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ANTAR is proud to acknowledge and pay our respects to First Nations Peoples as the traditional owners of the lands on which we work across the continent.

INTRODUCTION BY PETER LEWIS ANTAR PRESIDENT



For over 26 years, ANTAR (formerly Australians for Native Title and Reconciliation) has fought alongside First Nations people, organisations and communities for justice, rights and respect.

We have evolved from a national public campaign against the watering down of the Native Title Act into a leading ally organisation that stands with First Nations people on the issues that impact them.

During that time we have campaigned on closing the gap, anti-racism, justice and over-incarceration, cultural heritage protection, voice, treaty and truth-telling, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and more.

At the heart of the ANTAR organisation and family is the belief that getting things right for First Nations people means getting things right for all of us. We cannot hope to become an honourable and mature nation without acknowledging that we are one built on stolen land that maintains the structures of colonisation.

The Campaign to recognise First Peoples in the Constitution and establish the Voice to Parliament while unsuccessful, only spurs us on to redouble our efforts. We continue our work in solidarity with the First Nations people of these lands, waters and skies so that much-needed justice is delivered and so that the nation will begin to listen to their voices and wisdom to improve all our lives.

This Impact Report covers the five year period 2019-2023 and demonstrates how ANTAR has sought to meet the goals as described in our Strategic Plan.

Dr Peter Lewis
ANTAR National Director

TO LEAD

To lead public discussions about unfinished business, truth-telling (treaty, justice, rights and respect) and a reconciled Australia from a non-Indigenous perspective, in solidarity and conjunction with First Nations leaders and organisations, by:

Providing a platform for dialogue on Treaty and working with Aboriginal and **Torres Strait Islander partner** organisations and peoples.



Senator Patrick Dodson Professor Marcia Langton Dr Jackie Huggins Professor Peter Yu Tony McAvoy SC The Hon. Linda Burney **Professor Mick Dodson**

National Treaties Summit registrations opened in October over 207 registrations from diverse fields of work and study as well as from a broad geographic spread across the country. The Summit was intended to be livestreamed which would have invariably grown the audience for the scheduled panel events by many thousands of attendees.

Sadly, due to the onset of the Covid-19 global pandemic in March 2020 we were forced to cancel the National Treaties Summit 2020 less than one month out from the event. The pandemic was unforeseen and like so many others, ANTAR and the organising partners mobilised in the unique circumstances to continue our work providing a platform for dialogue on treaty and agreement-making in Australia in the online space.



Agreement Making in Australia,



In early 2019, ANTAR partnered with the National Native Title Council and the Melbourne Law School as well as the Federation of Victorian **Traditional Owner Corporations** to convene the National Treaties Summit in Melbourne in April 2020.



TREATY TALKS WEBINAR SERIES

In the wake of the covid cancellation of the National Treaties Summit, the convening partners – ANTAR, the National Native Title Council, and Melbourne University Law School – organised and presented the Treaty Talks webinar series as a way to continue the important conversations and 'unfinished business' that were intended to be held during the physical gatherings of the Summit.

There was a high level of interest in the webinars with over 2700 registrations for some events. The Treaty Talks series included the following online live events from 2020-2022 that have been subsequently hosted on ANTAR's YouTube channel:

Treaties and Reconciliation with Melbourne Law School | Tony McAvoy SC, Elly Patira, Marcus Stewart - May 2020 (250 attendees)

Treaty & Sovereignty with the Australia Institute | Jamie Lowe, Michael Mansell and Prof Megan Davis - July 2020 (2700 registrations)

David Hunter Memorial Lecture
2020 Keynote Tony McAvoy SC August 2020

Laying the Foundations for Treaty:
ATNS (Agreements, Treaties and

Negotiated Settlements) Webinar

and Relaunch | Pip Nicholson, Prof Marcia Langton, Jamie Lowe, Amanda Porter, with an introduction by the Hon Ken Wyatt AM, MP - November 2020

State of Treaty | Dr Jackie Huggins, Mick Gooda, Prof Mick Dodson, Ursula Raymond, Reuben Berg, Jamie Lowe - December 2020 (100 attendees)

Treaty Talk: Negotiating Heritage
Protection | Dr Anne Poelina,
Jaime Lowe, Ivan Ingram, Dr
Erin O'Donnell - July 2021 (100
attendees)

What do Politicians say about a
National Treaty Process? | Senator
Pat Dodson, Senator Lidia Thorpe
and Mr Warren Mundine - October
2021

Treaty's global context: towards
Treaty in the Northern Territory

| NTTreaty Commissioner Tony McAvoy SC, Aotearoa Foreign Affairs Minister Nanaia Mahuta, Justice Joe Williams (NZ Supreme Court) and Prof John Borrows (University of Victoria Faculty of Law, British Columbia) - March 2022

B.

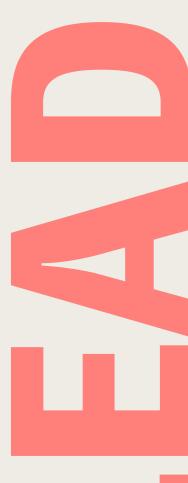
Actively engaging in the debates by facilitating research and policy discussions that contribute to the knowledge base.

