsland Integrated Family Violence Service Reform Steering Committee and Yoowinna Wurnalung Healing Service Lakes Entrance.

RECOGNISING AND RESPONDING TO TRAUMA

The prevalence of trauma amongst Aboriginal and Torres Strait Islanders is high. Services to our community need to be informed by our history of colonisation, the resulting trauma, its consequences and how to respond.

SNAICC works to increase the knowledge and skills of services and people who are working with Aboriginal and Torres Strait Islanders who are traumatised. Our training is informed by an Aboriginal and Torres Strait Islander perspective and introduces key concepts and approaches to recognise and respond to trauma appropriately.

STRONGER SAFER TOGETHER

Complex historical and contemporary issues contribute to physical, social, economic and emotional challenges faced by many Aboriginal and Torres Strait Islander people, which in turn impacts our children.

Stronger Safer Together training supports workers providing intensive or targeted family support services to Aboriginal and Torres Strait Islander families with complex needs. Using a place-based approach, the training examines complex issues with the aim of keeping families together or reunifying them when a child has been removed.

FIRST 1000 DAYS PARTNERSHIP RESEARCH

The First 1000 Days of a child's life is critical to their future health and wellbeing.

SNAICC worked with University of Melbourne researchers and Palm Island and Toronto communities, government and mainstream services to better understand the extent to which services are integrated to meet the needs of families and children. Focussing on integrated models of early childhood services led by Aboriginal and Torres Strait Islander community-controlled organisations, the project aims to resolve a gap in evidence around best practice service delivery.

Data has been collected and analysed from 16 in-depth interviews and seven focus groups.

COMMUNITY-CONTROLLED OUT-OF-HOME CARE IN CENTRAL AUSTRALIA

Connection to culture is crucial to ensure that Aboriginal and Torres Strait Islander children in out-of-home care are safe and healthy.

SNAICC worked with Aboriginal organisations and communities in Central Australia to develop a strategy for building the role and capacity of Aboriginal community-controlled organisations in out-of-home care services. SNAICC convened a forum in Alice Springs with 33 representatives of local organisations and communities, and interstate Aboriginal experts, which provided clear direction on cultural and community-based ways of working in child protection in the NT.

.....
Funded by the Sidney Myer Fund and Territory Families.

TRANSITIONING EARLY YEARS MEMBERS TO THE NEW CHILD CARE FUNDING PACKAGE

During the year SNAICC regularly met with our early years members to discuss their concerns regarding the transition to the new child care funding package. SNAICC held member teleconferences and face-to-face consultations around Australia.

Alongside our members SNAICC attended Department of Education and Training consultations to raise concerns about issues such as the design of the Community Child Care Fund and the Additional Child Care Subsidy. SNAICC also held regular meetings with government to discuss the impacts of the reforms on our members.

IN 2017-18 SNAICC ALSO UNDERTOOK THE FOLLOWING TO SUPPORT PILLAR 2:

EARLY YEARS SERVICE INTEGRATION RESEARCH

GROWING UP IN TWO WORLDS – GALIWIN'KU (PARTNERING WITH CHARLES DARWIN UNIVERSITY)

THROUGH YOUNG BLACK EYES (TRAIN THE TRAINER WORKSHOPS)



CULTURALLY STRONG AND RESPONSIVE LAWS, POLICIES AND PRACTICES

SNAICC LED THE DEVELOPMENT OF THE 2017 FAMILY MATTERS REPORT, WHICH WAS LAUNCHED AT PARLIAMENT HOUSE IN CANBERRA IN NOVEMBER THAT YEAR.

SNAICC aims to ensure that governments develop and implement laws, policies and practices that respect Aboriginal and Torres Strait Islander cultures, are culturally safe and informed by the needs of our children, families and organisations.

Funding for services must be based on need and the capacity to provide culturally safe services across Australia. SNAICC aims to have mainstream services that are culturally respectful with responsive policies, processes and practices.

2017 FAMILY MATTERS REPORT

The unacceptable rate at which our children are being removed from their families continues to be a national crisis.

