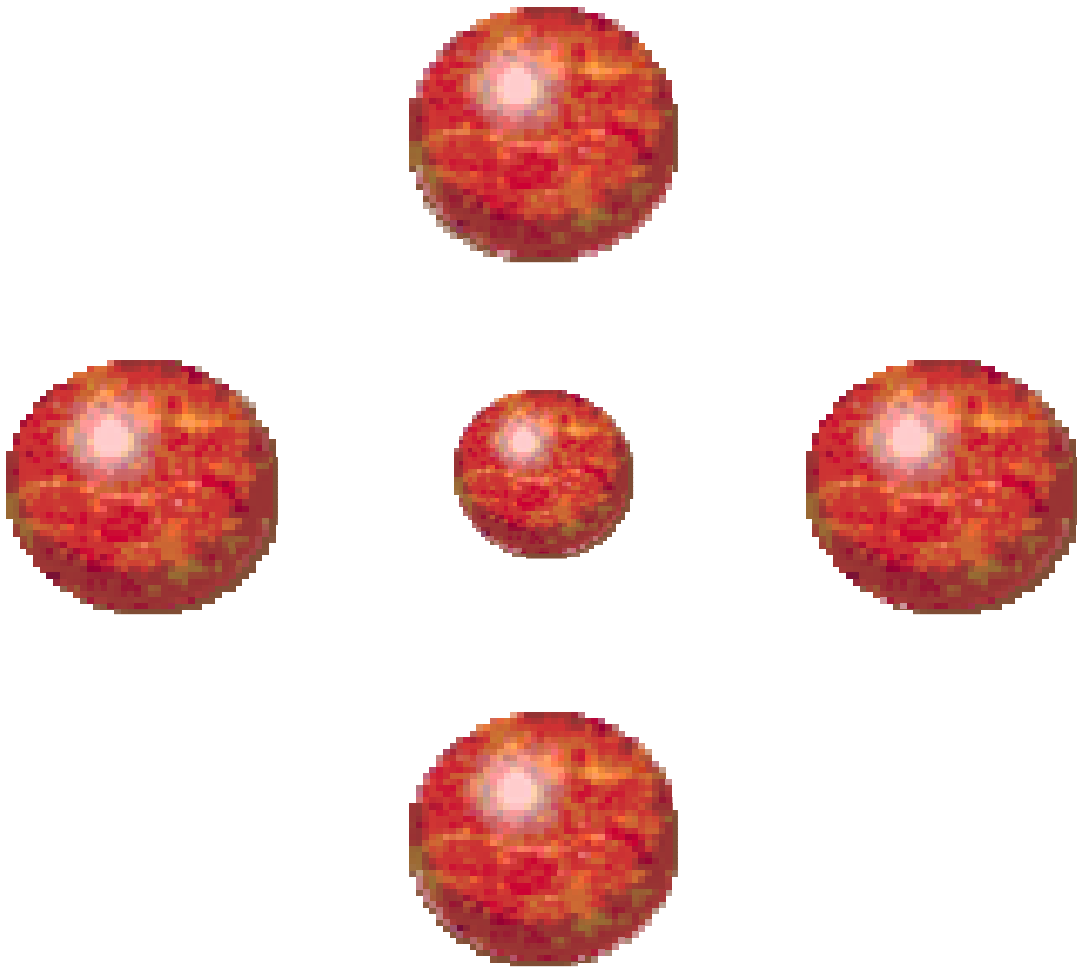


IAD Annual Report

2004/05



*Institute for Aboriginal Development Inc.
3 South Terrace, Alice Springs NT*

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Institute for Aboriginal Development IAD Vision/Mission Statement

The Institute for Aboriginal Development (IAD) is seen as a leader in Indigenous education since its establishment in 1969.

IAD is controlled by and for Indigenous people, supporting Indigenous self-determination through its unique and innovative education and training, language and culture, research and publishing programs.

IAD will be a centre of excellence delivering culturally appropriate services and products, which are high-quality, responsive, sustainable, viable and valued by the community and IAD's funding agencies.

IAD supports the ongoing development of its staff, students and Indigenous stakeholders.