PUBLISHING RESOURCES

ANTAR published more than 80 resources between 2019-2023 including Backgrounders, Factsheets, Submissions and Election Scorecards on treaty, rights and justice issues to continue truth-telling about our shared history as First Nations and non-Indigenous Australians.

We published a series of Election Scorecards during the reporting period for each Federal and State election held. These scorecards rated the major parties' policies on First Nations issues including Treaty, Cultural Heritage, Justice and Closing the Gap and were produced in the leadup to each election to inform the voting public. ANTAR also made more than 25 Submissions to government inquiries and other bodies both independently and through partnering with other organisations and individuals to provide our expert advice on policy and proposed legislation that impacted First Nations people and communities. We also presented and spoke to these Submissions at parliamentary committee hearings on a range of issues including the copyright of the Aboriginal Flag, UNDRIP in Australia, and a Human Rights Act.

The research and resources that ANTAR publishes on our website antar.org.au form a knowledge base of First Nations rights and justice issues that is accessed extensively by members of the broader Australian community including academics, students, government, activists and advocates from both the public as well as other social sector organisations.



SELECT KEY RESOURCES



The application of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in Australia





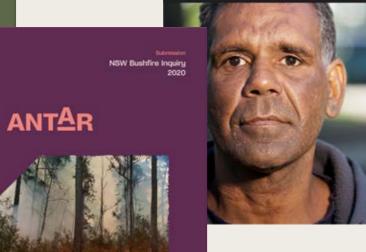


Treaty in the Northern Territory

Inquiry into Australia's Human Rights Framework 2023 **ANTAR**

ANTAR

ANTAR

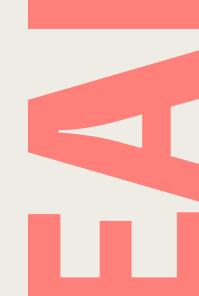


ANTAR ANTAR



Click here to view our Resources





ANTAR

NSW TREATY FORUM

In March 2023, ANTAR in partnership with Jumbunna Institute at the University of Technology, Sydney, facilitated a Treaty Forum with the perspectives of First Nations leaders and elected representatives.

In the lead up to the State Election the Forum was an important gathering that explored the issues of process, representation, negotiation, nation building, sovereignty, and other critical issues of relevance to the consideration of Treaty in NSW. Speakers included (from below left):
Larrisa Berendht
Jamie Lowe
Geoff Scott
David Harris MP
Prof Jack Beetson
Michael Lavarch

NSW Labor was successful in the 2023 State Election and upon forming Government, appointed David Harris MP as Minister for Treaty and Aboriginal Affairs and Treaty and committed to setting NSW on the path to treaties with the First Nations people of the State.





SOCIAL MEDIA

The growth of our audiences on social media has led to increased engagement with the news, resources, campaigns and calls to action around First Nations rights and justice that we share with our followers.

Over the period, we communicated with 12K+ followers on Facebook and 8K+ followers on X (twitter) through sharing news, events and campaign materials on a daily basis;

We launched a page on LinkedIn and have grown our audience to 500 followers; and

We grew our audience on Instagram from 200 to 6.5K+ followers over five years which gave us a platform to showcase our new brand identity and run our ongoing advocacy as well as to more successfully amplify the voices of First Nations people.

Instagram Reels top engaged video without an advertising spend reached over 10K accounts and was watched over 9.7K times; with a spend the top engaged video reached over 533K accounts and was played over 417K times.

CAMPAIGNS

#TIMEFORTREATY 6.5K

(2019 - 2021)

Top engaged posts received average of

#BLACKLIVESMATTER

(2020)

Top engaged post received

and was saved

#RAISETHEAGE 160

LIKES

(2020-Ongoing)

NATIONAL CLOSE THE GAP DAY EVENTS

#CLOSETHEGAP

(2019 - 2023)

Top engaged posts reached

ACCOUNTS

(2022-2023)

Received

LIKES

Shared

#YESTOVOICE

BLOGS

ANTAR's blog has been live over the five year period, publishing articles from a broad range of First Nations voices as well as insights from non-Indigenous academics, advocates and activists as well as from the ANTAR Board and staff team.

The Blog is hosted on the ANTAR website - antar.org.au/blog and new articles are disseminated via social media and supporter communications (emails). We take the opportunity to republish articles, speeches, and blogs from other sources in order to broaden their audience reach, and occasionally ANTAR blogs are also picked up and published on other platforms. Some noteworthy blogs and authors include:

Click here to visit our Blog





by Dr Peter Lewis

by The Hon. Linda Burney

by Tony McAvoy, SC



SUPPORTER COMMUNICATIONS

ANTAR emails our supporter base who have subscribed to receive our updates on average on a fortnightly basis.

Over the reporting period, we delivered to approximately 10-16K supporters over 130 email communications. These communications included our latest published resources and blogs, calls to action in the form of pledges, petitions and social media and letter writing campaigns, election scorecards, as well as news and events.

10-16K SUPPORTERS

(2019-2023)

130+ EMAILS

Delivered



Dear Supporter

On 24 May 2020, a sacred rock shelter in the Pilbara region of Western Australia was legally blasted and destroyed by mining company Rio Tinto – here's what happened...

