

## PRESENTER'S NAME(S) & BIOS

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### Jaki Adams (Australia) and Sarah Morris (New Zealand)



#### **Jaki Adams, Director Social Justice and Regional Engagement, The Fred Hollows Foundation**

Jaki was born and raised in Garamilla (Darwin) on the beautiful lands of Larrakia Nation. Jaki is a proud Aboriginal and Torres Strait Islander, with ancestral links to the Yadhagana and Wuthathi Peoples of Cape York Peninsula in Queensland, traditional family ties with the Gurindji Peoples of Central Western Northern Territory and extended family relationships with the people of the Torres Straits and Warlpiri (Yuendumu

NT).

Jaki's professional journey includes Hospitality; Secondary Teaching; and, over 18 years in the Australian Government spanning a variety of portfolios, including Aboriginal and Torres Strait Islander Health and Aged Care programs, and some 8 years within the Australian Department of Defence. Jaki joined The Fred Hollows Foundation in April 2012 and has held key leadership roles, including Country Manager of the Indigenous Australia Program (2012-2017) and Regional Programming Director roles (2017 - 2020) encompassing program implementation across Australia, Pacific (Trachoma and funding through FHFNZ), Timor Leste, Philippines, and Indonesia. In 2023 Jaki is leading the Social Justice and Regional Engagement Team within the Office of the CEO, with a focus on health equity, elevating the voices of Aboriginal and Torres Strait Islander Peoples and allyship accountability.

Jaki has a personal and professional commitment to do whatever she can to improve the health and wellbeing of Aboriginal and Torres Strait Islander Peoples, ensure Aboriginal and Torres Strait Islander Peoples are leading decision making, and also advocating for the right to sight, good health and self-determination for Indigenous Peoples globally.

### **What does accountable allyship look like in your community?**

What does 'true allyship' look like from an Indigenous perspective?

Come along to workshop together what accountability might look like in your community. This workshop will be of particular interest to those whose community work relates to Indigenous aspirations and includes inter-cultural collaboration and values-based solidarity building.

The session will be facilitated by Jaki Adams (Aboriginal and Torres Strait Islander, Australia) and Sarah Morris (Pākehā from Aotearoa, New Zealand).

Sarah and Jaki are Atlantic Fellows for Social Equity in Indigenous-led Social Change and have worked in community, government and international development sectors.



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**Sarah Morris (she/her)**

**Nō Ngāti Aerani me Ngāti Kōtirana me Ngāti Pōrana me Ngāpuhi ōku tupuna**

**I am the descendant of ancestors from Ireland, Scotland, Poland and the Ngāpuhi tribe of Aotearoa New Zealand.**

***Ko Tāmaki Makaurau te whenua tupu, i te taha o te Mānuka-o-Hotunui. Kei Te Awakairangi o Aotearoa ahau e noho ana***

I grew up in Auckland, alongside the Manukau Harbour. I now live in Te Awakairangi in Aotearoa New Zealand.

Sarah Morris identifies as a braided river (he awa whiria), as a Pākehā with Māori whakapapa. Sarah is passionate about how champions in the community and government sectors can contribute to decolonisation and fulfilling the vision of Te Tiriti o Waitangi in Aotearoa.

Drawn to social justice through storytelling, Sarah trained as a journalist before moving abroad and establishing a successful career in international development. She has worked for international aid agencies, such as Oxfam and UNICEF, supporting community development projects in Africa, Asia and the Pacific. After returning home to Aotearoa in 2008, Sarah reoriented her career to children's rights advocacy working in the NGO sector and for the Office of the Children's Commissioner to advocate for the interests, rights and wellbeing of children and young people. Last year Sarah was awarded an Atlantic Fellowship in Indigenous-led Social Equity and graduated with a Masters in Social Change Leadership. Sarah is currently a freelance social and systems change consultant working for clients in the community and government sectors who contribute to social, environmental and systems change. She is the tangata tiriti co-chair of HuiE!, a peak body for the tangata whenua, community and voluntary sector in Aotearoa. Sarah's number one interest (after her kids, family and community!) is helping Pākehā to develop the skills and courage to orient to ethical relations



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with tangata whenua and to better affirm and resource tino rangatiratanga Māori. <https://www.linkedin.com/in/sarahkathrynmorris/>

### Jamie Hutchinson, Community Housing Ltd



Jamie has 15 years' experience in the social housing sector in both Australia and the UK. As the National Community Development Manager for Community Housing Limited he is currently responsible for the development and implementation of the CHL community development program around Australia, including strategy, business development and operational delivery.

His experience spans across Government and Non-Government environments, over roles in operational housing management, community development and economic participation.

### Community Development in Social Housing

Community Development in Social Housing explores the role community development plays in social housing and showcases the programs and projects operating within Community Housing Limited (CHL). With an ever-changing housing landscape the roles and expectations of the social landlord are evolving. Hear about the CHL approach and how community development underpins their mission and vision.

### Jan Richardson, Charles Darwin University, Australia



With my husband Stan Davey, for 15 years I worked in and for remote area Aboriginal communities in the Pilbara and Kimberley of Western Australia, and the Northern Territory, The political situation for Aboriginal people was

### Don McLeod – community development worker trained by life's hardships

Freire said, 'help the people find their word.' When they know their word, they have power.

In the Pilbara region of WA, Aboriginal workers on the pastoral stations under conditions amounting to slavery knew their word but could not action it.

In 1937, 29-year-old Scotsman, Don McLeod, heard their word: 'freedom.' He committed to helping them achieve it. They organised a strike in 1946, transitioned to mining, made a lot of money and despite relentless opposition, bought some of their land back, and



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oppressive and they felt helpless. But they were not helpless, and we participated in the revolutions they brought about to change their circumstances. We saw that the motivating source was not external or monetary: it was what Paulo Freire called 'their word.' The word that captured their vision and so compelled them they would do anything to achieve it. I explore this powerful concept.

established the first Aboriginal-owned and controlled proprietary limited company, school and medical service. They achieved their freedom. Until he died at the age of 90, McLeod worked alongside the people. Don McLeod was untrained in what he called the 'social economy', but he used his own tough childhood as a template for survival. His model of community development is a hard sell in today's affluent economy: if you are willing to work hard, suffer and commit to solidarity, you can achieve your word, the word that reveals your deepest aspiration.

In this presentation I shall outline McLeod's principles and track the many ways in which the previous pastoral worker slaves used it to gain their freedom.



**Jane Ellery, PhD, Senior Consultant, E2Praxis  
Senior Fellow, National Wellness Institute (USA)**



Jane works at the intersection of Place, Health, and the Economy by focusing on collaborative change efforts, participatory approaches, and community-centered processes. After two decades working in prevention-related roles, Jane shifted from pathogenic interventions designed to keep people from getting sick to salutogenic initiatives that encourage living life to its fullest. She enjoys exploring wellness concepts and the ideas and philosophies of Halbert Dunn (physician), Aaron Antonovsky (sociologist), and

**To...For...With...By with e2praxis and the National Wellness Institute**

As we think about how things get done, these 4 words...to, for, with, and by...can help us describe the action that is taking place. Using Halbert Dunn's High Level Wellness "Health Grid" (1959) as a guiding framework, this poster highlights how doing things "to" and "for" people may be tolerable in situations where individuals are experiencing poor health in poor environment and protected poor health in favorable environments. However, as we encourage positive, meaningful change among First Nations People and others, our actions must have us working "with" those who hold the local



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Elinor Ostrom (political scientist), to name a few. Jane coordinated the Wellness Management graduate and undergraduate degree programs at Ball State for 20 years, and she holds a PhD in Public Health (Social and Behavioral Health) and MA and BA degrees in Exercise Science/Clinical Exercise Physiology.

knowledge, values, and aspirations as we support activities that will allow them to grow and develop new ways of doing “by” themselves.

While there may be a place for all of these practices, until we embrace a greater reliance on tools of change that foster inclusion and radical collaboration and practices that value local wisdom, participation, and contribution, our actions will continue to do more harm than good.