SNAICC led the development of the *2017 Family Matters Report*, which was launched at Parliament House in Canberra in November that year. This was the second *Family Matters Report* produced, and it reviews the performance of states and territories towards achieving the campaign's goal to eliminate the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 2040.

Through a comprehensive review of available data and the input of governments and Aboriginal and Torres Strait Islander community representatives, the report revealed that over-representation of our children in out-of-home care is increasing.

The report indicates that the number the number of Aboriginal and Torres Strait Islander children in out-of-home care could more than triple in the next 20 years if current policies and practices continue.

The report is used by organisations across Australia to advocate for government laws, policies, programs and practices that strengthen prevention of child protection issues and promote early intervention where needed, to keep our children safe and connected to family, community and culture.

SUBMISSION TO CLOSING THE GAP REFRESH PROCESS AND ENGAGEMENT IN CONSULTATIONS

The Council of Australian Governments is currently undertaking the *Closing the Gap Refresh* process. This process is a crucial opportunity to influence the next phase of the *Closing the Gap* agenda and will inform the framework over the next 10 years for all Australian governments to advance outcomes for Aboriginal and Torres Strait Islander children and families.

Throughout 2017-18 SNAICC provided input into the *Closing the Gap Refresh* regarding priority areas for Aboriginal and Torres Strait Islander children, including by:

- Providing a comprehensive submission on issues of concern and recommendations for key targets;
- Participating in consultations on proposed targets and indicators; and
- Meeting key stakeholders to discuss issues facing Aboriginal and Torres Strait Islander children and key priorities for change.

SNAICC continues to advocate for the inclusion of targets focussed on eliminating the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 2040, and strengthening of the current target on early childhood education.

As a result of advocacy on the part of SNAICC and other Aboriginal and Torres Strait Islander peak bodies, there has been a renewed focus on targets to ensure better outcomes for Aboriginal and Torres Strait Islander children. SNAICC remains hopeful that the refresh process will result in meaningful and comprehensive new strategies for addressing disadvantage.

THE NATIONAL FRAMEWORK FOR PROTECTING AUSTRALIA'S CHILDREN 2009-2020

The Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP) is the key measure to ensure that connections with family, community, culture, and country are prioritised in legislation, policy and practice.

SNAICC continues to support the Aboriginal and Torres Strait Islander Working Group under the National Framework. In 2017-18 the working group focussed on advancing full implementation of the ATSICPP. This included the recently completed ATSICPP baseline analyses that describe implementation progress in each jurisdiction.

This year saw a significant shift in policy thinking and practice through the Community Ministers' agreement to develop a series of 'active efforts' to advance implementation of the ATSICPP. To support this, SNAICC and the working group began developing *The Aboriginal and Torres Strait Islander Child Placement Principle: A Guide to Support Implementation*.

This resource provides practical guidance for implementing the ATSICPP, and will include delivery of targeted seminars in states and territories to support its implementation.

SNAICC continues to progress data development for measuring compliance with the ATSICPP through a working group with representation from all state and territory governments. A series of immediate priority measures have been identified for development over the next two to three years. The proposed indicators will provide an important data source for monitoring the implementation of 'active efforts' across jurisdictions.



LAST YEAR SNAICC SUCCESSFULLY ADVOCATED FOR THE FEDERAL GOVERNMENT TO ALLOCATE \$61.8 MILLION PER YEAR TO SUPPORT FORMER BUDGET BASED FUNDED SERVICES TO MEET THE NEEDS OF VULNERABLE FAMILIES WHILE ADMINISTERING THE NEW CHILD CARE PACKAGE.

ENSURING A FAIR START FOR OUR CHILDREN: POLICY AND ADVOCACY TO IMPROVE EARLY CHILDHOOD SUPPORTS

Aboriginal and Torres Strait Islander children are twice as likely to be developmentally vulnerable early in life, and only half as likely to access early education as non-Indigenous children. SNAICC advocated strongly for changes to the new Federal Government's Child Care Package on the grounds that it reduces access to early years services for some of the most vulnerable children based on their parents' participation in work or study. The package also transitions Aboriginal and Torres Strait Islander early years services to mainstream, subsidy-based funding arrangements that won't work for many communities with families experiencing high-levels of vulnerability.