Why and how did it happen?

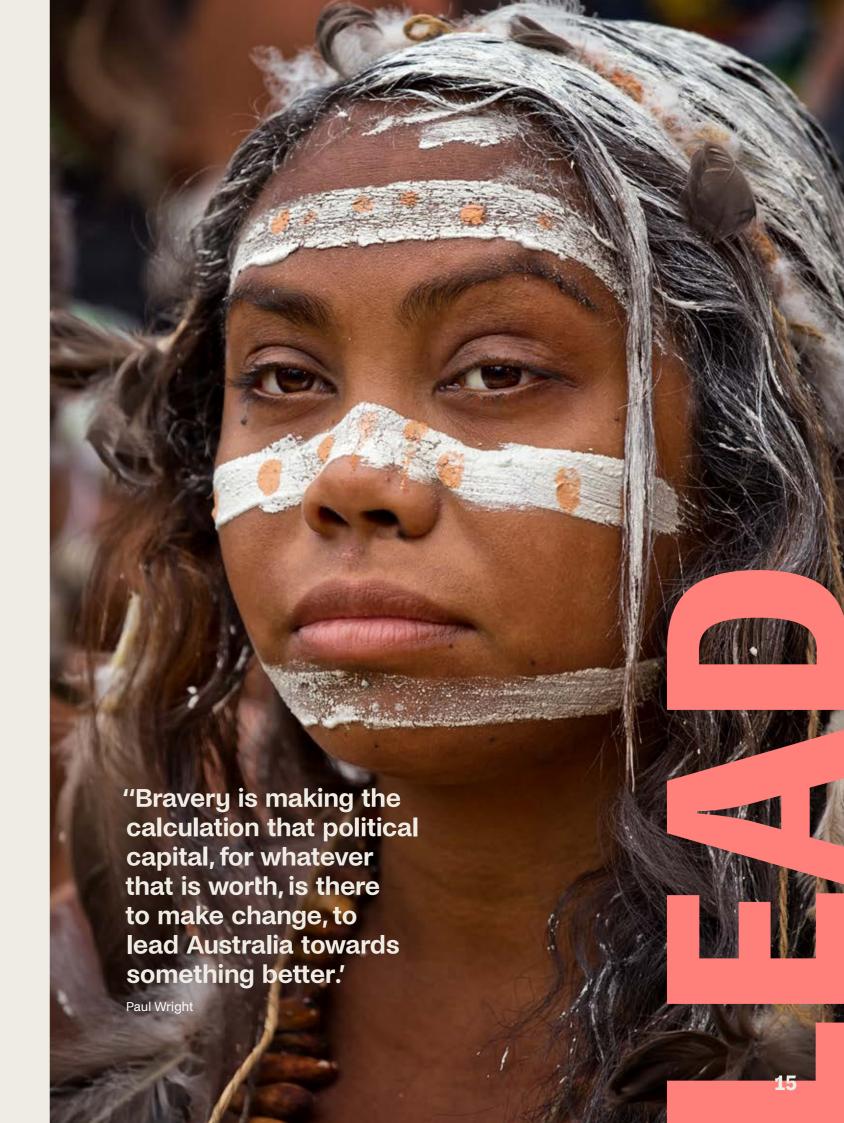
An archaeology report had stated that it was of the highest archaeological significance in Australia containing a cultural sequence spanning over 40,000 years, with a high frequency of flaked stone artefacts, rare abundance of faunal remains, unique stone tools, preserved human hair and with sediment containing a pollen record charting thousands of years of environmental changes.

The grief, shock and outrage reverberated globally.

It's time to take action to protect our shared Cultural Heritage here in Australia.

In Solidarity,





TO EDUCATE

To educate the broader community about the history, cultures, lived experiences, languages and human rights of Australia's First Peoples, by:

A.

Providing an online clearinghouse for historical and contemporary documents, policies, news and events that is useful for schools, academics and engaged citizens.



WEBSITE

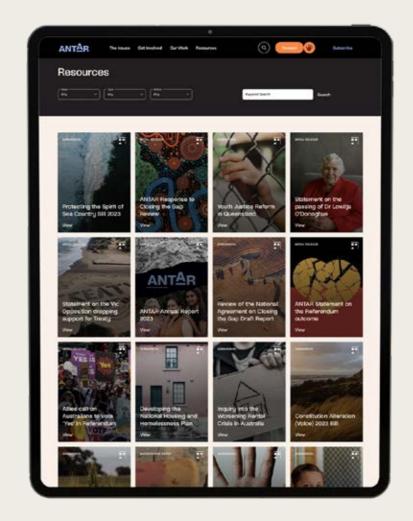
Click here to view our Website



The ANTAR website antar.org.au publishes documents on First Nations rights and justice issues in a variety of formats including resources – Reports, Backgrounders, Factsheets, Submissions, Scorecards, extracts, and more.

