

# Rio Tinto



More than a decade  
of social investment

The Rio Tinto Aboriginal Fund

## About Rio Tinto

Rio Tinto is a leading international mining group, listed in the United Kingdom and Australia. Rio Tinto's business is finding, mining and processing mineral resources. The Group's objective is to maximise the overall long term return to shareholders through a strategy of investing in large, cost competitive mines driven by the quality of each opportunity, not the choice of commodity.

Major products are aluminium, copper, diamonds, energy (coal and uranium), gold, industrial minerals (borax, titanium dioxide, salt, talc) and iron ore. Activities span the world, but are strongly represented in Australia and North America, with significant businesses in South America, Asia, Europe and southern Africa.

Rio Tinto's businesses in Australia make up around one third of its global assets, and include the Australian parts of Rio Tinto Alcan and Rio Tinto Iron Ore, HIs melt, Northparkes, Argyle Diamonds, Energy Resources of Australia, Dampier Salt, Three Springs Talc, Rio Tinto Coal Australia and Coal & Allied. Rio Tinto also manages Australian and south Asian exploration from a base in Perth. Rio Tinto's Australian corporate headquarters, its global shipping centre and worldwide technical services presence are based in Melbourne. In Australia, Rio Tinto employs approximately 16,000 people.

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**This review of the Rio Tinto Aboriginal Fund and its work is the third to have been produced in the 12 years of the Fund's existence. Much has happened in those years in terms of positive outcomes for Aboriginal people and communities.**

The following pages outline the many achievements of the Fund and its people. It is a testimony to the foresight of my predecessor Paul Wand, who launched and then chaired the Fund's until 2005. It reflects the hard work of the board members and, in particular, the Aboriginal board members, whose experience and sound practical approach have been essential to its effectiveness. I would also like to acknowledge the dedication of those who have filled the executive officer and administrative assistant positions. Their energy and constructive approach have reduced red tape and provided encouragement to applicants unfamiliar with grant procedures. Their support has helped funding recipients successfully carry out their programmes.

The Fund is one part of a larger Rio Tinto strategy of engaging with Australia's Aboriginal people. This strategy is driven by the conviction that responsible mineral development can result in sustainable economic and social benefits for Aboriginal communities. It is based on Rio Tinto's Aboriginal and Torres Strait Islander Peoples' Policy, which the Group developed in 1995 and implemented on four platforms.

One platform consists of cultural heritage protection systems that help Aboriginal community groups to manage their own cultural heritage.

Another is the establishment of legally binding agreements with traditional owners for mine exploration and development, which reflect Rio Tinto's policy of increasing opportunities for Aboriginal Australians. The third platform is community capacity building that promotes robust regional economies, especially through the delivery of programmes that support employment, education and training, and enterprise facilitation.

These first three platforms are implemented at Rio Tinto operations in such regions as Cape York, Arnhem Land, the Pilbara, the Kimberley, central Queensland and the Hunter Valley.

The final platform is the Rio Tinto Aboriginal Fund, which has increasingly focussed on people, communities and organisations not directly affected by mining. The intention is that all Indigenous communities should have the opportunity to share in the benefits of resource development.

Another distinctive feature is the Fund's flexibility, which leads it to support projects that might be outside the funding parameters of other donors. For example, the lack of a sophisticated grant proposal, or the size of the project, are not deterrents for approving funding if the Fund's board finds strong community support and the potential for sustainable outcomes. The Fund is also prepared to maintain support for a lengthy period if required.

The projects described in this booklet are selected from a large pool. They show examples of Indigenous initiative, responsibility and success. I feel privileged to be associated with an organisation that can assist such efforts.

**Chris Renwick**  
September 2008

## The Rio Tinto Aboriginal Fund

The Rio Tinto Aboriginal Fund was established in 1996, as part of Rio Tinto's strategy of working in active partnership with Aboriginal Australians. Its mission is to improve the status and build the capacity of Aboriginal and Torres Strait Islander people and communities, predominantly through supporting programmes that deliver sustainable benefits for social wellbeing and economic participation.

The Fund operates independently of Rio Tinto and currently distributes \$1.8 million annually. Rio Tinto meets the operational costs separately. In the 12 years since inception, it has disbursed more than \$16 million.