### Jaya Manchikanti, Victoria University, Australia



Jaya Manchikanti is currently a PhD candidate at Victoria University. Her research topic is 'Examining Australian Third Sector Community Development Praxis in relation to progressing the Sustainable Development Goals'. She has come to this research after more than twenty-five years of field work, working on community development projects, either as a volunteer or an employee, with a range of not-for-profit organisations, local governments and the state government of Victoria, Australia. Jaya was awarded 'Victorian Volunteer of the Year Award' in 2021 for her leadership in setting up an organisation called IndianCare which aims to support people of Indian origin in Victoria. She was also inducted into the Inaugural Victorian Multicultural Honour Roll in 2022.

### **'Can community development have more edge by connecting it more deliberately to sustainable development?'**

This oral presentation specifically addresses the conference themes of 'community' and 'connection'. It aims to provide more edge to the International Standards for Community Development Practice by suggesting a stronger connection between community development and sustainable development. For example, 'think globally, act locally' is a phrase that is commonly known in Australia, however, it is not adequately understood nor practiced.

This presentation will introduce current research that is being undertaken in Australia to examine the community development practice of the Australian Third Sector (local) and consider its potential alignment to the progression of the Sustainable Development Goals (global).

The research has a particular focus on gender, inequality and the COVID-19 pandemic, to examine issues from the margins. A brief explanation of the theory and the methodology underpinning the research will be provided.



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### Joëlle Rabot-Honoré, ENL Foundation, Mauritius



Joëlle Rabot-Honoré has been engaged in the community development project of her own neighbourhood (Barkly) in Mauritius from 2002.

Since then, she has been involved in the setting up of several community development and public health projects at

local and national levels.

In 2019, she joined ENL Foundation as the Project Coordinator of the 'Leave No One Behind' project, an EU financed project focussing on socio-economic empowerment programmes at grassroots level in five vulnerable communities. She is currently engaged as Project Coordinator in the community project of Ste Catherine and act as Community Development Specialist in other regions for ENL Foundation.



Research findings from the initial key-informant interviews will be presented for the first time and this will be followed by a glimpse into the next steps of the research. The significance of this research is to build a new theory about the connection between community development and sustainable development, which could then inform policy directions in Australia to potentially strengthen the Australian Third Sector and improve planetary health.

### **Thriving communities: Building bridges through the sharing of knowledge and experiences among communities in Mauritius**

12 years of involvement with members of the community of Telfair, Alma, Ste Catherine, L'Escalier, Pailles and GRNW has helped ENL Foundation in connecting with individuals and families, supporting them in identifying and analysing their needs, finding their solutions, and responding through demand-driven projects at different levels namely in education, capacity building, health, sport & leisure, housing, employability, and women economic empowerment.

Throughout those years, the aim of ENLF has been to empower those communities to take ownership of their full growth and the path to achieve this goal has included various components. But what better way for them to learn, acquire skills and increase their capacities than to connect and learn from each other, share their different realities and willingness to strive for changes in their communities.

For sure, each of these communities have their own context, their history, and their way to deal with the factors (social, economic, political, cultural, and environmental) that impact on them. But each have also developed creative mechanisms and cross-cutting strategies to promote participation and collaboration, allowing them to thrive as communities.





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This paper intends to share lessons learnt by ENLF team on the importance of partnership and collaboration between communities.

### **Impactful CSR initiatives and Community Development: The role of ENL Group as a catalyst in the transformational process of communities in Mauritius.**

ENL group is a key player in the private sector in Mauritius and Since 2010, the group has been engaged in the integrated transformation of vulnerable communities lying in the suburbs of its business areas through its Foundation. With an aim to empower communities to take ownership of their full growth, ENL Foundation (ENLF) is committed in enabling communities to live with dignity by collaborating closely with the local authorities as well as specialist NGOs.


Using a Community Development approach, ENLF has been a catalyst in the transformational process of communities in Mauritius. As a stakeholder, ENLF has partnered with around 10 communities in identifying their needs, defining their priorities, generating solutions, and focusing on the changes that could be undertaken by them and for them with the support of other stakeholders.

Through community empowerment, community members have unlocked their potential, acquired skills and knowledge, and built their community resilience. From being vulnerable, the communities are turning into autonomous communities through their community platforms and their interaction with other stakeholders to ensure the sustainable development of their community.



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	<p>This paper intends to share the impact of CSR (Corporate Social Responsibility) initiatives in the transformational process of community development in Mauritius.</p>
<p><b>Joy Cardona, Malak-Malak traditional Aboriginal owner and NLC Council Member and Sarah Rennie, Community Planning &amp; Development Manager Northern Land Council, Australia</b></p> <div data-bbox="208 627 463 948">  </div> <p>Joy Cardona, is a Malak Malak Traditional Owner and represents the Daly River. She is a member of the Muran Estate, Cobourg Peninsula, North West Arnhem Land and a descendant from the Torres Strait.</p> <p>Joy has a Bachelor of Applied Science in Aboriginal Community Management and Development from Curtin University in Western Australia. She also has a Certificate IV in Mentoring Diverse Groups. She runs her own Consultancy Business – JOYBELL'S CONSULTANCY SERVICES – which works with the History of the Northern Territory, Land Rights, Archives and Libraries. Joy has worked in the NT Library and the Northern Land Council Library for a total of 13 years.</p> <p>She was raised in the Territory and has a vast knowledge of the area and its history. She is passionate about projects that sustain culture and connection to country for future generations.</p> <p>Joy is currently on the Northern Land Council Full Council (2019-25). She has also been a member of the following boards and groups:</p> <p>Chairperson for NT NADIOC and Board Member for Tiwi Bombers Football Club, Darwin Buffalo Football Club and Working Women's &amp; NT Women's Legal</p>	<p><b>Aboriginal-led Community Projects: supporting self-determination in practice</b></p> <p>The Northern Land Council Community Planning and Development program gives Aboriginal groups in the Top End the space to set their own goals, initiate, plan and oversee community development projects.</p> <p>This presentation explores the factors that contribute to more empowering models of community development amongst Aboriginal people, including the meaningful legal recognition of customary title (land rights). It explores the dynamic relationship between facilitators and participants. It also discusses the balance between the desire to achieve tangible project outcomes and the need to ensure that the planning and decision-making processes are as participatory and empowering as possible.</p>





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Appointed by the Minister of Women's Policy as a delegate of the Northern Territory for National Aboriginal and Torres Strait Islander Women's Gathering (NATSIWG)

Library and Archives NT Community Reference Group

Delegate for the Top End Aboriginal and Torres Strait Islander Library, Information and Resource Network (ATSILRN) and Aboriginal and Torres Strait Islander Data Archive (ATSIDA) UTS

Northern Land Council (1983 -1986) Executive Member Darwin/Daly NLC



Sarah Rennie manages the Community Planning & Development program at the Northern Land Council, a Commonwealth Statutory Body responsible for assisting Aboriginal peoples in the Top End of the Northern Territory to acquire and manage their traditional lands and seas. The program supports more than 20 traditional owner groups (both incorporated and unincorporated) to set and achieve their own social, cultural and economic development goals. It also builds local skills in strategic planning, budgeting, advocacy, project management and governance. A lawyer by training, Sarah started her legal career at Allens where she advised on human rights obligations for businesses, anti-corruption laws, regulatory investigations, international investments and disputes. Prior to practicing commercial law, Sarah worked for several years in South-East Asia supporting NGOs and worker organisations in strategic planning and international human rights advocacy. Originally from Fitzroy, Sarah has lived on Larrakeyah country for 6 years and feels very at home in tropical Darwin... even during the build-up!



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**Karina Menkhorst (CLC Good Governance Coordinator)**  
**Valerie Martin (Kurra AC Director)**  
**Peggy Granites (Kurra AC Director)**  
**Central Land Council**



Karina Menkhorst - Central Land Council Good Governance Program Coordinator, Alice Springs  
Karina Menkhorst is the Good Governance Program Coordinator at the Central Land Council (CLC) in Alice Springs. In this role Karina works closely with the Directors of two Aboriginal Corporations based in the Tanami Desert of the Northern Territory - the Granites Mine Affected Area Aboriginal Corporation (GMAAAC) and Kurra Aboriginal Corporation. Karina has worked at CLC since 2015 in the Community Development Unit. Karina has a background in community development, art centres and land management and has worked in the Top End and Central Australia for over 30 years.