These include documents produced by ANTAR as well as authored by other organisations, campaigns, academics and experts with the aim to broaden their reach. During the reporting period, we published the annual Close the Gap Campaign Report each year. We spotlighted important historical documents by publishing them on our website, such as the

Treaty Talks' series of NAIDOC
Week speeches (2006). We also
republished and distributed to our
subscribers a range of academic
resources such as Dr Ed Wensing's
Cultural Heritage Protection
Reform Background Paper in
order to boost readership of these
important resources.



Click here to visit our online bookstore



BOOKSTORE

The ANTAR Bookstore is part of our work to amplify the voices of First Nations Peoples, participate in truthtelling and truth-listening, and provide resources that further engage the public in First Nations rights and justice issues.

Over the five year period, our range of titles from majoritively First Nations authors and illustrators has grown significantly due to increased demand and publication. We currently stock over 70 adult and 40 children's titles and more than 560 customers across the country.



B.

Commissioning and producing relevant and accessible educational, policy and issues briefs that can be translated for community engagement and advocacy; and

Click here to view our Factsheets



The 1967 Referendum

ABORIGINES!

FACTSHEETS

During the reporting period ANTAR produced 25 issuebased Factsheets on a range of contemporary and historical topics.

These were written by ANTAR staff and professional volunteers as well as on commission by experts in their fields such as Prof Harry Hobbs. The Factsheets are published on the ANTAR website and promoted via our supporter communications and social media channels thereby reaching broad public audiences. The Factsheet resource format is particularly useful in the educational context based on feedback from teachers and students over the reporting period.



Self-Determination



C.

Work with the ANTAR network of affiliates to disseminate relevant and informative content.

AFFILIATE EVENTS

David Hunter Memorial Lecture

(ANTAR ACT)

ANTAR supports our Affiliate partners at ANTaR ACT to present the annual David Hunter Memorial Lecture. The lecture brings a keynote speaker to present to the local community and in recent years has also been live-streamed and attracting a national audience. An example of the silver linings of the pandemic that this great local event is now available country-wide. ANTAR was able to provide technical and promotional assistance to support this evolution. Previous year's topics and keynote speakers include:

'First Nations Treaties: A Matter of Justice' (2020) – Tony McAvoy, SC

'How can we heal Country?' (2021) – Bhiamie Williamson

LET'S HAVE SMART JUSTICE in the ACT (2022) – Cheryl Axleby and Tanya Keed

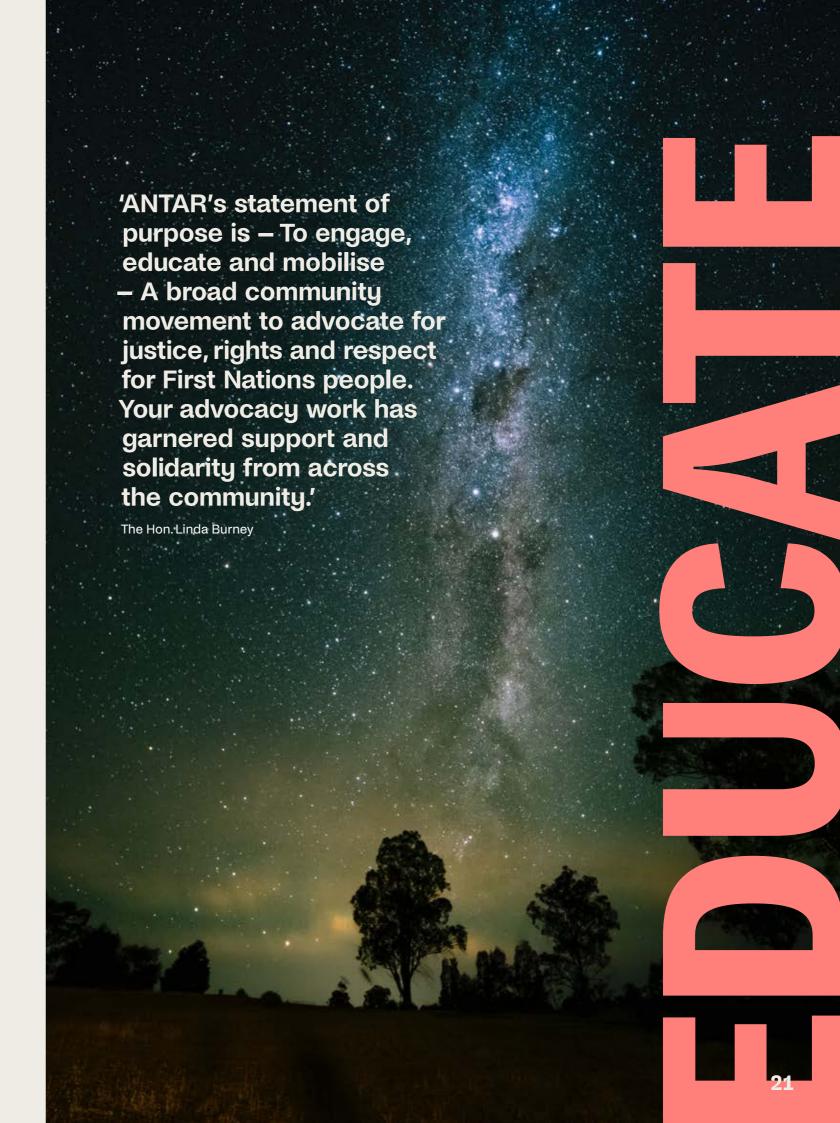
Mob23

(ANTAR QLD)

During the Voice Referendum campaign ANTaR Qld staff were actively involved in Mob23, a collective of Queensland-based First Nations individuals, groups and organisations who advocated for the recognition of Aboriginal and Torres Strait Islander peoples as First Peoples and establishing the Voice to Parliament in the Constitution. ANTAR supported through the sharing of community and campaign events on social media and with the provision of campaign materials.