The Fund supports initiatives across Australia in the areas of health, education, youth and leadership, social justice, and cultural celebration. These initiatives vary in size, scope, location and duration. The Fund particularly welcomes programmes initiated by Aboriginal community organisations.

It does not fund capital works, vehicles, travel (except when it is an essential part of a programme), conferences, exhibitions, purely commercial propositions, or programmes that involve long term recurrent expenditure. Nor does it fund programmes that are better suited to government support.

What it does look for are programmes that:

- meet a need expressed by Aboriginal people
- are initiated by Indigenous people
- involve Aboriginal or Torres Strait Islander people in their development, management and implementation
- have community support
- build strength and capacity in Aboriginal communities and individuals
- deliver clear, sustainable benefits to Aboriginal people
- have clearly defined outcomes

Where such criteria are clearly met, the Fund will consider the merit, not the sophistication, of a written submission.

## Board members

The Rio Tinto Aboriginal Fund has a board of seven members who meet four times a year to review proposals and allocate funding. Three board members are prominent members of the Aboriginal community who together have a depth of knowledge and experience across Indigenous issues. The remaining board members are current or former Rio Tinto executives.





**Chris Renwick**  
AM Chairman

**Chris Renwick** is a barrister and solicitor and holds Bachelor of Laws and Bachelor of Arts degrees from the University of Melbourne. Chris was chief executive, Rio Tinto Iron Ore until December 2004 when he retired from Rio Tinto.

His wide experience in the mining and resources sector spanned 35 years with the Rio Tinto Group and included chairmanships of Hamersley Iron, the Iron Ore Company of Canada and Robe River Mining, and managing director of Comalco Minerals & Alumina. He was vice president of the Australia Japan Business Cooperation Committee, and an executive committee member of the Australia China Business Council, including national president from 1997 to 1999.

He is a fellow of the Australian Institute of Management, the Australian Institute of Export, and the Australian Academy of Technological Sciences and Engineering. Chris was made a Member of the Order of Australia in the Queen's Birthday Honours in June 2006.

**Professor Sandra Eades** is a Nyungar woman from Mount Barker, Western Australia.

She completed her medical degree in 1990 and after working as a general practitioner, started her career in health research, focusing on the epidemiology of Indigenous child health in Australia.

In 2003 Professor Eades became Australia's first Aboriginal medical doctor to be awarded a Doctorate of Philosophy. Her PhD investigated the causal pathways and determinants of health among Aboriginal infants in the first year of life. This research revealed a high level of women smoking during pregnancy and children being exposed to passive smoking. Professor Eades initiated a follow up programme to develop a culturally specific smoking intervention, currently being trialled in North Queensland and Western Australia.

Professor Eades is director of Aboriginal Health Research at The Sax Institute, an organisation that builds partnerships between researchers and policy makers and supports research priorities such as Aboriginal health. Professor Eades has been instrumental in developing the research programme of the Coalition for Research to Improve Aboriginal Health and has led the initiative to convene the first New South Wales Aboriginal health research conference: *Partnerships for Aboriginal Health*. The second conference was held in early 2008.



**Professor Sandra Eades**

Professor Eades is currently the only Aboriginal Australian with a doctorate and a medical degree working in health and medical research. She is a principal investigator on a number of Aboriginal health research projects and interventions in child health and chronic disease.

Professor Eades was named NSW Woman of the Year 2006 in recognition of her research contributions to Aboriginal communities. She also received a Deadly Award (National Aboriginal and Torres Strait Islander Awards) for outstanding achievement in health.

**Tanya Hosch** has worked in the State public sector in Adelaide, South Australia in service and policy organisations, including human resource management, women's services and Aboriginal affairs.

More recently, Tanya has worked in the Aboriginal and Torres Strait Islander Social Justice Unit of the Human Rights and Equal Opportunity Commission in Sydney, for the Council for Aboriginal Reconciliation in Canberra, and then with the Aboriginal and Torres Strait Islander Commission in both Canberra and Adelaide.



**Tanya Hosch**

Tanya has developed and delivered leadership programmes for young Indigenous people and was a director of the Australian Indigenous Leadership Centre. She is a director of the Foundation for Young Australians and was a co-founder, former trustee and inaugural chairperson of the National Indigenous Youth Movement of Australia.

Tanya sits on the boards of the Adelaide Botanic Gardens and State Herbarium, chaired the former Women's Health Ministerial Advisory Council and is also a board member of South Australia's largest regional health service. She advises the South Australian Department of Education and Children's Services on the development of women within the department.