Institute for Aboriginal Development

IAD Aims

The Institute was established by the Uniting Church in Northern Australia to assist community development among Aboriginal people and to provide opportunities for education between Aboriginal and other cultures.

IAD is now an independent Aboriginal controlled organisation, whose primary aim is to provide education for Aboriginal people up to and including tertiary qualifications.

IAD's activities include education programs, ranging from literacy and numeracy to vocational and tertiary level courses; an Aboriginal language and culture centre which specialises in language, cross-culture and cultural maintenance programs, as well as providing interpreter services, language research and IAD Press, which publishes materials by and for Aboriginal people, across many genres: language resources, cultural information, health and well-being as well as the contemporary forms of poetry, short story and fiction.

IAD Aims

- To help Aboriginal people develop the knowledge and skills required to cope with cross-cultural situations.
- To devise and carry out educational and other programs related to the needs and aspirations of Aboriginal people
- To promote cross-cultural understanding through specific programs for non-Aboriginal people
- To maximise involvement of Aboriginal people in the control, management and conduct of the affairs of the Institute
- To promote research and understanding of Central Australian languages and societies

Institute for Aboriginal Development Chairperson's Comments 2004/2005



I am pleased to report that 2004/2005 has been another busy year for the Institute for Aboriginal Development, with further progress being made in the important areas of the effective development and delivery of culturally appropriate Aboriginal education and training courses; the restructuring of our organisation and staffing resources; and the negotiation and consolidation of the Institute and the Enterprise Bargaining Agreement process.

Guided by the major motto of the Institute that, "Education is the Way", the Institute continued its worthwhile work as a leading Aboriginal education and training provider in Central Australia and throughout the Northern Territory.

On behalf of the Institute's Board of Directors, I would like to acknowledge and to thank the Director and all staff members for their valuable commitment and contributions; and for ensuring that the Institute continued to maintain its significant status as a leading Aboriginal education and training provider throughout the year under review.

There were a number of important highlights at the Board and management levels of the Institute since July 2004, including some significant Board decisions to do with the future directions and development of the Institute, as well as some changes to do with the organisational structure of the Institute.

The more significant Board decisions during the year under review were primarily about the following major matters:

- The development and finalisation of a suitable Strategic Plan for the future directions of the Institute, involving consultations at all levels of the Institute.
- The review and consolidation of the Institute's organisational structure and operations, to enable the Institute to go forward into the future.

Institute for Aboriginal Development Chairperson's Comments 2004/2005 - 2

- The proposed amendment of the Constitution of the Institute, with the view to improving the good governance, management and operations of the Institute as a leading Aboriginal education and training provider.
- The Institute's new Canteen and tendering for interested parties to operate the Canteen in connection with the proposed new IAD hospitality and catering course.

Last but not least, I would like to acknowledge and thank my fellow Board Members for all their valuable support throughout 2004/05. As a consequence of the important inputs and contributions from the Board generally, together with the valuable support from the IAD staff, the Institute is now in a better position to go forward into the future.

Mrs Joyce Taylor
CHAIRPERSON

Institute for Aboriginal Development Director's Report 2004/2005



Overview

During the 2004/05 financial year the management of the Institute has continued to consolidate the overall operations of the Institute; to carry out reviews of training courses; to undertake an organisational restructure; to negotiate and consolidate an Enterprise Bargaining Agreement; and to make important improvements in the Institute's administration, operations and staffing.

In addition, the management and staff of the Institute have continued to concentrate effectively on the core business of the Institute, especially in the areas of culture and language; and in the delivery of culturally appropriate Aboriginal education and training programs.

This Institute continued to maintain and operate from its three registered campuses situated at South Terrace and the Gap Youth Centre in Alice Springs and in Tennant Creek.

The **highlights** for the Institute for the year under review include the following:

- Restructuring and reorganising the **Language and Culture Department** successfully, including the engagement of new staff and the re-organisation of the Institute's Aboriginal Cultural Awareness Program to engage specialist Aboriginal consultants to deliver this important program in the future.
- The appointment of the Institute's first **Australian Quality Training Framework Officer** and the continuing compliance of the Institute, as a Registered Training Organisation, with the requirements and guidelines of the Australian Quality Training Framework; as well as the continuation of the accreditation of the Institute as a registered training provider.
- The appointment of our new **Marketing and Promotion Officer** to effectively promote the work of the Institute and to market the Institute's various educational and training courses and other activities.