SNAICC surveyed members prior to the commencement of the package and they identified that their highest concerns about the future were: managing debts from families who are unable to pay; increased administrative workloads; losing service identity and becoming a non-Indigenous service; explaining the new package to families; and not remaining viable.

Last year SNAICC successfully advocated for the Federal Government to allocate \$61.8 million per year to support former Budget Based Funded services to meet the needs of vulnerable families while administering the new Child Care Package. SNAICC will regularly survey our members to monitor the impact of the reforms and the extent to which available grants and subsidies enable early years services to effectively support Aboriginal and Torres Strait Islander families.

SNAICC has remained deeply concerned about the lack of any clear and comprehensive national strategy to address the under-representation of Aboriginal and Torres Strait Islander children in early years services and the huge gap in their early development outcomes. This year SNAICC consistently engaged with the process for the refresh of the *Closing the Gap* agenda, calling for new targets to close the gap in developmental vulnerability for our children aged 0 to 5 years, including through investment in Aboriginal and Torres Strait Islander early years services.

MONITORING AND EVALUATING QUEENSLAND'S OUR WAY STRATEGY

In 2017-18 SNAICC completed a monitoring and evaluation framework and implementation plan for Queensland's *Our Way* generational strategy. The strategy provides a 20-year cross-government plan to eliminate over-representation of Aboriginal and Torres Strait Islander children in out-of-home care and achieve parity on a broad range of wellbeing outcomes.

SNAICC developed the evaluation plan in consultation with leading Aboriginal and Torres Strait Islander agencies in Queensland. The key indicators of change reported on through the plan will assist Queensland's newly appointed First Children and Families Board to hold the government accountable and monitor success in changing outcomes for our children.



IN 2017-18 SNAICC ALSO UNDERTOOK THE FOLLOWING TO SUPPORT PILLAR 3:

INTERNATIONAL HUMAN RIGHTS REPORTING:

- CHILD RIGHTS REPORTING TO THE UNITED NATIONS COMMITTEE ON THE RIGHTS OF THE CHILD, AND SUBMISSION TO THE NATIONAL CHILDREN'S COMMISSIONER
- INPUT TO THE *SHADOW REPORT FOR THE UN COMMITTEE ON THE ELIMINATION OF RACIAL DISCRIMINATION*

SUBMISSION TO THE *ROYAL COMMISSION INTO THE PROTECTION AND DETENTION OF CHILDREN IN THE NORTHERN TERRITORY*

SUBMISSION TO THE SOUTH AUSTRALIAN GOVERNMENT ON ITS AMENDMENT TO LEGISLATION TO ESTABLISH A COMMISSIONER FOR ABORIGINAL CHILDREN AND YOUNG PEOPLE

FAMILY VIOLENCE RESPONSE AND PREVENTION JOINT POLICY PAPER WITH NATIONAL FAMILY VIOLENCE PREVENTION LEGAL SERVICES AND NATIONAL ABORIGINAL & TORRES STRAIT ISLANDER LEGAL SERVICES

CHILD PROTECTION LEGISLATIVE REFORM

DR SARAH KASTELIC SEMINAR SERIES ON LEARNING FROM INDIGENOUS-LED CHILD WELFARE POLICY AND LEGISLATION IN THE UNITED STATES (SYDNEY, CANBERRA, PERTH)



AWARENESS AND UNDERSTANDING AMONG THE BROADER POPULATION

All Australians must know our story – and we must be our own storytellers.

The way we tell our story will help wider Australia put negative stereotypes into historical context, and counterbalance them with the richness of our cultures and the strengths of our families.

We must transform the narrative from a story of grief, to one of healing, transformation and hope. Our children will lead the way.

LITTLE J & BIG CUZ

In 2018, *Little J & Big Cuz* won the Logie Award for most outstanding children's program. This is well-deserved recognition for such a groundbreaking program and the remarkable team and process behind it. Congratulations to all involved.