In addition, Tanya is a visiting research fellow with the University of Technology, Sydney. Recently she accepted an invitation to join the board of the International Funders of Indigenous Peoples, based in North America. Tanya consults in Indigenous specific, and broader social policy areas across Australia, with a particular interest in philanthropy.



Aden Ridgeway

Aden Ridgeway was born in Macksville in northern New South Wales, a proud member of the Gumbayngirr people. Growing up on an Aboriginal reserve, his early experiences have resulted in strong family traditions. He is the father of two adult sons and a young daughter.

He attended boarding school at St John's College, Woodlawn, and has been a park ranger, court assessor, chief executive officer and federal politician.

Aden was the first Indigenous person to be elected as a parliamentary leader, when he held the position of deputy leader, Australian Democrats, during 2001 and 2002. More recently, he retired as a senator for NSW, having served in the Federal Parliament for six years.

He is currently executive chairman of Indigenous Tourism Australia, and Adjunct Professor, University of Technology, Sydney. He also holds the positions of chairman Bangarra Dance Theatre, and chairman NSW Reparations Repayments Scheme Panel. Aden is also the prime time presenter of ABC's Message Stick programme, and he currently works as a consultant to various organisations, including the New South Wales Aboriginal Land Council, Chase Property Investments and Maari Ma Aboriginal Health Corporation. He is the patron of the Centre for Aboriginal Independence and Enterprise.



Joanne Farrell

Joanne Farrell has worked in the mining industry since 1981. She has a Bachelor of Science, majoring in psychology and economics, from the University of Western Australia and a graduate diploma in management from Curtin University.

Joanne is vice president Organisation Resources, for Rio Tinto Iron Ore (RTIO). Her role covers the functions of human resources, health safety, environment and communities. Joanne is a member of the RTIO executive committee.

Joanne brings a wealth of experience to her current portfolio. Previous roles have included general manager Human Resources for Rio Tinto Aluminium, vice president Human Resources and Government Affairs for Rio Tinto Energy America in the USA, general manager Human Resources and Communities for Rio Tinto Exploration based in London, general manager Human Resources and External Affairs for Rio Tinto Coal in New South Wales, manager Human Resources for Rio Tinto Diamonds in Western Australia, and manager Human Resources for BHP-Billiton Manganese in the Northern Territory.

Prior to working in the mining industry Joanne was an economist in regional development with the Government of Western Australia, based in Carnarvon.



Fiona Nicholls

Fiona Nicholls joined Rio Tinto in 1994 and has held a number of management positions in Rio Tinto, including general manager Sustainable Development for Rio Tinto's Energy group. In this role she developed the sustainable development framework for the Energy Group and facilitated its implementation across each of Rio Tinto's Energy businesses. Fiona was also engaged in strategic work in promoting clean coal activities within Australia and internationally.

Fiona is currently general manager External Relations at Rio Tinto Coal Australia, which manages Rio Tinto's Queensland coal assets and the assets of Coal & Allied in New South Wales.

Fiona is responsible for community relations, Aboriginal relations, government relations, media, internal communications, investor relations, climate change and sustainable development for Rio Tinto's coal investments in Australia.

Fiona holds a Bachelor of Natural Resources (Hons) and a Masters of Business Administration. Fiona has worked in the resources industry for more than 20 years.



Simon Nish

Simon Nish is principal advisor community agreements on the Community Relations team based in Melbourne. He provides support to Rio Tinto operations in Australia and overseas wishing to negotiate agreements with – or to engage more effectively with – their local communities, Indigenous and non Indigenous.

Previously, Simon was the community agreements manager for the Argyle Diamond Mine and the company's lead negotiator in the negotiations that led to the signing of the Argyle Diamond Mine Participation Agreement. This agreement is seen as having set fresh benchmarks for the recognition of traditional ownership and Aboriginal economic participation in mining.

Simon holds a Bachelor of Laws and an Arts Degree from the University of New South Wales. He was Queensland state manager of the National Native Title Tribunal and had six years of experience in native title mediation before joining the Rio Tinto Group in 2000.