Institute for Aboriginal Development Director's Report 2004/2005 - 2

Overview (cont'd)

- The appointment of our new **Coordinator of Regional Delivery Programs**, with responsibility to implement the Institute's delivery of regional education and training courses throughout Central Australia and the Northern Territory, but especially in remote Aboriginal communities.
- The successful delivery of the Institute's **Driver Education and Training Program**, with a large number of Aboriginal learner drivers learning to drive and going on ultimately to obtain their own motor vehicle driver licences.
- The **graduation** of a total number of 120 Aboriginal students, who had completed or partially completed a number of certificate courses offered by the Institute during 2004/05, including courses in business studies, horticulture, interpreting Aboriginal languages, and basic literacy and numeracy skills.
- More progress with the implementation of the **IAD Aboriginalisation Policy**, with the appointment of new qualified Aboriginal staff to manage the Language and Culture Department, to coordinate the IAD Regional Delivery Program and to assist the Directorate Department with special projects.
- The appointment of a new **Publisher** is in the pipeline to manage IAD Press, which will be restructured out of the Language and Culture Department during next year to a separate departmental status to improve the administration, operations and development of IAD Press.
- The finalisation of the Institute's important **strategic planning** process through consultations at the management and Board levels of the Institute, with the view to the completion of the IAD Strategic Plan during next year.
- The scoping and introduction of **new education and training courses** at the Institute, in response to Aboriginal community needs and wishes.

Institute for Aboriginal Development Director's Report 2004/2005 - 3

Funding

In response to the expected reduced government funding support during 2005 this Institute will need to implement a number of necessary changes to our structure, operations and staffing establishment, to reflect the reduced funding levels.

In addition, we will be seeking suitable strategic alliances and alternative funding sources within the Northern Territory Government and the Federal Department of Employment and Workplace Relations, with the view to pursuing some new educational and training initiatives at the Institute next year.

I am pleased to report, however, that this Institute continues to be responsive to the needs and aspirations of the Aboriginal community generally. We are looking forward to continuing the good work of this Institute as a leading Aboriginal education and training provider into next year.

Conclusion

In closing this report, I would like to acknowledge and thank all staff of the Institute for all their valuable support and contributions towards the worthwhile work of the Institute throughout the year under review.

On behalf of the management and staff of the Institute, I would like to take this opportunity also to especially thank the Chairperson and Board Members for all their valuable guidance and support during 2004/2005.

Mrs Eileen Shaw
DIRECTOR

Institute for Aboriginal Development Education and Training Department

New Staff

New employees in Education and Training are Patrick Monahan in Alice Springs, and Norm Broome in Tennant Creek. Both employees were engaged for driver education, which once again has shown its popularity with Aboriginal people.

Patrick and Norm were both engaged to deliver driver education, Patrick to deliver on remote communities in the Alice region and Norm to deliver in Tennant Creek and close remote communities. At present Glenys Clayton one of our driver educators on campus is on leave without pay and Patrick is covering her position on campus.

A new employee is Liz Jones who is highly skilled and trained in CSWE to deliver on remote communities. Liz Jones commenced delivering in Canteen Creek.

Staff Departures

Jason Lord has replaced Ernie Chong as the Coordinator Remote Delivery.

Student Recruitment

The three department managers have been working together and formulated a strategic plan for student recruitment, which is an ongoing issue for IAD for on-campus students. Remote recruitment is continuing to progress very well.

Interdepartmental Cooperation

Barry McDonald, the lecturer for the Diploma of Interpreting, has been working with Language and Culture to oversee the delivery of language courses in the evenings. The manager of Language and Culture, Terry Dunt, and Manager, Education and Training, worked closely to make this happen. Through this cooperation a number of language courses were delivered throughout 2005.

Institute for Aboriginal Development Education and Training Department – 2

Remote Programs in operation

Driver education has been delivered in Tennant Creek, Epenarra, and Ali Curung by Norm Broome. Patrick Monahan has delivered driver education at Mt Liebig as well as on campus.