Truth-telling Tuesdays (ANTAR VIC)

During the Covid-19 pandemic and subsequent lockdowns (particularly in Victoria), ANTaR Victoria ran the Truth-telling Tuesday campaign on social media, sharing facts and events about our shared history. ANTAR helped disseminate this information to our national networks of supporters.



TO BUILD

To build an active and engaged network of Australians committed to the achievement of justice, rights and respect for Australia's First Peoples, by:

A.

Continuing to be strong supporters of the national and state social justice campaigns that are Aboriginal and Torres Strait Islander led (Close the Gap, Change the Record, Just Reinvest NSW etc).

Over the five year period, ANTAR contributed to the building of networks of Australians in support of First Nations rights and justice through our participation in the First Nations-led Campaigns Close the Gap; Change the Record; and Just Reinvest NSW.

Through our National Director, Paul Wright, we maintained a presence on the Steering Committee of all three Campaigns, regularly participating in discussion, planning and workshopping, campaign take actions, and report publication.

ANTAR continued to auspice Change the Record and has also assisted with the Campaign's progress towards incorporation and becoming an independent entity both operationally and financially. This process has been successful and incorporation will be finalised in 2024.

We supported the Close the Gap Campaign in a numbers of ways including: Hosting the National Close the Gap Day hub online (2019-2021)

Coordinating National Close the Gap Day public activities (2019-2021)

National Close the Gap Day social media activities (2019-2021)

Assisted with the annual Close the Gap Campaign Report production

In 2019, ANTAR took on the coordination of public engagement for National Close the Gap Day (previously Oxfam Australia) held on the third Thursday of March each year. The day was an opportunity for individuals, schools, organisations, business and corporates to be involved with raising awareness about the importance of closing the gap in life outcomes between First Nations and non-Indigenous Australians. We hosted an 'Honor Roll' of registered community events held on or around the day on our website. Each year we had between 128-207 registered National Close the Gap Day participants organising activities that included information sessions, fair days, fundraisers, film screenings and school events.

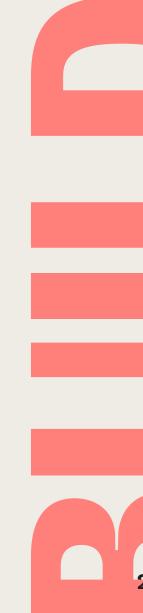
The First Nations Heritage Protection Alliance was formed in 2020, as a response to the destruction of Jukkan Gorge in WA's Pilbara – a sacred place for the Puutu Kunti Kurrama Pinikura people – by Rio Tinto. The Alliance works to strengthen legislation for the protection of First Nations Cultural Heritage through consultation and lobbying. ANTAR supports the work of the Alliance by participating in steering committee meetings and public campaigning for Cultural Heritage Protection. In 2022, we produced an animated explainer video to increase public awareness about the value and destruction of First Nations cultural heritage. The video has reached over 15K accounts and had over 4K views across social media.

The Raise the Age Campaign was formed in 2020 as part of the Black Lives Matter movement and in response to the ongoing crisis of over-incarceration of First Nations people and deaths in custody in Australia. The Campaign works to generate public awareness and pressure governments federal and State and territory - to raise the minimum age criminal responsibility to at least 14 years old in line with United Nations conventions including tahe Declaration on the Rights of the Child of which Australia is a signatory. There has been some success in the jurisdictions with the ACT raising the age from 10-14 incrementally, the NT raising the age to 12 and recently, Tasmania

committing to raising the age to 14 and then the age of detention to 16 by 2029. The Campaign now consists of over 100 members and more than 200K Australians have signed the petition to raise the age.

In 2022, following on from newly

elected Labor PM Anthony Albanese's commitment to the Uluru Statement from the Heart, ANTAR partnered with the Fred Hollows Foundation, Oxfam Australia and ACOSS to form the Allies for Uluru Coalition. The aim of the cross-sector collective was to bring together other organisations in support of implementing the Uluru Statement and to act as a mobilisation and conduit of information from the First Nations-led Campaigns the Uluru Dialogue and From the Heart (to become Yes23). With the announcement of the Referendum to enshrine an Aboriginal and Torres Strait Islander Voice to Parliament, the Allies became focussed on the campaign for a 'Yes' vote, facilitating public webinars and events, working group meetings for members, and CEO Forums in the leadup to the Referendum on 14 October 2023. The Coalition now includes almost 300 members, most of whom are civil society and community organisations and groups. The work of the collective will continue to support the principles of the Uluru Statement - Voice, Treaty and Truth.



B.