Peggy Napurrla Granites - Kurra Aboriginal Corporation Director, Yuendumu  
Peggy Napurrla Brown is a senior Warlpiri woman living in Yuendumu. Peggy is custodian for Dead Bullock Soak and a Director of Kurra Aboriginal Corporation, and a member of the Tanami Downs Granites Mine Affected Area Aboriginal Corporation.

### **Good Governance Program – Achieving stronger/better together through participatory evaluation**

Over four years, two First Nations corporations in remote Australia have strengthened their governance and financial literacy through a Good Governance Program (GGP). Both corporations receive income from mining and Directors work at the interface of two laws and value systems to fulfil their corporate and cultural obligations. Through a participatory evaluation approach, the Directors adapt and tailor the GGP to meet their learning needs, ensuring a genuine increase in governance capacity.

Director feedback, gathered by an embedded evaluator, has significantly changed the training content and delivery. Real time critical reflection and application of learnings centres the Directors' knowledge and ways of learning in the program delivery. Through this process First Nations Directors, trainers and Central Land Council Community Development staff have developed a program based on mutual learning and respect for each other's cultures and worldviews.

Moving the delivery of the training from a teacher/learner model to working side by side with the understanding that we all have a lot to learn from each other, has strengthened relationships and trust. Delivery of the GGP is now based on co-designed culturally relevant and language-based visuals and activities that align with First Nations ways of learning.



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Valerie Napaljarri Martin - Kurra Aboriginal Corporation Director, Yuendumu

Valerie Napaljarri Martin is a senior Warlpiri woman from Yuendumu. Valerie is actively involved in the governance at a local, regional and territory level including as chair of Pintupi Anmatyerr Warlpiri (PAW) Media, deputy chair of the Aboriginal Areas Protection Authority, director of the Kurra and the Yapa Kurlangu Ngurrara Aboriginal corporations and member of Yuendumu's Granites Mine Affected Area Aboriginal Corporation (GMAAAC) committee. Valerie is also an executive member of the

Central Land Council, representing the Tanami region and has experience working as an interpreter. "I wear a few hats. I love working with my people and to know what's ahead of them, especially the young people."

### Kate Munro, CEO, Youth Action



Kate has over 30 years experience in the youth and community services sector, specialising in youth participation, child and human rights, youth development, and systemic advocacy in NGO, local and state government. She has worked in a range of different direct service roles with young people throughout her career including case management, counselling, and program management and over the past decade has focused on working alongside

young people to ensure their voices are embedded in organisational and government decision making. She is the CEO at Youth Action, the peak body representing young people and the services that support them in NSW.

### Asset-based Advocacy


Youth Action is the peak body representing young people and the services who support them in NSW. Our vision is a society where young people are valued, engaged, supported, and have their rights realised. In 2022 Youth Action worked with a steering committee of young people to co-design a Youth Engagement Toolkit to support young people to bring their voices into advocacy work within their communities and influence policy decisions that impact their lives.

We further tested the content with over 500 young people through training sessions co-facilitated by young people and Youth Action. We had a particular focus on the inclusion of young people from socially excluded groups including First Nations young people, young people in regional areas, LGBTQIA+ young people, young people with



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	<p>disability, young people from culturally diverse communities, and young people doing it tough.</p> <p>The presentation will take people through the Toolkit methodology which is grounded in asset-based community development and Appreciative Inquiry approaches and provide participants with tips and activities to implement the Toolkit training with young people to engage them in advocacy work within their own communities.</p>
<p><b>Kerry Allan, Healthy Families Waitākere</b></p>  <p>Kerry has worked in the sport, recreation, and wellbeing sectors for over 30 years. Her desire is to create sustainable and transformational change to enable all people to be healthy and well. Kerry's extensive experience provides strategic and visionary thinking, leading teams towards a shared vision and direction to achieve collective impact.</p> <p>With an academic background and interest in nutrition and physical activity, Kerry is passionate about shifting systems so everyone can access healthy kai and be physically active. Her current role has led to a desire to consider how the social and built environments enable or prevent whānau from being healthy and active and systemic shifts to achieve societal equity.</p> <p>Kerry leads the Healthy Families Waitākere team in supporting change for better health and wellbeing taking a preventative systems approach by challenging the status quo.</p> <p>Kerry lives in Oratia, Auckland with her family of 6.</p>	<p><b>Tāfēsila'fa'i a culturally centred Community of Care</b></p> <p>Tāfēsila'fa'i is a community of care which has created a space for Aoga Amata (Samoan ECEs) to come together, connect, share and grow confidence in weaving Samoan cultural values, practices and beliefs into educational practice.</p> <p>The project was initiated in 2020 and has operated with the support of the Healthy Families Waitākere since its inception. Tāfēsila'fa'i has been effective in revitalising culturally centric values and practices for faiaoga (teachers) and aiga (families) whilst also aligning with the Action Plan for Pacific Education (APPE) focus areas for change.</p>



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### Active Whakapapa

Active Whakapapa is a site-specific storytelling experience sharing the history of mana whenua through a pre-recorded headset sharing audio in English and Te Reo Māori of whakapapa whilst walking across the whenua (land). The initiative was created out of a collaborative partnership between Healthy Families Waitākere, Te Pou Theatre and Papaya Stories – with the pūrākau and stories shared generously gifted by mana whenua Te Kawerau a Maki.

Active Whakapapa promotes hauora (wellbeing) by encouraging physical activity and sharing Te Ao Māori (Māori worldview) of how we understand and interact with our environment. It is collaboratively designed to educate and connect people to place, space, and face, and looks to normalise Te Reo Māori being heard, seen, and spoken in our local parks and green spaces. Active Whakapapa ensures our pūrākau (stories of origin) and mātauranga (knowledge) are passed down through the generations. It has engaged a wide community of West Auckland, and has recently been tested in schools, in light of recent NZQA changes to Aotearoa NZ local history curriculum, to engage students with their natural environment, learn about the connections to whakapapa and the history of the land.

### Krystal Lockwood, Griffith University and Aunty Barbie Cohen & Aunty Karen Rhodes, SHINE for Kids

### How programs build community justice: Supporting First Nations families with a parent in prison

First Nations children in Australia are four times more likely to have a parent in prison compared to non-Indigenous children. Community driven support that draws from Indigenous perspectives and lived experience can empower families and their communities – particularly when we support families that have complex lives that are impacted by complex systems.



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Dr Krystal Lockwood is a Gumbaynggirr and Dunghutti woman from Armidale, New South Wales. She is a Lecturer in the School of Criminology and Criminal Justice at Griffith University. She is an applied justice researcher and is broadly interested in examining how programs, policies, and practices are used to address complex problems. For her PhD, she evaluated Belonging to Family, a reintegration program administered by the NGO SHINE for Kids. BtF supports Indigenous families as a parent returns home from prison.



Barb Cohen is the Aboriginal Program Manager at SHINE for Kids and a very proud Dunghutti Woman from Kempsey NSW where she was born, raised and still lives today. Throughout her 30-plus years working in the local community, Barb held positions with the Credit Union, Aboriginal Legal Service and Booroongen Djugun, and has been with SHINE since 2010.

Barb is passionate about the work she does and, having lived experience herself, is determined to support families and reduce intergenerational trauma so children can live in a safe and healthy environment. Her team facilitates Belonging to Family, a unique and culturally appropriate program for Aboriginal Men and Women at the Mid North Coast Correctional Centre. Barb and her team have strong relationships with local government and non-government agencies and advocate for families in the justice system.

Barb was recognised for her invaluable contribution to the region at the Women of the Macleay Awards in 2013 and was AbSec's NSW Aboriginal Child and Family Awards "Practitioner of the Year" in 2020. This award recognises an

In this yarning session we will share our experiences and lessons of Belonging to Family (BtF)- a program that supports First Nations families with a mum or dad in a New South Wales prison. BtF is run by the non-government organisation SHINE for Kids and has been supporting families since 2010.