Jo O’Leary delivered horticulture at Tjwampa Homeland, Amata and John Holland homeland.

Remote Programs that became operational

Literacy and numeracy for twenty students has already taken place in Epenarra, with an application for funding lodged with DEET to cover the salary of a lecturer for this programme.

Tangentyere Constructions had asked IAD to provide Literacy and Numeracy training for eighteen apprentices in builder training. These apprentices were located in Ampilatwatja, Hermannsburg, Laramba, Papunya and Santa Teresa communities. A lecturer was employed to train these students with salary costs covered by a Flexible Response Funding application that was submitted to DEET through Tangentyere Constructions.

Negotiations took place with Ali Curung to provide horticulture training on the community, in response to their plans to recommence the market garden operation, which ran successfully in the 70s and 80s. The community elders want to see this happen again to create employment and further education for their young people. The negotiations are still in the early stages but everything is looking very positive at present.

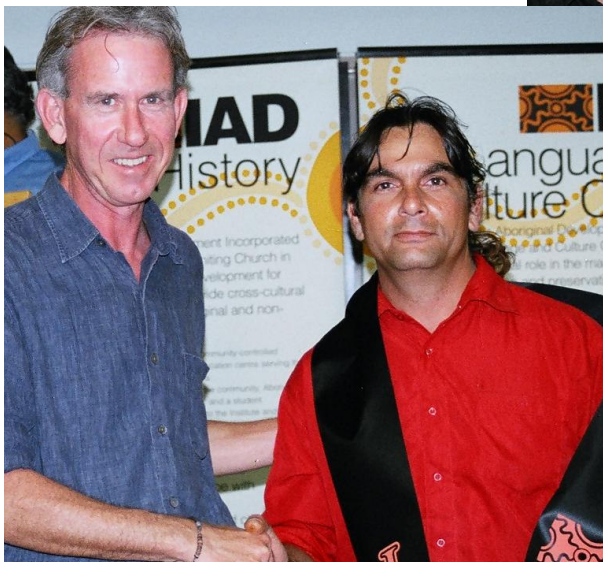
Jason Lord took over the negotiations with Ali Curung and this is still progressing as Centre Farm has now become involved with the whole process.

Institute for Aboriginal Development Education and Training Department - 3



Tennant Creek students graduate

Graduation night in Alice Springs



Institute for Aboriginal Development Language and Culture Department

The Language and Culture Department (L&C) has always been known as the 'heart and soul' of IAD because of the long struggles on behalf of communities for the preservation and maintenance of language in the Central Australian region. This has been achieved through the resurrection of language courses, development of dictionaries, support given to community projects by the Regional Aboriginal Language Management Committee (RALMC) with some funding from the Community Language Initiative (DCITA) Program, two other programs such as the Interpreter Service, 'Arrernte in School' and the Aboriginal Cultural Awareness Program.

2004/2005 has been a year of significant changes nationally for all Language Centres. With the loss of ATSIC in 2004, governments reduced the amounts of funding available for language projects and directed funding to government owned departments or programs such as the Alice Springs Language Centre or the Aboriginal Interpreter Service. Nationally, Language Centres are closing and/or finding programs/projects to operate on full 'fee for service' bases, generating their own operational funding. This can be a long process.

The IAD L&C Department is changing and this must happen to keep in line with and adjust to Government changes.

Aboriginal Translating and Interpreter Service (ATIS)

During 2004/2005 the Aboriginal Interpreter Service (AIS) passed on only small amounts of government interpreting requests to the IAD ATIS because government departments are no longer allowed to deal with other independent Language Centres directly. The IAD ATIS fulfilled all other requests from communities and organisations and even won a small six- month contract from the South Australian government for translating and interpreter services in the Pitjantjatjara Lands. But the South Australian government is slowly looking into setting up their own interpreter service in the future.

The IAD ATIS is achieving a reputation for its quick professional turn around of translated documents into Central Australian languages and these requests are coming from all over Australia.