Providing support to the ANTAR network through the State and Territory ANTAR affiliates and community groups who will continue to take the lead in grass roots advocacy and campaigning in their jurisdictions and communities across Australia.

GRANT PROGRAMS

During the reporting period,
ANTAR maintained its
commitment to supporting
the State and territorybased Affiliate groups
financially through the
Council Project program
and the Regional Strategic
Capacity Program – grant
programs that support the
localised and grassroots
campaigning of our affiliates.

The grants helped to support the following projects (amongst others):

ANTAR Victoria – Story Walk Project, Truth-telling and Treatymaking advocacy;

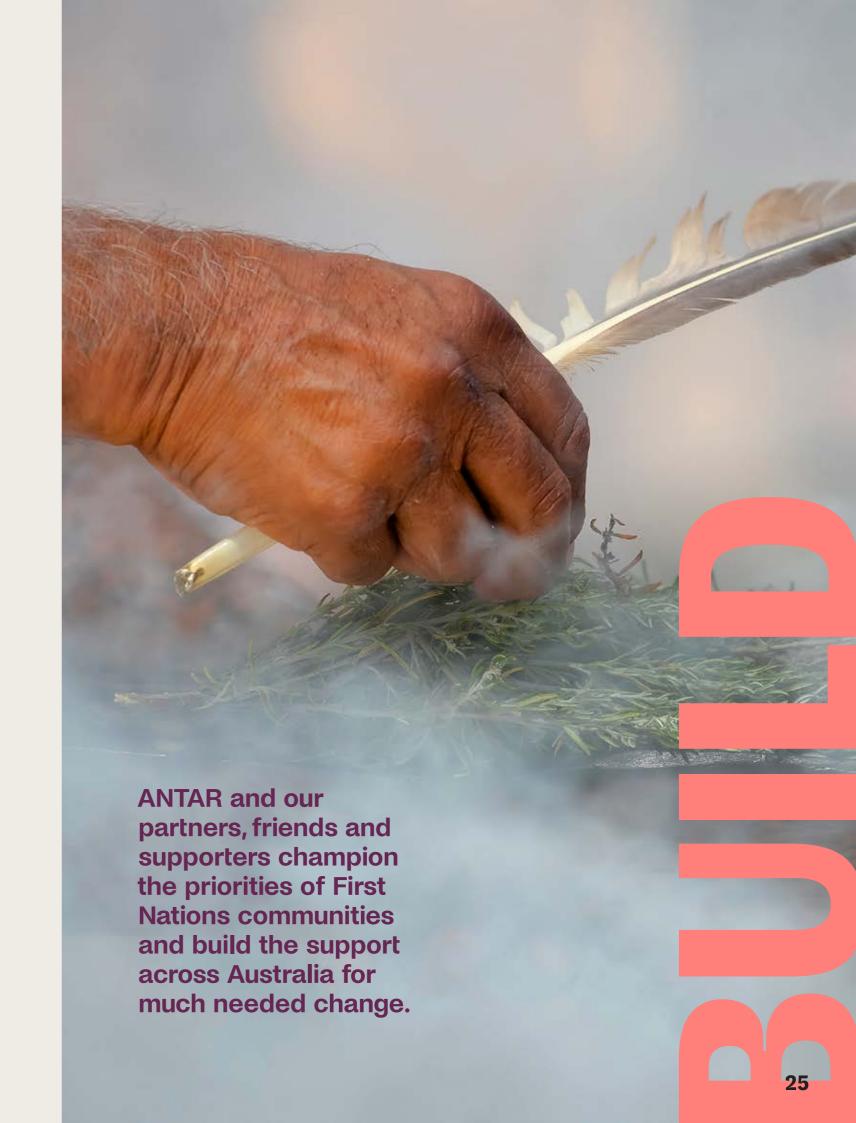
ANTAR Queensland – Office and Community Outreach Project;

ANTaR WA - the Hello Project;

ANTAR SA – Aboriginal Significant Dates calendars;

ANTAR ACT – David Hunter Memorial Lecture.

In 2023 during the Yes to Voice Referendum Campaign, ANTAR provided additional support to the ANTAR Affiliates through the funding and provision of Yes23 collaterals for distribution to their local communities. We provided T-shirts, flyers, postcards, badges, stickers, posters and corflutes.



TO BE

To be an effective and efficient organisation that values partnerships and develops our people both professionally and culturally to enable us to achieve our goals, by:

Building a strong team of dedicated staff, volunteers and interns that feel supported to make a contribution.

From 2019-2023 the ANTAR

staff team at different

intervals included five

new members, three of

whom identified as First

Nations persons. The size

of the staff team grew

from three to five by the

end of 2023. A number of

the team members were

also students or recent

staff in their studies and

graduates and ANTAR

has supported these

career development.

THE TEAM

Staff

The team includes two managers who have been with ANTAR for eight and five years respectively who strive to create a working environment where team members feel appreciated, supported, and encouraged to grow, develop and contribute.

Volunteers

ANTAR doubles our day-to-day capacity through a team of 5-7 dedicated, long-term volunteers who have been with us for most of the reporting period or longer. The permanent volunteer team are encouraged and empowered in their roles and are an integral part of the organisation's functionality. They assist with office tasks as well as the running of our Shop and **Sea of Hands** programs.