This animated children's TV series is delivered with complimentary learning resources, which are linked to the Australian Early Years Learning Framework guidelines. SNAICC is proud to be associated with this innovative educational tool aimed at providing deep cultural learnings to our children.

The anticipated second series of *Little J & Big Cuz* is due to be released in late 2019.

FAMILY MATTERS NATIONAL WEEK OF ACTION

The Family Matters National Week of Action raises public awareness and engagement and political commitment to break the cycle of Aboriginal and Torres Strait Islander child removals.

In 2018 the Family Matters National Week of Action was held from 14-20 May with the theme *Aboriginal and Torres Strait Islander people on the frontline*. Family Matters celebrated these heroes – individuals, families and frontline workers – by showcasing their stories during the week. SNAICC was also privileged to run the IndigenousX Twitter account for the week with an audience of nearly 40,000 people.

NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY

In 2018 SNAICC celebrated the 30th anniversary of National Aboriginal and Torres Strait Islander Children's Day. Over 500 events were held across the nation and over 14,000 kids were able to celebrate with this year's Children's Day bags.

In the 30-day lead-up to the event we took a walk down memory lane by sharing posters from the last 30 Children's Days. Tens of thousands of people engaged with Children's Day this year, through social media and celebrating at their own events.

This year we were delighted to receive a message from The Wiggles, adding to the support of Humphrey B. Bear, who attended the Little Long Walk event, and our 2018 Children's Day Ambassador Gail Mabo, who taught children a dance from the Torres Strait at our Scienceworks event.

It was thanks to SNAICC's partnership with the Indigenous Literacy Foundation that every Children's Day bag contained a Disney book to help close the literacy gap.

This year we also piloted a Children's Day Youth Champions project in which five young Aboriginal leaders from Gippsland and Geelong ran Children's Day events.

Children's Day was supported by the Department of Prime Minister and Cabinet – IAS. Youth Champions was funded by Hecht Family Trust.



2017 SNAICC CONFERENCE

Over 1100 delegates from around Australia met at Canberra's National Convention Centre for the 2017 SNAICC Conference. The conference theme, *Bring Them Home: Securing the rights of our children*, coincided with the 20th anniversary of the *Bringing Them Home* report, which highlighted stories and experiences of the Stolen Generations.

SNAICC was delighted to have Professor Mick Dodson as the opening speaker. He reflected on the '*Bringing Them Home*' report and noted that nothing much has changed and called for reparations to address intergenerational trauma.

Keynote speaker, Dr Sarah Kastelic discussed U.S. initiatives to improve implementation of the *Indian Child Welfare Act* that calls for 'active efforts' to provide responsive, culturally appropriate services to support Indian families to stay together or to reunify. This relates to the Australian context of improving implementation of the Aboriginal and Torres Strait Islander Child Placement Principle.

Over the three days, more than 90 panel sessions, workshops and presentations were held. Panel discussions included reflecting on the legacy of the *Bringing Them Home* report, transforming relationships between government and community-controlled organisations, and ending the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care. In the final panel discussion, delegates were urged to stay the course, bring solutions to community problems, and to develop strong partnerships with governments.

The 2017 SNAICC Conference was made possible with the generous support of many organisations and individuals.

ADVOCACY THROUGH MEDIA

SNAICC actively uses traditional and social media to carry our messages, highlight sector issues, and inform our members, stakeholders and the public of the work SNAICC does to advance Aboriginal and Torres Strait Islander families and children.

SNAICC shares its messages through four websites, Facebook and Twitter posts and monthly e-bulletins. SNAICC also provides media releases on issues relating to Aboriginal and Torres Strait Islander families and children.

In the past year, our communication efforts have shown steady growth in the numbers of people accessing and engaging with our communications platforms.

Ongoing support to SNAICC's communications team provided by CAGES.