Institute for Aboriginal Development Language and Culture Department - 2

Aboriginal Translating and Interpreter Service (ATIS) (cont'd)

Early in 2005 the IAD ATIS Section employed one full time Language Specialist/Interpreter/Facilitator but because of funding this position became half-time assisting in the delivery of the Diploma of Interpreting and half-time in the L&C ATIS. All other Language Specialists engaged for interpreting and translating requests are paid as consultants out of the 'fees for services' generated.

Arrernte-in-Schools (Language in Schools)

With the loss of ASSPA funding in 2004, all funding arrangements changed in the delivery of 'Languages in Schools'. Central Australian schools moved over to the government funded Alice Springs Language School (LOTE) for delivery.

At the beginning of 2005 the Language and Culture Department employed three (3) Language Specialists to deliver this program.

From early in 2005 the IAD 'Arrernte-in-Schools' section was used as a sub-contractor on a 'fee for service' basis to assist in the delivery of the LOTE program.

Language Courses

Both the Arrernte and Pitjantjatjara introductory and intermediate language courses were delivered as one week blocks (30hours), or over a six week period, three (3) evenings a week (30hours).

These courses attracted interest from staff in government departments, organisations and the general public all wanting to learn the basics in language for a wide range of reasons but above all for appropriate communication skills and respect of traditional language speakers. Remote delivery of the Pitjantjatjara Language Course has been conducted at Uluru and Marla on request.

Institute for Aboriginal Development Language and Culture Department - 3

Central Australian Dictionaries Program (CADP)

During 2005 work was still being carried out on the Anmatyerr, Kaytetye and Alyawarr Dictionaries. This has been a very slow process even though everyone had hoped that the work would be completed during this year.

Like all other language programs, funding for the Dictionaries Program has been reduced dramatically but DCITA (Department of Communications, Information, Technology and the Arts) gave a small amount of funding to complete both the Anmatyerr and Kaytetye Dictionary research work. All these Dictionaries should go to publication during 2006. IAD Press has been fully supportive of this Program and hopefully this support will continue into the future.

Aboriginal and Torres Strait Islander Language Initiative Program (ATSILIP)/Community Language Initiative (CLI)

With the loss of ATSIC, DCITA has become the department looking after funded-language programs. Once again, even with the reduction of funding, the RALMC was able to assist with a small amount of funding for community preservation and maintenance of language programs.

Communities to benefit from this program are Yipirinya School, Areyonga School, Walpiri Media Association, Ntaria School, Titjikala School, Arltarlpilta Community Government Council, Neutral Junction School and Willowra School.

Institute for Aboriginal Development Language and Culture Department - 4

Aboriginal Cultural Awareness Program (ACAP)

This one-day program is delivered on a 'fee for service' basis, giving individuals, organisations, government departments and visiting Victorian University education students (on excursions), the opportunity to become aware of traditional Aboriginal culture and the effects of modern-day life.

The ACAP facilitator was employed full-time to deliver and ensure that content was culturally appropriate. Guest lecturers also participated in sessions to pass on their cultural knowledge. Topics covered during the program include history, skin and kin, family connections, cultural/protocols/etiquette, site visits of sacred significance, land and country.

This is a vital program for the preservation and maintenance of culture, language and history and, even though demand exists for this knowledge, there is once again no outside funding and the future of the program is dependant on the use of consultants who are paid from the generated fees.

Overview

There is an even greater awareness now of the preservation and maintenance of Aboriginal languages, culture and education and this is being recognised by governments all over Australia. The future is changing. The IAD Language and Culture Department, like the other Language Centres, will change as well but it will always operate with preservation and maintenance being its priority for future generations.

Institute for Aboriginal Development Corporate Services Department



The **Corporate Services Department** plays an integral role within IAD, attending to daily demands and providing administrative support to the Institute to promote and achieve our aims and objectives. The Department also services local and national clients through our vast experienced sections including the Yami Lester Library and the Human Resources section.

During the year we have devoted considerable time to promotional activities through the production and dissemination of promotional merchandise, television and newspaper articles and display of bright clear signage on the campus perimeters. These activities have created awareness about the aims and objectives of IAD, increasing the knowledge and enhancing the perceptions of people in the Alice Springs region.