As needs dictate, we also have contributions from professional volunteers on specific projects that their skill sets relate to, for example:

Submission - The extent and nature of Poverty in Australia (2023) by Gemma McGreal with Paul Wright

Interns

ANTAR hosts a competitive Internship program with placements running from one to three months. Over the five year period, we hosted 21 interns from a range of postgraduate and undergraduate programs from the following universities:

- · The University of Sydney
- · The University of New South Wales
- · The University of Technology, Sydney
- · Melbourne Law School Indigenous Law and Justice Hub
- · The University of Western Sydney
- · Macquarie University, Sydney
- · Monash University, Melbourne

Interns assist primarily with research and writing tasks, as well as occasional support with events, communications and routine organisational work. As a small team, we are able to increase our research capacity significantly through the internship program.

Peoples of Australia.

Providing the best possible organisational infrastructure to deliver on the purpose - taking account of the website, branding, budgeting and other elements that will contribute to the effectiveness of the organisation.

BRAND EVOLUTION & WEBSITE

In the leadup to ANTAR's 25th Anniversary in 2022, we undertook a rebranding process so that our public facing image better reflected our current advocacy work for First Nations rights, justice and respect. Part of this process included workshopping with our Board of Directors and our creative team TwoLanes to conceptualise the new ANTAR brand. We retained our name due to the high level of brand recognition that we had generated through our social media and supporter growth in 2020-2021. ANTAR stands for 'Australia as we must become', 'Elevating Australia', 'First Nations First', and for Justice, Rights, and Respect for the First Nations

A significant part of the brand evolution was the creation of a new ANTAR website that would work effectively to disseminate our 'thought-leadership' and 'clearinghouse' materials to the broader Australian public. The website is now a very effective tool for ANTAR's advocacy and campaigning. It hosts all our educational materials (Resources) as well as our Blog, Sea of Hands program, Shop, as well as comprehensive information on a number key **Issues** including Treaty, Truth-telling, Voice, Racism, Justice, Cultural Heritage, UNDRIP, Closing the Gap, and Survival Day. The website hosts a number of 'Calls to Action' including the Pledge to Close the Gap which has over 5K signatories, the Pledge to Change the Record, and the Petition to **Support Treaties.**

Click here to view our Website



It also includes donation options to support a range of appeals such as Donate for Justice and Donate to help Protect Cultural Heritage. During peak periods around events such as Survival Day on 26 January, National Reconciliation Week and the surge of interest and engagement following the murder of George Floyd in Minneapolis, US, the website can attract anything from 3K to 17K visitors per day.



C.

Investing in our fundraising program to ensure it aligns clearly with ANTAR's purpose and is able to support the strategic goals above.

SUSTAINING COMMUNITY FUNDRAISING SUPPORT

Early in 2016 the Board sought an independent strategic review of our fundraising programs; much of the review's recommendations have been fulfilled and enabled the strengthening of fundraising programs, communications, and supporter relationships during the reporting period of 2019-2023.

We sustain community supporters from diverse backgrounds, contributing and participating in a mix of donation appeals and fundraising activities. ANTAR, like other charities, sees fluctuation in results based on the impact of external events. ANTAR has done well to bed down sustainable programs in a period dominated by the Covid-19 Global Pandemic, severe natural disasters and a severe rise in inflation and a cost

of living crisis. The past five years has also included huge moments ANTAR was ideally placed to respond to.

Two of these moments occurred between May-July 2020. They were the surge of interest for our justice campaigns and advocacy for the protection of First Nations Cultural heritage following the global outcry at the violent murder of George Floyd by a Minneapolis police officer; and the blatant destruction of the Jukkan Gorge caves by mining giant Rio Tinto.

At the beginning of each year ANTAR sees an increase in Australians rethinking our National Holiday on 26 January and looking to learn more, connect with and support campaigns for truth and justice.

These are key moments when ANTAR informs and grows the number of Australians seeking to better understand and engage with First Nations rights, but also develops relationships with those chipping in and backing our work with donations.

The fundraising, communications and marketing team at ANTAR was increased during this period, with Phaedra Engel-Harrison -Communications, Support and Fundraising Manager, joining Michael Andersen, Operations and Development Manager. The two professionals with combined experience of 33 years have together steered development of appeals, monthly giving, social media profile and promotion, legacy giving, website redevelopment, the online store and the Sea of Hands community engagement program.



LEAVING A LEGACY GIFT FOR ANTAR

A growing ANTAR Legacy giving program where loving and loyal supporters make special gifts to ANTAR in their Wills has led the Board to launch the Boesewinkel & Taylor ANTAR Sustainability Fund.

In 2021, trailblazer ANTAR supporters the Late Mr Hans Boesewinkel and the Late Mr Peter Taylor left a significant bequest to ANTAR in their collective Wills. ANTAR has since invested this generous endowment meaning that our continued work for First Nations rights and justice will be assured into the future.

We acknowledge all those who have also contributed to our sustainable and impactful ANTAR for the journey ahead.