We will share our experiences from perspectives as case workers, community and organisational partners, program managers, and as an evaluator. Through our experiences with BtF, we demonstrate how a small, community driven program can make significant impacts by strengthening Community, Culture, and Connection (the themes of the conference).

We will also premiere a video that showcases the impact of BtF that draws on the voice of participants and people who have had significant roles in the development of BtF. We invite discussions to share experiences and strengthen our knowledge and practice moving forward.





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Aboriginal practitioner's excellence in achieving positive outcomes for Aboriginal children, families, and communities.



Karen Rhodes is currently a team member of the Belonging to Family program administered by SHINE for Kids. Karen was one of the original creators of the BtF just over ten years ago. This unique program is run for Aboriginal mums and dads in custody and their families and supports them throughout the six months pre-release and post-release, working with the whole family unit to strengthen bonds and prepare for loved ones returning home.

Karen has an immense passion for supporting people in the criminal justice system. She joined SHINE with the purpose of building the first Belonging to Family (BTF) program together with Barbara Cohen in 2010 on a one-year secondment from NSW Corrections where she worked as a Services and Programs Officer. But her love of working with SHINE grew and now, nine years later, she is able to share her extensive knowledge, gained from over 30 years working in many different roles in the justice space including at Mulawa and Silverwater prisons.

**Kwok-kin Fung, Suet-lin Hung & Kyle Lang-jie He and Co-Author Daniel Wing-leung Lai**

**Digital Divides, Mobile Phones and Older Adults – Lessons for Practitioners**

This paper is about digital divide, mobile phones, older adults as disadvantaged community, and lessons for assisting their digital challenges. The Covid-19 pandemic has exposed the persistence of digital divide in high ICT penetrated cities, with Hong Kong included. Older adults were found particularly disadvantaged in the divide. Emergence of social distancing measures amid the pandemic has



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Dr. Fung Kwok Kin, is an Associate Professor of the Department of Social Work, Hong Kong Baptist University and the Programme Director of Master of Social Work. He was a Board of Director (East Asia) of the International Association for Community Development (IACD) between 2013 and 2022. He has been researching and publishing extensively on the areas of gender and poverty, community development, social welfare and housing policies and urban studies. He is also active in collaborating with community organizations and policy groups in the the local and international housing and community development movements. 0609



Prof. Hung Suet Lin, Shirley  
Shirley is currently Head & Professor, and Director of the Social Work Practice and Mental Health Centre of Department of Social Work, Hong Kong Baptist University, Hong Kong. She is a Registered Social Worker, Approved Supervisor and Fellow of the Hong Kong Professional Counselling Association, and Honorary Fellow of the Hong Kong Academy of Social Work. Her academic interests cover a wide range of areas including women and families, teenage pregnancy, gender-based violence, community development and narrative therapy/practice. During the past decade, she has been delivering professional training in narrative therapy/practice, community work and gender-based intervention to social workers, counsellors and social work students in South East Asia including Taiwan, Singapore and cities in China. She is currently a Trustee of the International Association for Community Development.

made digital devices as essential tools. Proliferation of mobile phones, particularly among older adults, has generated the suggestions that digital divide, at least for the first level, can finally be crossed.

Nevertheless, studies reveal the different constraints of mobile phones, comparing to computers, in terms of access, usages, and implications on real life benefits. The relationship between mobile phone access and digital divide needs further interrogation. This paper aims at unravelling such complex relationship through analysing findings from a telephone survey of a randomly recruited sample of 1000 elderly in 2022 in the context of Hong Kong.

The differential online usages in general, and human and social capital enhancing usages in particular, of mobile phone and computer users, and their implications are revealed. The implications to theory of digital divide, and community work approaches to support the elderly and disadvantaged communities are reflected upon.



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Chan Yu-cheung is a PhD Candidate based in the Department of Social Work at Hong Kong Baptist University. He is a registered social worker and a committee member of Community Development Alliance (CDA), an organization comprised of scholars, community workers and activists in Hong Kong who are finding ways to respond to the needs of the disadvantaged and foster social change. His research interests include community capacity building, community economic development and community-based action research.



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**Kwok-kin Fung, Suet-lin Hung & Kyle Lang-jie He and Co-Author Daniel Wing-leung Lai**

**Participatory Action Research: A case of the “Working from the Ground Up” model in Hong Kong.**



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Dr. Fung Kwok Kin, is an Associate Professor of the Department of Social Work, Hong Kong Baptist University and the Programme Director of Master of Social Work. He was a Board of Director (East Asia) of the International Association for Community Development (IACD) between 2013 and 2022. He has been researching and publishing extensively on the areas of gender and poverty, community development, social welfare and housing policies and urban studies. He is also

active in collaborating with community organizations and policy groups in the the local and international housing and community development movements.  
0609



Prof. Hung Suet Lin, Shirley  
Shirley is currently Head & Professor, and Director of the Social Work Practice and Mental Health Centre of Department of Social Work, Hong Kong Baptist University, Hong Kong. She is a Registered Social Worker, Approved Supervisor and Fellow of the Hong Kong Professional Counselling Association, and Honorary Fellow of the Hong Kong Academy of Social Work. Her academic interests cover a wide range of areas including women and families, teenage pregnancy, gender-based violence, community development and narrative therapy/practice. During the past decade, she has been delivering professional training in narrative therapy/practice, community work and gender-based intervention to social workers, counsellors and social work students in South East Asia including Taiwan, Singapore and cities in China. She is currently a Trustee of the International Association for Community Development.

This paper presents a community-based action research project in a low-income neighborhood in Hong Kong that adopted the Working from the Ground Up (WFGU) model. In the context of the neoliberal turn of the government, and continual defunding of community development, the WFGU approach is found particularly valued for reminding researchers and practitioners to begin with the disadvantaged groups' perceptions of the neighborhood and priorities for changes.

The WFGU and action research process involved four phases: observation, reflection, planning, and actions. The four-year action research project indicates the potential of promoting the participation of tenants of sub-divided units (SDUs), which is a type of sub-standard housing in Hong Kong. The indecent living conditions have been of concerns to different sectors.

By means of the Photovoice, which is a tool to involve the marginalized groups through combining photography with social action, the SDU tenants were facilitated to learn to use it for community assessment. Throughout the process, the tenants critically assessed the causes of neighborhood issues and were committed to making changes collectively. The lessons learnt as well as the challenges encountered throughout the process will be discussed.



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**Kwok-kin Fung, Suet-lin Hung & Kyle Lang-jie He and Co-Author Daniel Wing-leung Lai**

Exploring the bonding and bridging social capital through the intersectionality lens



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Community social capital, with its bonding and bridging types, has been tools for community development practices. Concomitant with the preponderance of studies utilizing the concept of intersectionality, particularly in gender studies, is the increasing concerns among community development scholars on unravelling its impact on community social capital. The concept of intersectionality analyses the impact of interconnected systems of power and privilege, including gender, race, economic class, age and others, on social inequality and in turn, the concern of the paper, that is, the community social capital of different social groups. Focusing on women in Hong Kong, this paper explores how gender intersects with socio-economic variables and the resultant impact on their community social capital, and in turn, the bonding and bridging social capital. The study involves a community survey conducted in 2022, with 194 samples randomly recruited from a low income community in a community of poverty. Community social capital is measured using the Social Capital Questionnaires Scale - Chinese, which is composed of seven dimensions of community social capital, and the resultant bonding and bridging social capital. The findings indicate that age, education and personal income has significantly impacts on both types of social capital, whereas gender alone does not. The significance of utilizing the intersectionality perspective in revealing differences in community social capital for women, and implications for community practitioners will be discussed.