AS OF JUNE 2018:

- **SNAICC.ORG.AU HAD 70,166 USERS; AN 11 PER CENT GROWTH;**
- **FACEBOOK HAD 8393 USERS; A 19 PER CENT GROWTH;**
- **TWITTER HAD 4883 FOLLOWERS; A 23 PER CENT GROWTH; AND**
- **ELEVEN E-BULLETINS WITH 16,267 INDIVIDUAL OPENS**

ONGOING SUPPORT TO SNAICC'S COMMUNICATIONS TEAM PROVIDED BY CAGES.



103

**REPRESENTATIVE
MEMBERSHIP BASE
MEMBERS FROM
ACROSS AUSTRALIA**

STRONG AND EFFECTIVE NATIONAL PEAK BODY FOR CHILDREN

SNAICC is actively working to be a sustainable and independent peak body, with a high quality engaged workforce.

SNAICC is a culturally safe and responsive organisation that aims to lead sector debate and influence government policy shifts for the betterment of our stakeholders, members, families and children.

SNAICC strives for a representative, inclusive and active membership with strong relationships with key decision makers, community leaders and strategic sector partners.

SNAICC wants a high quality, culturally safe sector servicing the needs of our children and their families.

STRONG GOVERNANCE

SNAICC's Board and Council is comprised of highly respected Aboriginal and Torres Strait Islander leaders, representing a wealth of experience and expertise from a variety of sectors and locations across Australia.

They are SNAICC's major decision-makers and are key to setting SNAICC's strategy and direction. They are accountable to all members, funding bodies, supporters and stakeholders for the organisation's performance and the fulfilment of its responsibilities and obligations.

HIGH QUALITY WORKFORCE

SNAICC is fortunate to have a team of highly qualified, skilled, knowledgeable and dedicated professionals all working together to promote the interests of Aboriginal and Torres Strait Islander children and families. They are united by their belief in SNAICC's mission and purpose.

SNAICC's team come from diverse backgrounds such as law, international development, community services, training, marketing and finance.

SNAICC prioritises the employment of Aboriginal and Torres Strait Islander people with key positions open only to Aboriginal and Torres Strait Islander staff as per the relevant State and Commonwealth laws.



LEADING POLICY ANALYSIS

SNAICC takes a leading role in providing evidence-based policy analysis of issues concerning the rights and needs of Aboriginal and Torres Strait Islander families and children, particularly in the area of early childhood development.

Staff work tirelessly to research and write papers and submissions, and to liaise with governments to advocate for appropriate policy direction and change.

SNAICC consults with Aboriginal and Torres Strait Islander leaders and community representatives to make sure their views are heard and that they are given a voice through the papers and presentations SNAICC makes to governments and other organisations.

SNAICC's submissions to the *Inquiry into Local Adoption*, the *Closing the Gap Refresh* process, and our joint policy paper *Strong Families, Safe Kids*, are testament to the leading role we take in policy analysis.

SECTOR TRAINING AND PROFESSIONAL DEVELOPMENT

SNAICC offers a range of relevant training and professional development to ensure our members and partners can develop the skills and knowledge necessary to effectively work with Aboriginal and Torres Strait Islander families and children.

In presenting our training, SNAICC draws upon a team of experienced Aboriginal and Torres Strait Islander and non-Indigenous staff and high quality Aboriginal and Torres Strait Islander workshop facilitators.

In 2017-18 SNAICC offered a range of training and professional development programs in the areas of early years through to school transitions, child protection, family violence and community support, and workforce, partnerships and cultural competence.

REPRESENTATIVE MEMBERSHIP BASE

SNAICC's members are vital to the success of the organisation. They are Aboriginal community-controlled organisations that are working for the betterment of our children and families. They share a commitment to advancing the wellbeing of Aboriginal and Torres Strait Islander communities, especially our children. Their expertise, knowledge and experience provide us with key insights into the issues and challenges that SNAICC needs to give voice to. The input from our members directly contributes to SNAICC's targeted policy responses, training activities and resource development that all work towards creating a positive future for our children.