The Late Peter Desmond Maher The Late Denis Klein The Late Bruce Spence The Late Roland Good The Late June Frolich



WECONTINUE OUR WORK IN SOLIDARITY WITH THE FIRST NATIONS PEOPLE OF THESE LANDS MATERS AND SKIES SO THAT MUCHENEED JUSTICE IS DELIVERED AND SO THAT THE NATION WILL BEGIN TO LISTEN TO THEIR VOICES AND WISDOM TO IMPROVE ALL OUR LIVES.

ACKNOWLEDGEMENT & THANKS

ANTAR would like to express our deepest appreciation to the following individuals, sector partner organisations, our Board, volunteers, interns, and staff for their support and involvement in our work for First Nations rights and justice.

Individuals

Julie Hannaford Paul & Louise Mulroney Alan & Ann Wilkinson Cheree Toka Jodie Glassborow

David Moore Mary-Ann Washold & Richard

Zweck John Brunton

Thomas & Millicent Cheetham

Colleen Vale Philip Henty **Charles Curtis** Sharvn Wilson

Peter Gray **Ruth Griffiths**

Alan Cameron Kevin Clarke

Deborah Lehmann & Dr

Michael Alpers Debra Mcloughlin

Lvn Jones Penny Cocker Sarah King Max Barden Lisa Byleveld Richard Cogswell Nick Crowther Sue Cutler

Mark Duffield-Thomas Ann-Maree Duncan

Mark Heyman Ailsa Ireland Sheilagh Kelly Alison Leslie

Ross Dearden

Nell Macqueen Robert Matheson Douglas

Samantha Nerida Alice Oppen Victoria Parsons

Boris Portnoy Presentation Sisters Wagga

Wagga Kaye Purnell Yogesh Raju

Cesar Rodriguez Alonso

Bridget Sack

Rachel Saravanamuthu Catherine Stevens

Jean-paul Tieche Jan Aitken

Monique Bond

Deb Leach

Nicholas Sgro-Traikovski Douglas Matheson

Sonia Dewhurst Christine Lafian

Maryam Hosseinzadeh

Wodonga Catholic College

Callum Grady Bradley Dean **Grant Cameron** Christine Zeitz Amanda Davidson Angus Macdonald Kristen Lizzio Vin Ramanadhan Barbara Baird

David Healy Sisters of Sion

Anne Lane Patricia & Murray Basnett

Brian Jesse Fleay Phil Henty

Carole Lamont Maria Manning

Erin McCoy

Fay & John Nevile Verna Rutnam

Dr Jean Mcpherson Judy McGregor

Supporting Businesses

Warner Music Australia Social Research Centre Kirkland Lake Gold King&Wood Mallesons Social Research Institute Muscle Nation Bumble Australia & New Zealand **Vivcourt Trading** Flo Events Citizen Wolf **Culture Kings** Bodies by Rachel **SWEAT**

Sector Partners & Supporters

Vivcourt Trading

National Native Title Council (with thanks to CEO Jamie Lowe & Team)

First Nations Heritage Protection Alliance (with thanks to Tom Widdup)

Change the Record (with thanks to Sophie Trevitt & Maggie Munn)

Close the Gap Campaign (with

thanks to Zara Pitt) Just Reinvest NSW

Know Your Country Campaign

Reconciliation Australia Reconciliation NSW

Australian Human Rights Commission

First Peoples Disability

Network

The Fred Hollows Foundation

Oxfam Australia

Australian Council of Social

Services (ACOSS)

Russell Kennedy Lawyers National Capital Authority

Old Parliament House Canberra

The Edmund Rice Centre First Peoples Assembly of Victoria

Yoorrook Justice Commission Incarceration Nation Impact

Campaign

Documentary Australia **Snow Foundation**

Take Heart Campaign

The Melbourne Law School and the Indigenous Law & Justice Hub, the University

of Melbourne (with thanks to Eddie Cubillo & Kirsty Gover) The Law Society of NSW

University of Technology Sydney

The University of Sydney

University of Western Sydney Macquarie University

Griffith University

Federation of Victorian **Traditional Owner Corporations**

Primary OSHCare NSW Health

National Capital Authority Samaritans

PwC Indigenous Consulting

Our Board

Dr Peter Lewis

Dr Angus Frith Shae Lake Joanne Kerr Jill Webb Darren Dick **Desmond Rogers** Jaki Adams Andrew Meehan **Andrew Gargett** Stacey Giles

Volunteers

Wendy Rayner Sue Downes Sheilagh Kelly Cathy Noble John McNeil Bar Sinclair Jenny Krallis Cathy Kite Gemma McGreal James Eaton Wendy Doan Chandla Serret

Interns

Mariateresa Pellegrino Poi Thiamthaisong Eleonore De Ridder **Grace Barry** Laura Nolan Brianna Shahin Isobella Angeli **Penny Cummins** Ashleigh Jordan Germaine Peter Chris Arnott Poppy Southern Natalie Kouros Tom Robinson Emily Jones-Turner **Brigitte Fancis** Luckylyn Wallace Natasha Paine

Staff

Dr Peter Lewis Paul Wright Michael Andersen Phaedra Engel-Harrison Jessica Johnston Erin Franks Chelsie Collard Ashlee Wone Wavne Willis Nakarli Harrison

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