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**Kwok-kin Fung, Suet-lin Hung & Kyle Lang-jie He and Co-Author Daniel Wing-leung Lai**

Sex role egalitarian attitude and community social capital in a low-income community

'Gender and social capital' has been an area of concern for community development and gender studies. The concept has been criticized, particularly by feminists, as largely gender blind. There have been calls for gendering the theory. A systematic understanding of



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factors influencing women's social capital, rather than taking for granted that women are privileged in developing social capital which is relational in nature, has been emphasized. Studies reveal that attitude of low-income women towards gender equality has been one influential factor affecting their community participation, which is a critical dimension of community social capital. As there exists few studies exploring such relation in the Chinese speaking communities, which tend to emphasize patriarchal understanding of gender roles, this study aims at exploring such relations through studying the low-income women in Hong Kong. Attitude towards gender equality is measured by the Sex-Role Equalitarian Scale, which has been validated in different studies. Community social capital is measured by the Social Capital Questionnaires Scale – Chinese, which has incorporated the community participation dimension. The study was conducted in 2022, involved a community survey of 634 households residing in three low-income communities in the Shamshuipo district of Hong Kong. The results review that women who exhibit attitude towards gender equality are more likely to have a higher level of community social capital. The possible reasons for such a relation and the lessons for gendering social capital, and community development practice will be discussed.



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**Kylie Lee, Gladstone Regional Council, Qld, Australia**

**Daring to lead, together**

Gladstone Regional Council's vision for Community Development is: strong, engaged, happy and vibrant communities through connections and partnerships.



## PRESENTER'S NAME(S) & BIOS

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General Manager of Community Development and Events, Kylie has over 25 years' experience in community development and engagement, communications, crisis management, events, and investment. Kylie has held leadership roles in a range of industries including ports, construction, resources, entertainment and Local Government. Partnering with community is a passion along with creating

innovating programs and policies that can deliver positive change – together. Kylie's other passions are her family, her fur babies, travel and working alongside the community to build a better region.

Council considers Community Development a whole of business function.

Through the development, design, delivery and ongoing operations at the Philip Street Communities and Families Precinct, community is at the heart of everything we do.

Our presentation will speak to how Council has fostered collaborative partnerships and meaningful relationships with the community, social services sector, Federal, and State government to deliver a vibrant communities and families precinct that values community voice creating the conditions for the community to advocate for and influence change through sharing of their knowledge and wisdom.

An integral feature of the Philip Street Communities and Families Precinct's unique operating is the Advisory Committee, a dedicated formal Advisory Group of passionate community members representing different sectors in the community.

The committee offer feedback and advice to Council on strategic planning, management, and service delivery to ensure services, programs and activities are responsive to the community needs. Bringing different perspectives and ideas to the table, they also help with the operations and management of the area.

Underpinning the operating model at the Precinct is Council's belief that that collaborative, co-operative and community centred approaches to community development, such as this, will lead to more effective actions and greater social benefit.



## PRESENTER'S NAME(S) & BIOS

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**Lisette Kaleveld & Emma Crane**

**Centre for Social Impact, University of Western Australia**



Lisette Kaleveld has a background in Science (Anthropology), and has worked as a researcher, journalist and evaluator. Her work in mental health involves applying research methods for a robust evidence-base, while also utilising participatory methods to capture rich understandings of mental health experiences that exist outside of clinical settings



Emma Crane is a qualitative researcher. Her work has included research on topics including mental health and homelessness, drawing on a background in Anthropology and Geography as well as a Masters in Development Studies from Cambridge University. Both Lisette and Emma are based at the Centre for Social Impact UWA.



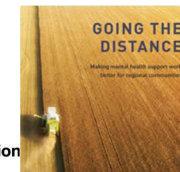
**Going the distance: making mental health supports work better in regional communities**

In 2021 we consulted with 320 people with visits to 16 regional communities in Western Australia, and 410 respondents in 122 towns via a survey. We asked about experiences of mental health, and asked about what is different about living in regional areas that could lead to poorer mental health, and what further support would improve the lives and wellbeing of people in those communities.

While the need for mental health support is recognised, there is also a sense of overwhelm and a feeling that people should get by without help, as a necessary condition of rural life. This is amplified in smaller communities where often there are no funded mental health supports available. However, this assumption is changing, and communities are having conversations about how to better support people who are struggling, and especially young people. Community members pointed to practical, simple, ways to support people close to where they live, such as community supports (including social supports, on-Country options for Aboriginal people, peer-led supports, activity-based, holistic informal supports) which are a viable solution especially where there are difficulties finding a qualified workforce to deliver clinical models of support or emergency care. Importantly, communities asked for the sovereignty to make these decisions about how funding will be spent on mental health supports in their towns, so they can respond to need in the most appropriate ways.



**WAAMH**  
Western Australian Association  
for Mental Health



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THE UNIVERSITY OF  
**WESTERN  
AUSTRALIA**

**Elevating the role of the community member as citizen scientist and agent of change: Learnings from a doorknocking project for mental health**

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**Lou Mitchell (PhD Candidate), University of Sydney**  
**Co-Author: Associate Professor Michelle Villeneuve**



Louise Mitchell, BSc, DipEd, Courage & Renewal facilitator is an educator, PhD candidate and recovery practitioner. She began her journey with Courage & Renewal principles and practices in 2010, becoming a facilitator in 2015 continuing to do the inner and outer work required in applying the practices in her life and work. She

continues to find the Circles of Trust® Principles and Practices life-giving in enabling possibility and co-designs and runs programs for organisations and communities.



**‘Modelling how we want communities to be’: How collaborative work practices between multiple agencies were enabled after disaster**

This presentation offers interim findings from a case study of collaborative practices amongst human and social recovery workers from different agencies after disaster. The premise for the study is that enhanced collaboration amongst agencies and delivery of networked recovery services can more effectively meet the needs of individuals, families and communities after a disaster, including supporting community voice and agency and using community led approaches.

The study used a case study approach involving in-depth interviews and group discussions with 23 recovery workers from a Local Government area in Australia after the 2019/20 bushfires. Participants included recovery specific support workers, community development practitioners and other roles. These workers were members, of one or both, of two multi-agency groups. Preliminary research findings suggest that successful multi-agency collaboration after disaster depends on the purpose of the group or committee, its genesis and processes, including shared learning. The emergent group had an explicit focus on process and relationship, ‘modelling how we want communities to be’, which enabled an interweaving of learning along with conditions that enabled creative solutions to emerge for



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### Lou Mitchell (PhD Candidate), University of Sydney and Noela Maletz



Louise Mitchell, BSc, DipEd, Courage & Renewal facilitator is an educator, PhD candidate and recovery practitioner. She began her journey with Courage & Renewal principles and practices in 2010, becoming a facilitator in 2015 continuing to do the inner and outer work required in applying the practices in her life and work. She continues to find the Circles of Trust® Principles and Practices life-giving in enabling possibility and co-designs and runs programs for organisations and communities.



Noela Maletz M Soc Sc, BA, Dip Ed, Courage and Renewal Facilitator was a registered secondary teacher for over 40 years and worked in a broad range of settings, teaching in schools (both State and Waldorf High Schools) and at Universities in South Australia. Since 2000 she has had an established private practice in Adelaide as a psychotherapist and supervisor, and since 2013 has facilitated retreats in Thailand, India, New Zealand and Australia. She is an enthusiastic life long learner and is inspired and awed by the stories of resilience she encounters in her work.

complex challenges. Some of the enabling tools and examples will be referenced.



THE UNIVERSITY OF  
SYDNEY



### **Courage & Renewal for Community Development Workers involved in Disaster Recovery: Sustaining our work through reflective social practice.**

The work of community development (CD) in disaster recovery is crucial to communities world-wide. In recent times with multiple disasters (including the COVID-19 pandemic) there has been an increase in the pressures and demands on the CD workforce. In the pace of it all, we are at risk of becoming transactional to the point of undermining the humanity that we seek to serve and the wisdom we need to be generating.