SNAICC CONSULTS WITH ABORIGINAL AND TORRES STRAIT ISLANDER LEADERS AND COMMUNITY REPRESENTATIVES TO MAKE SURE THEIR VIEWS ARE HEARD AND THAT THEY ARE GIVEN A VOICE THROUGH THE PAPERS AND PRESENTATIONS SNAICC MAKES TO GOVERNMENTS AND OTHER ORGANISATIONS.



THANK YOU TO OUR PARTNERS

SNAICC extends our enormous thanks for the generosity and support of the following organisations and individuals that funded SNAICC's programs in 2017–18.

DONATIONS

THINKCREATIVE

Helena Wright
Rob Green
Andie Weetman
Catherine Bouris
Megan Carter
Thomas Pritchard
Rachel Coley
Gillian Farrell
Alto Early Learning
Gillian Farrell
Helen Rubeli
Karen Gurney
NAB Cranbourne branch
Tania Honeywell
Caroline Smith
Rose Chipperfield
Jennifer Miles
Terry Finch
Kate Groves
Jeanette Swain

PHILANTHROPIC SUPPORT

Bennelong Foundation Limited
The Sidney Myer Fund
The Fouress Foundation
CAGES Foundation
The Flora & Frank Leith Charitable Trust
Gandel Philanthropy
Australian Communities Foundation
Perpetual Trustees
The R E Ross Trust
5 Point Foundation
Hecht Family Trust
The Clark Family Trust

FAMILY MATTERS SUPPORTERS

BHP Pty Ltd
School of Human Services and Social Work - Griffith University
Indigenous Allied Health Australia
OzChild
Woodside
Family Relationship Services Australia
Save the Children Australia
Commission for Children and Young People
PeakCare Queensland
Woodside Energy Limited
OzChild
Berry Street
The Benevolent Society
Aboriginal Child, Family & Community Care State Secretariat (AbSec)
KARI Ltd
The Aboriginal and Torres Strait Islander Healing Foundation
UNICEF Australia
Mercy Community Services
Reconciliation Australia
UnitingCare Queensland

GOVERNMENT FUNDERS

Federal Department of Prime Minister and Cabinet
Federal Department of Social Services
Territory Families, Northern Territory Government
Queensland Department of Communities, Child Safety & Disabilities Services

OTHER PARTNERS

Wendy Brooks & Partners
Charles Darwin University
Adelaide Convention Bureau
The University of Melbourne

SNAICC STAFF

1 JULY 2016-30 JUNE 2017

Kim Sedick	Interim CEO
John Burton	Social Policy and Research Manager
David Ellis	Sector Development Manager
Katherine Hinton	Corporate Services Manager
Emma Brathwaite	Senior Policy and Research Officer
Sarah Francis	Communications Officer
Daniel Kovacevic	Communications Coordinator
William Hayward	WA Family Matters Project Coordinator
Judith McKay-Tempest	Early Years Training Supervisor
Phichyanee Myint	Finance Assistant
Eva Ruggiero	Senior Training Officer
Maylene Slater-Burns	Communications and Children's Day Officer
Kyle Thomas	Trainee
Dallas Terlich	Policy and Research Officer
Eileen Van Iersel	Senior Project Officer
Tanya Wells	Administrative Coordinator
Janelle Young	Policy and Research Officer

Staff who Departed during the Year

Ian Bloomfield	Child and Family Support Training Supervisor
Katrina D'Angelo	Training and Resource Officer
Caitlin Evans	Communications Officer
Jenine Godwin-Thompson	Training Projects Supervisor
Joanne Lau	Senior Policy Officer
Peter Lewis	Acting Deputy CEO/Acting CEO
Shannon McLeod	Training and Resource Officer
Vicki Saunders	Senior Research Project Coordinator
Fleur Smith	Family Matters National Campaign Coordinator
Claire Stacey	Senior Policy Officer
Emma Sydenham	Deputy CEO

Interns, Students and Volunteers

Susan Halstead-Baker
Staff from Bennelong Foundation
Staff from Red Cross
Staff from Footscray Community Arts Centre
Parents from Fitzroy North Primary School
Seyi Kolawole
Shannon McLeod
Olly Phillips
Emily Castle
Dei San Jose from Monash University
Aliya Chalmers from the Aurora Project