Our people and performance section of Human Resources has been extremely active over the past year on recruitment, the Enterprise Bargaining Agreement and Occupational Health and Safety.

Institute for Aboriginal Development Corporate Services Department - 2



In line with the Institute's vision statement, the Library aims to provide access to a wide range of published information to support the courses offered by the Institute and other departments like the Language Centre. It is a special library and an academic library, with an emphasis on issues facing Australia's Indigenous peoples. The selection includes relevant documents on Aboriginal peoples in general with a focal point on Central Australia. The Library has had various visitors who utilise our special selection.

IAD has also received donated computers from Newmont Mine and these are well used by students and staff alike. The Library is always updating its resources - materials relating to the Alice Springs region, biographies, autobiographies and course curricula.



Institute for Aboriginal Development Corporate Services Department – 3

This has been another year of challenges and opportunities for the IT section with IAD's ever expanding developments in IT. The section is responsible for network development, hardware upgrades, IT training, software installation, student database maintenance and IT support and planning. It is an overwhelming task at times with a limited budget, but much has already been achieved with only one staff member.



Campus development and maintenance has been the focus for the property office over the past year, with the cleaning out of offices and sheds, the removal of fixtures and the rearranging of office space and classrooms an ongoing task. Property office personnel have also been busy with the transportation of students.

Institute for Aboriginal Development IAD Press

IAD Press's publishing program for 2004-2005 reflects its ongoing commitment to publishing valuable language resources and cultural materials, as well as continuing to publish and promote work for and by Indigenous writers and artists. Seven new titles were published during this financial year, including a further edition of the successful Jukurrpa diaries. The diaries were joined by a companion calendar for 2005. These publications, with their commercial returns to Press, provide a basis for us to pursue publications of community and cultural importance. We are proud of the diversity of genres that made up our list: from the cultural information contained in MK Turner's *Everything Comes From The Land* poster to the colouring books to support early engagement by young readers with Alyawarr, Eastern Anmatyerr and Kaytetye languages. A significant number of titles were reprinted in the period, or re-released as new editions.

IAD Press was represented at major national events – the FATSIL Conference in Alice Springs, the inaugural Indigenous dictionary making workshop in Canberra, the Australian Booksellers' Association Conference and the Indigenous Land and Sea Conference at Ross River.

Press received national recognition, winning a design award for *Anmatyerr Plant Stories*.

On a community level, the *Warumungu Picture Dictionary* was launched in Tennant Creek before an estimated audience of two hundred people.

Anmatyerr Ayey Arngangkert
Anmatyerr Plant Stories
by the women from Laramba Community, compiled by Jenny Green



Internally, IAD Press led the push for IAD's existing Intellectual Property Policy to be strengthened in line with national and international developments. IAD's Board of Management endorsed the revised policy at its December meeting.

Institute for Aboriginal Development IAD Press – 2

2004 was the final year in a triennium of funding support from the Australia Council. The Press' business and strategic plans were updated and redeveloped in preparation for a further triennial funding submission for 2006-2008. In 2005 IAD Press received single year funding from the Australia Council. Funding support for salaries continued through the federal Department of Communications, Information Technology and the Arts. In November, Press was successful in securing project funding from the Myer Foundation, in line with its express wish to diversify its funding base. Sales income and funding from other sources increased in the period, largely through enhanced sales of the Jukurrpa soft-cover diary and the calendar. Sales through the online bookstore <http://www.iad.edu/press> continued to consolidate.

Josie Douglas, the long-serving Publisher, left in June to pursue an academic career. The new Publisher is expected on-board shortly.

New titles for 2004-2005

Alyawarr Picture Dictionary
Kaytetye Colouring Book
Eastern Anmatyerr Colouring Book
Alyawarr Colouring Book
Jukurrpa Diary (Limp and case bound)
Jukurrpa Calendar
Ngaanyatjarra Picture Dictionary
Waramungu PD
Everything Comes from the Land



New Editions/Reprints

Bush&Bushtucker (Paperback)
Bushfoods (Rpt)
Going for Kalta (Pb)
Alyawarr Col Book
Mingkiri (Rpt)
Learner's Guide to Warlpiri

Institute for Aboriginal Development Staff