This 60 minute immersive session will provide a hosted experience, where you, as a community development practitioner, will be invited to slow down, pause, reflect and reconnect with yourself and your peers in relation to your work. The space will be carefully curated to share responsibility for safety and will be hosted by experienced facilitators. All CD workers are welcome whether or not you have worked with communities after disaster. The session will introduce to the Courage & Renewal Circle of Trust approach which offers connection with self, building of relational trust, creating community and potentially generating collective impact amongst CD workers. We imagine a future where the capacity of CD practitioners is built to



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**Lucius Botes, North-West University, South Africa**  
Co-Researcher: Saul Chirume



Lucius Botes is a scholar in the fields of development studies, sociology of developing societies, development economics, and community development. He is a professor in development studies and the director of research development in the Faculty of Economic and Management Sciences, at North-West University (South Africa). His research and teaching work include the domains of participatory development, socio-economic research, affordable housing research, local economic development, sustainable livelihood analysis, municipal cost recovery, community protests and service-delivery protests. His work predominantly covers South Africa, Namibia, Zambia, and Zimbabwe. He acts as a development and research consultant to international and national organisations, government departments and companies, and is a director/trustee of various NGOs.

enable them to host place-based peer to peer reflective practice to sustain their teams.



**Lihlombe Lekukhalela - All Communities Need Shoulders To Cry On: The Feminisation of Volunteer Work in Eswatini (Swaziland)**


Community care work has grown enormously in the HIV and AIDS pandemic era in Sub-Saharan Africa (SSA). The pandemic led to a crisis of care, which exposed shortfalls in health and social service delivery. In Eswatini, the declaration of HIV as a disaster spurred investment to scale up service delivery, leading to the growth of a care economy patterned along task-shifting and hinged on unpaid community volunteers. Community-based initiatives were established, and traditional Swazi customs resuscitated. While we credit community volunteer work for sustaining epidemic control, the gendered distribution of the care burden spotlights the assumptions underpinning the contemporary care economy in contexts epitomised by patriarchy, such as SSA.

The study explored the socio-economic variables associated with community volunteering in Eswatini. In-depth interviews were conducted with 11 volunteers drawn from across different programmes, and five community members drawn from the two study locations. The 11 community volunteers also took part in a focus group discussion. We conducted key informant interviews with



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	<p>seven program personnel from volunteer involving organisations. The findings suggest gender, social norms and culture are fundamental determinants traditionalising the uptake and experience of community caregiving</p>
<p><b>Lucius Botes, North-West University, South Africa</b>  <b>Co-Researcher: Wung Collins Akiy</b></p>  <p>Lucius Botes is a scholar in the fields of development studies, sociology of developing societies, development economics, and community development. He is a professor in development studies and the director of research development in the Faculty of Economic and Management Sciences, at North-West University (South Africa). His research and teaching work include the domains of participatory development, socio-economic research, affordable housing research, local economic development, sustainable livelihood analysis, municipal cost recovery, community protests and service-delivery protests. His work predominantly covers South Africa, Namibia, Zambia, and Zimbabwe. He acts as a development and research consultant to international and national organisations, government departments and companies, and is a director/trustee of various NGOs.</p>	<p><b>Microfinance and Household Poverty in South Africa: the Case of Or Tambo Coastal District, Eastern Cape, South Africa</b></p> <p>Microfinance institutions have been embraced by many developing countries for the specific role they play in providing financial services to the poor. This study explores the influence of microfinance on household poverty using the case of OR Tambo Coastal District in the Eastern Cape, South Africa. To reach the objective, the study adopted a non-probability sampling method and uses a snowball sampling technique to identify research respondents, through three sample units (Marang Financial Services, Finbond Microfinance and Department of Agriculture and Agrarian Reform).</p> <p>The study adopted a qualitative research approach and collected data through semi-structured interviews with members of the household, preferably the head of the household (or spouse), purposively selected from beneficiaries of microfinance loans. A thematic analysis was used to analyse the research data.</p> <p>The findings revealed that business investment was predominantly in the selected district. The beneficiaries of microfinance loans experienced positive changes in their household income, increased their household expenditure, expanded and diversified their businesses and created some employment after business investment.</p>



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**Margot Rawsthorne, University of Sydney, Australia**  
**Co-Authors: Amanda Howard & Pam Joseph**



Margot, Amanda and Pam collectively have decades of experience working with communities responding to change. Since 2017 we have undertaken community-led research in the disaster field ('the Disaster Research Collective') alongside residents, community organisations, government agencies, and philanthropic organisations. Using an action research approach has allowed the exploration of issues articulated outside of academia, often by community members. Academics within the Disaster Research Collective engage with community members, jointly articulating research questions, clarifying research designs and then providing research expertise into projects. We have worked with a wide range of communities – those in per-urban settings; those in regional settings; those in rural settings – facing diverse climate challenges.

This offers insight into the relationship between microfinance and household poverty in South Africa, and motivates further research on the expansion of microfinance to more rural people.

### **Communities in disasters**

This paper explores the role of communities in preparing, responding and recovery from climate related disasters. Supporting community action through community development is urgent if communities are to flourish in a time of climate change. Community members are at the 'front line' of the climate crisis, rescuing their neighbours, rebuilding the commons, creating safe spaces for loss and grief, and investing in a community spirit of belonging and care.

Research with a diverse range of communities over the past decade has highlighted the centrality of community development processes and skills in disasters, rather than current government support for psychological solutions. Community action in disasters occurs in seven dynamic and complex domains – networks, self-organising systems, communication, information, decision making, resources and inclusion. Community development skills are essential for those in paid positions supporting communities in disasters, however, these remain patchy in many disaster-related organisations. Repeatedly, we have seen:

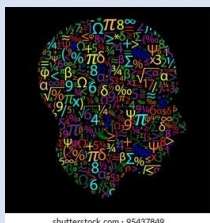
- Projects being 'rolled out' by external institutions described as community development
- Funding overwhelm organic community processes



## Marion Smith, Timor-Leste



Marion Smith has been working in community and economic development for nearly 30 years. In that time, she developed training programs for adults for workplace and life skills. She is currently researching for her PhD in Timor-Leste. She has a strong belief in the ability of the adult learner given the right methodologies can become numerate. Numeracy is critical in developing communities. Poverty is hard but getting into debt destroys families, communities, and the person's self-esteem. Teaching adults like they were back at school is not the answer. The research is about understanding the cognitive gaps to create learning solutions.



- Non-government agencies being used as a 'proxy' for community participation
  - An inability to engage with collective community processes, with individual households being focused on instead
- There are many lessons from communities in disasters for the community development field, governments, emergency management agencies and the NGO sector.

## Adult numeracy learner in Timor-Leste

Timor-Leste celebrated 20 years of independence in 2022. Despite the fact that the Constitution includes article 26 of the Universal Declaration of Human Rights (Education for All) there has been only sporadic work on 'adult learning' since independence. Because of the Indonesian invasion of nearly 25 years and 450 years of Portuguese colonisation the adult population, especially the women of Timor-Leste, have missed educational opportunities. This affects their ability for economic independence, their contribution to support their children's learning and basic ability to rise above the poverty line. Literacy is being addressed but numeracy has not progressed for the 25-65 cohort affected by the past and present situation.

My PhD research is on how adult Timorese learners can gain numeric skills with respect to their culture. Adult learning theories identify unique learning strategies that can respond to current needs of adults supporting themselves, their families and communities. The value of having numeracy knowledge is not just for economic benefit but also as a measure of standing in the community that is bestowed on persons who are numeracy literate.





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### Marlon de Luna Era, Ph.D, De La Salle University, Manila Philippines



Marlon de Luna Era, IACD Regional Trustee for Southeast Asia. Dr. Marlon de Luna Era is an Associate Professor of the Department of Sociology and Behavioral Sciences De La Salle University, Manila. He has an M.S. in Human Settlements Development (Urban Planning and Environmental Management) from the Asian Institute of Technology, Thailand; and a Ph.D. on Development Studies at De La Salle University-Manila. Marlon has

extensive teaching and professional experiences in disaster resilience, solid waste management, community development, gender and local governance.

Marlon had worked with the Philippine Department of Social Welfare and Development as Social Welfare Program Specialist for six years and served as Community Development Manager of a Resettlement Project with more than 300 family victims of Mt. Pinatubo eruption in 1991.

He was Program Associate of the Asian Disaster Preparedness Center (ADPC) in Thailand, as Operations Manager of the Corporate Network for Disaster Response (CNDR) in the Philippines. He is the President of the Local Governance Training and Research Institution-Philippine Network, Board Member of the Philippine Sociological Society, Executive Vice President of the Solid Waste Management Association of the Philippines and Chairperson of the Board of the Values Orientation in Classroom Education (VOICE). He is doing community engagement project on solid waste and composting as President of Dolce Vita Homeowners Association in Binan City, Philippines.