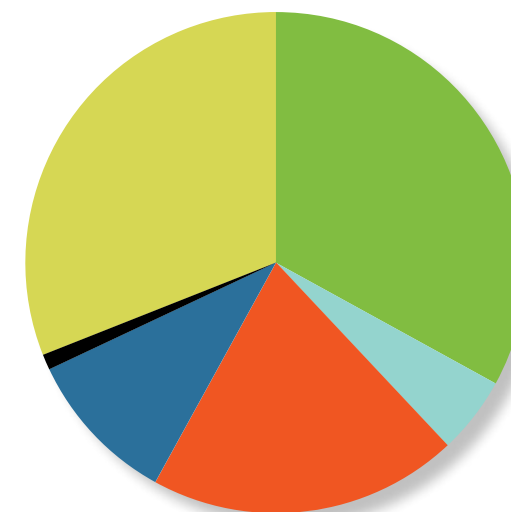
INCOME AND EXPENDITURE STATEMENT 2017–18

INCOME	\$
Grants, sponsorship and donation income	2,084,289
Consultations, training and resource sales	355,714
Conference income	1,114,695
Interest income	3,920
Other income	39,876
Total income	3,598,494
EXPENDITURE	
People expenses	1,742,465
Printing and design expenses	247,475
Travel expenses	270,267
Professional fees	239,261
National Conference, meeting and event costs	928,173
Office and administration expenses	238,292
Total expenses	3,665,933
Net income/deficit before income tax	(67,439)
Income tax expense	-
Net income/deficit after income tax	(67,439)

BALANCE SHEET

CURRENT ASSETS	\$
Current assets	
Cash and cash equivalents	1,067,805
Trade and other receivables	155,236
Inventories	38,961
Prepayments	10,189
Total current assets	1,272,191
Non-current assets	
Plant and equipment	30,512
Total non-current assets	30,512
TOTAL ASSETS	1,302,703
LIABILITIES	
Current liabilities	
Trade and other payables	232,089
Employee benefits provision	88,590
Deferred income	703,943
Total current liabilities	1,024,622
Non-current liabilities	
Employee benefits provision	24,972
Total non-current liabilities	24,972
TOTAL LIABILITIES	1,049,594
NET ASSETS	253,109
Equity	
Retained earnings	253,109
Total members' equity	253,109

SOURCES OF SNAICC INCOME 2017–18



- Government Grants (Federal) — 37%
- Government Grants (State/Territory) — 5%
- Non-Government Grants, Sponsorships and Donations — 20%
- Consultancy, Training and Resource Sales — 10%
- Interest and Other Income — 1%
- Conference Income — 31%





OUR MEMBERS



By joining the SNAICC community of members, you help strengthen our sector in advocating for our children and families at all levels of government.

SNAICC membership is available in two categories, which have been tailored for both Aboriginal and Torres Strait Islander community-controlled organisations (Members) and mainstream organisations / individual supporters (Associates).

Benefits of being a SNAICC member include; being part of a strong national network contributing to a loud voice for change, exclusive free access to SNAICC's complete online resources catalogue, training and conference discounts, subscription to the SNAICC newsletter and voting rights (Members only).

Become a SNAICC supporter

There are several different ways to contribute to the valuable work SNAICC undertakes:

APPLY TO BECOME A MEMBER

via the SNAICC website. SNAICC members are our first point of contact for feedback and policy input, and with the strength of our member base SNAICC can speak up loudly for our children and families.

SIGN UP ONLINE TO OUR MONTHLY E-BULLETIN

for current SNAICC and sector news.

DONATE!

Your tax-deductible donations will support education and training opportunities for Aboriginal and Torres Strait Islander professionals and young people. Your support builds stronger, empowered communities, and better futures for our children and families.

FOR MORE INFORMATION www.snaicc.org.au (03) 9489 8099



THE **MORE** MEMBERS WE HAVE THE **LOUDER OUR VOICE** CAN BE.



SNAICC
National Voice for our Children



www.snaicc.org.au