### Bajau: Cultural and economic transformation experience

This paper is about the cultural and economic transformation experienced by the rural Bajau community in a new urban environment.

Bajaus is one of the 110 ethnolinguistic groups in the Philippines specifically those who moved from Mindanao to Luzon island.

This qualitative study utilized an in-depth interviews with the community leaders representing the Bajau community and the Social Welfare and Development Officer of the host city.

The paper focuses on the Bajaus economic activities in relation to their dependence on the sea for livelihood. It seemed that boat-building is the only remaining skill of the Bajaus as they have found a purpose other than fishing and pearl vending.

Since fishing is no longer a viable source of income due to lack of water space and urbanization, Bajaus in Batangas have shifted to other sources of livelihood such as cooked food vending, operating a beauty parlor and barber shop, and having a formal employment.

The paper highlights how community development processes enabled the individuals, families and the whole community in the midst of adjustment in a new territory with many concomitant challenges.

### Mary Farrow, Emerald Community House, Australia

### Climate Extremes - Who is looking after you? You are!



## PRESENTER'S NAME(S) & BIOS

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Mary Farrow is the manager and committee member for the Emerald Community House (ECH) Inc., a not for profit community development practice based in the Melbourne metropolitan area. ECH's strong foundation in community development provides the basis for ECH to help people consider the risks they face, especially from disaster impacts such as bushfires and extreme climate events. ECH's approach to building community resilience to disasters is to integrate preparedness and capacity strengthening into everyday community programs, enterprises, activities, markets and services.

Practicing community disaster scenarios is a critical exercise when addressing community-led response to extreme events. It is not enough for only emergency services to have their practiced plans. Ordinary community members need to consider how they will act as true first responders when the lights go out, the communications fail and the warnings are broadcast. It is clear that in extreme events, we are going to be looking after ourselves. Are we ready and what will we have to do until help arrives?

Community development principles have never been more important than in a changing, rampaging climate. Gone are the days when we can afford to only learn from the punishing firsthand experience of an extreme weather event. Those who are the most at risk are the largest, most diverse, global demographic - women and those in their care. Community participation and empowerment are critical where everyone has a valuable contribution to make. Volunteers and community members are integral to the decision-making. The role of women, based on their experiences, culture and knowledge has a high value. Gender equity is not negotiable.

As a practice workshop, the audience will break up into groups and have a chance to participate in a facilitated mock emergency/extreme weather scenario using their imagination, trusted networks, knowledge, skills and life experience to manage the outcomes. The presenter will challenge the participants with scaled complexities in the event which are typical of today's complex weather events.

This workshop can also be done as a 15 minute oral presentation. The scenario activity would then be presented, discussed and the audience encouraged to run a mock scenario in their own communities when they return home.



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### Megan Courtney, Inspiring Communities, New Zealand



For the past 15 years, Megan Courtney has been part of the management team at Inspiring Communities, an internationally recognised organisation spearheading community-led development in Aotearoa, New Zealand

Before this, she spent 15 years working in local government in Auckland, actively facilitating and brokering sector, place-based and citywide partnerships to improve community outcomes. She's a highly respected thought leader, community-led practitioner, and trainer who loves nothing more than working with group, organisations and communities wanting to make positive change in their places.



### Act like an organisation, think like a movement – the journey of Inspiring Communities

Inspiring Communities is both an organisation and a national movement for community-led change in Aotearoa, New Zealand.

Starting from scratch in 2008, we have created cross sector connections, harvested community-learning, widely shared locally-led practice wisdom and built a brand and profile around Te Whakawhanake ā-Hapori ki Aotearoa (community-led development in New Zealand).

Our vision is for all communities to flourish, with our mission to enable effective community-led change.

Over the last 15 years, our work with communities in Aotearoa has shaped a community-led development (CLD) framework, guiding principles and theory of change that's being used locally, nationally and internationally. These pillars also inform our organising form and functions.

Embracing the mantra of “act like an organisation, think like a movement” has played a key part in Inspiring Communities evolving journey. It means our work is about us and not about us.

Importantly too, we continue to learn from our doing with and alongside hapū, iwi and Māori organisations across Aotearoa. Bridging wisdom old and new, encouraging ‘and and’ rather than either/or thinking, elevating Māori voice, values and right to self-determination and supporting generative learning spaces are all core to Inspiring



**Melesa Osborne, Rachael Mackay & Steve O'Malley**  
**Gender and Disaster Australia**



Melesa Osborne is the [Business Development Manager] at Gender and Disaster Australia (GADAus, formerly GAD Pod). Bringing a sharp business acumen, leadership skills and a keen understanding of what makes people tick, Melesa brings exceptional strategic and stakeholder management skills to further our work addressing the harmful impacts of gendered expectations in disaster.

With a Master of Science and various other post-graduate qualifications in business and technology, Melesa seamlessly weaves together an eclectic professional background of over 25 years. From her role as Senior Manager in Tourism and Education at Narana Aboriginal Culture Centre, to wearing hats as a business owner, coach and nutrition counsellor, and School Facilitator, Melesa thrives in a start-up environment and relishes the opportunity to shape a role from the ground up.

Confident and capable with every aspect of running an organisation, Melesa is skilled in OH&S, People and Culture, and financial operations, as well as expertise in managing relationships and expectations of various stakeholders. Passionate about equality and equity in all its forms, Melesa's upbeat and authentic style is key to forging strong relationships with GADAus' various stakeholders.

Communities approach to progressing a Te Tiriti o Waitangi (Treaty) honouring Aotearoa.

**Planning for Disaster with Gender in Mind**

This practice workshop will look at adapting two existing postcards created by Gender and Disaster Australia to the participants country and context.

Following fires, our research indicates that family violence increases. This can be prevented or reduced if communities and workers are aware of this likelihood and know how to respond.

The 'Disaster is no excuse postcard', provides an easy 4 step process and referral numbers that allows anyone to respond appropriately to disclosures of family violence. This workshop will work with participants to find the local services they could refer women to who are experiencing family violence.

Currently in Australia, only 5% of households have a written fire plan. There is less risk of people being caught unaware or being thrown into a panicked state when issues have been carefully considered, written - and, ideally, practiced.

The Gendered-Fire planning postcards provide question for families to ask themselves when planning for a fire and facts, quotes and statistic relating to fire-plans to showcase the evidence base.



## PRESENTER'S NAME(S) & BIOS

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Steve O'Malley AFSM is a Senior Leading Firefighter and national leader in equity and inclusion in the Emergency Management sector. The current Manager of Emergency Management sector engagement at Gender and Disaster Australia (GADAus, formerly GAD Pod), Steve has been an operational firefighter for more than 30 years and a passionate trainer and presenter on gender equity, diversity and inclusion.

Spearheading much-needed change in both the policy and practice of emergency service organisations, Steve is a Board and Honorary Life Member of Women and Firefighting Australasia (WAFA) and was the proud recipient of the National Emergency Medal for sustained service during the 2009 Victorian Bushfires.

Through his role at GADAus, he cultivates valuable, innovative, and strategic partnerships both inside and outside the emergency management sector to dispel traditional constructions of masculinity and shape a more equitable and fairer society for all.



Rachael Mackay is an experienced social work practitioner, facilitator and trainer in gender equity, disaster, and the prevention of violence against women. Currently the Manager of Gender and Disaster Australia's (GADAus, formerly GAD Pod) Train the Trainer program, Rachael has vast expertise in homelessness, aged care, child protection, and the domestic violence sectors across various states and territories working directly with victim survivors in response and refuge settings.

Formerly the Bsafe Coordinator and Regional Change Coordinator at Women's Health Goulburn North East (WHGNE), Rachael has an extensive track record

The workshop will give participants a chance to look at the postcards and provide changes they would make based on a disaster they are familiar with.





developing and facilitating training with emergency services personnel, local government employees, community organisations, and local community members. Her role at GADAus is to manage and provide best practice training and resources to participants across Australia with the goal of transforming the way people think and act on harmful gender stereotypes.

**Michelle Dunscombe, Jodi Sampson & Dee Brooks**  
Jeder Institute, Australia



Michelle Dunscombe is based on Taungurung land in rural Victoria, Australia and is an enthusiastic community development practitioner, facilitator and trainer. She is passionate about strengthening regional and rural communities particularly Aboriginal and Torres Strait Islander communities, to discover possibilities, develop community leadership capacity, build community resilience and support community led projects. She draws on her experience working with local and state governments, a community foundation, the private and the not for profit sectors to inform her work with communities.

Michelle is an ABCD Institute faculty member, Vice Chair of ABCD Asia Pacific Inc, a Regional Development Australia Hume committee member and a former Country Correspondent for Australia and global country correspondent coordinator for the International Association for Community Development (IACD) with a wealth of experience working with communities and community organisations. Michelle utilises asset based community development methodologies and participatory leadership practices to support community led initiatives.

Michelle has experience working with disaster affected communities across Australia and internationally, happily sharing her lived and professional

**Deadly ABCD: sharing asset-based approaches with Indigenous communities to strengthen local capacity**

The Deadly ABCD program interweaves First Nation Australian Indigenous culture, values and knowledge and global asset based community-led development practices, which underpins the overall framework. Participatory leadership tools and processes and other strengths-based methodologies, such as Appreciative Inquiry, are also utilised in the development and delivery of the program.

Deadly ABCD is a place-based immersive program that aims to engage, build and strengthen local capacity and confidence to utilise practices and processes to lead and support local initiatives and projects within communities. Deadly ABCD encourage active participation by community members in the cultural, social, economic and environmental development of our communities.

The Deadly ABCD program will:

- Blend cultural awareness, traditional practices and community development to support self and collective efficacy in First Nation Indigenous Australian Indigenous communities.
- Be co-designed with First Nation Indigenous Australian Indigenous Elders, communities, and organisations using an evidence-based community development approach.





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experience in disaster preparedness and recovery using ABCD principles and practices.



Through her down-to-earth style, Dee brings people together in dynamic ways to realise and engage the full potential of their networks and communities. Over 20 years, her work has inspired people at hundreds of events and workshops worldwide where she offers community engagement and development training and also provides professional co-design, facilitation and keynote addresses for conferences, forums and events.

Dee is an Intentional Nomad who has traveled and worked in over 20 countries. Based on two decades of grassroots work, Dee's background is in youth work, community-based research and community-university outreach and she is a firm believer in the power of tapping into the collective wisdom of a community to strengthen and build on what's already there.



Jodi Sampson is recognised as a proud Gomeroi Man from North-West NSW. Jodi was raised in "Two-Worlds" in Moree and has an entrepreneurial spirit that runs deep, provides leadership, Coaching & Mentoring and role models the cultural values of his family and ancestors.

Jodi's career spans across all levels of Government, Non-Government, Peak Bodies and Community-Based Organisations. Jodi's engagement has seen him hold specialised roles and conducted cutting-edge strategic activities to provide access and participation of First Nation People to programs & opportunities that seemed unreachable.

- Encourage a whole of government approach to effective strengths-based practice including local, state and federal.
- Provide robust accountability and evaluation by utilising a participatory framework.



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Having a transparent respect & cultural integrity for the oldest living and recorded cultures in the world today, Jodi brings a “shared vision” to his work and has the unique ability to connecting the dots.

**Monica Schlesinger and Sugandha Patel, Australian Health and Science Institute**



FAICD, MEng., PMP, TAE40116

CEO and Director AHSI (Australian Health and Science Institute) -

<https://www.ahsi.edu.au>

### Coming to Lithgow

I am the CEO of the Australian Health and Science Institute (AHSI). We have a campus in Lithgow, a regional area. The students in Lithgow are exceptional and they started contributing to the community in many ways.

Initially, they celebrated their Hindu festivals (Karwa Chauth, Diwali) with the community; it all grew from there, as now elderly residents want them to come and visit their homes, Childcare centres ask them to come and run programs, the AHSI partner (the Lithgow Council) offered them workplacement opportunities in various projects and initiatives. They wish to write a book (called "Coming to Lithgow") in which they want to show their struggles and successes, their ups and downs and share their story of humanity.

The presentation will be given by the Project manager of this project and will also have some recorded videos of the best entries into the book.



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As CEO of the Australian Health and Science Institute, which offers the Diploma of Community Services, Monica is a promoter of modern education that gives students and graduates the tools and practice to become employable in their field and believes in contributing to society and community to make the world a better place. She also respects and follows the Aboriginal wisdom of “not taking more from nature than one needs” as a core philosophy in the sustainability of the planet.



Sugandha accomplished a Bachelor’s Degree from one of the reputed Universities in Punjab, India, which gave me the opportunity to come to Australia. I have big dreams and goals to touch and impact as many lives as I can to make their livelihoods better around the world.

Currently, I am pursuing the Diploma of Community Services from the Australian Health & Sciences Institute, Lithgow campus, which is giving me the grounding to achieve my goals.

I have a dream to become a good Community worker who can serve the community. I also have a dream to become a great leader and speaker in the upcoming future and I am still learning new things.

**Morris Beckford, Andrews University School of Leadership, Canada and Jacqueline St Kitts, University of Toronto, Canada**

**‘Raisin in a box’: when the edge gets to the centre**

“A raisin in a box” presents the change approach that The Neighbourhood Groups Community Services has taken to root out inequity at the organization and presents some challenges when organizations fail to tackle inequity before they diversify.



## PRESENTER'S NAME(S) & BIOS

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Morris Beckford is an author, partial load professor at Humber College and a PhD (ABD) candidate at Andrews University School of Leadership researching race, masculinity, and non-profit leadership. His academic journey also includes a Bachelor of Education and a Masters of Adult Education and

Community Development.

As a Freirean educator, evaluator and researcher, Morris works in opposition to the banking model of learning by working with all peoples to ensure that their experiences are used to transform systems that maintain oppression. He has designed numerous sessions, evaluations, and activities with such a philosophy. His commitments to education go beyond the classroom.

Until recently, Morris was the inaugural co-lead of Humber's employee Resource Group for Black staff and was also a member of Humber's EDI Taskforce and Campus Culture Work Group. His most recent publication focuses on the challenges and dangers of White normativity and cultural competence as praxis for the non-profit and social serving sector. He has also been a member of several boards including the Mississauga Library Board and Findhelp/ 211 Toronto.

Morris is currently the Vice President, Equity, Diversity, Inclusion and Poverty Reduction for The Neighbourhood Group Community Services in Toronto.

The murder of George Floyd caused many organizations to think about the lack of diversity in their organizations. Many began by hiring racialized people but left their inequitable systems untouched.

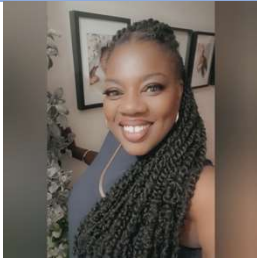
As a Black male my Blackness enters every room before I do and takes with it a significant number of negative stereotypes. First are the negative stereotypes that some White and other non-Black colleagues have of me, and so I over-perform by starting work early and leaving work later than most. Then there is the role incongruity.

This is, where Blackness becomes the leader in a system where Whiteness is seen as archetypal leader and Blackness is seen as follower. Because persons expect Blacks to be subordinates, and Whites to be leaders, any violation of that norm is punished or viewed negatively. Then there are the stereotypes that as a Black leader operating in White spaces I have been drafted into White power structures.



## PRESENTER'S NAME(S) & BIOS

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Jacqueline St.Kitts is a purpose driven, transformative leader who is passionate and strategic. She is a graduate of the University of Toronto with over 18 yrs in community development with 8 years dedicated to community health care management.

She is currently the Senior Director of Community Programs at LAMP CHC in community health care and manages a portfolio of interprofessional and interconnected programs and services which increase the health and well being of all clients in the regions she serves.

She holds a Master's Certificate in Innovation Leadership and Design Thinking from York University's Schulich School of Business and uses her gifts to support others.