The 1990s saw important changes to the rights of Aboriginal Australians. Particularly when the Native Title Act was enacted in 1993. Australian miners were concerned that procedural rights flowing from the new native title laws would affect mineral and exploration tenements. Yet geologists and miners had first hand knowledge of the third world conditions experienced by many Aboriginal communities. Moreover, their overseas operations had given global companies, such as Rio Tinto, insights into how miners and Indigenous communities could work together for mutually beneficial outcomes.

In 1995, Rio Tinto announced that it firmly supported the central tenets of the Native Title Act and expressed its preference for negotiated agreements over litigated outcomes. It was the first major mining company to publicly state this support and marked a turnaround for the industry. Rio Tinto adopted a comprehensive Aboriginal and Torres Strait Islander policy based on the principles of mutual respect, active partnership and long term commitment. It recognised that Aboriginal and Torres Strait Islander people have been disadvantaged and dispossessed; have a special connection to land and waters; and have native title rights recognised by law.

The Group appointed an experienced team of people with backgrounds in the social sciences to advise how best to realise the new policy. The result was a fourfold strategy that focussed on regional development and land access agreements, community capacity building, cultural heritage recognition and protection, and the Rio Tinto Aboriginal Foundation, later named the Rio Tinto Aboriginal Fund.

The Fund has evolved and continues to demonstrate the importance that Rio Tinto attaches to Aboriginal

support in connection with its mineral operations. By predominantly concentrating on Aboriginal people and communities not directly affected by mining or exploration, the Fund's activities complement the community capacity building work undertaken by Rio Tinto business units in their regions. It remains a cornerstone of Rio Tinto's broader engagement with Aboriginal Australians.

The Fund owes its success, in no small part, to eminent Aboriginal Australians, such as Professor Lowitja O'Donoghue AC, CBE, Mark Ella AM, and Dr Sandra Eades. They have all served as long term board members, have given the Fund the benefit of their varied experience and put many hours into detailed committee work. Rio Tinto executives have also made valued contributions as board members.

The board members look for projects that promise to be sustainable and that build capacity. They see great value in nurturing community based start up projects through the difficult early stages and growing them to the point where they can survive independently, or become successful enough to attract support from governments or other major supporters. The Fund takes a holistic approach to projects and gives practical assistance, in addition to financial aid.

Initially, the Board sought to grow capacity and create sustainable benefits in the areas of education, health and culture. These areas had been identified as priorities through consultation with Aboriginal leaders. Sporting programmes were also funded where these delivered health benefits. Later, these categories were expanded to include youth and leadership, and social justice.

The committed funding only partially reflects the Fund's contribution to the Indigenous programmes. Sourcing

funding from other businesses, government agencies and other grant making has considerably added to its investments. By focussing on projects in their vulnerable early stages, the Fund has given a start to worthwhile, sustainable initiatives whose initial prospects would not have attracted other funding bodies.

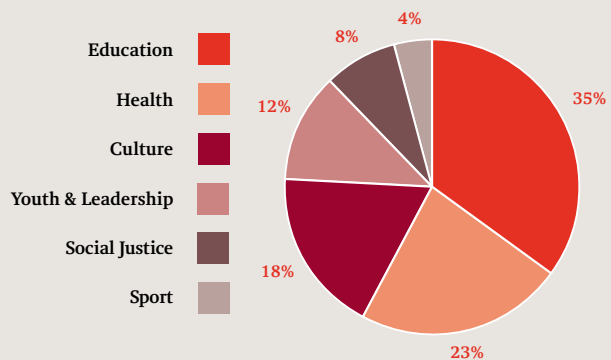
In 1998, Rio Tinto was instrumental in founding Philanthropy Australia's first affinity group, the Indigenous Affinity Group (IAG), an association of philanthropic organisations interested in supporting Aboriginal initiatives. Based originally in Melbourne, the IAG promoted the exchange of information, brought a heightened effectiveness and strategic direction to this area of philanthropy and encouraged the direct involvement of Aboriginals. Once the success of the Melbourne IAG was evident, a Sydney IAG was formed.

Inevitably, 12 years have seen changes to the Fund. However, certain factors remain constant. Among them, the importance of supporting projects that enjoy strong community support and that promise long term benefits. The Fund continues to leverage its efforts through partnerships and maintains a selection approach that looks for direct, measurable outcomes. As a result, many of the Fund's projects have fulfilled, or exceeded, the expectations of those who championed them.

**At the end of 2007, the Fund had committed:**

- **\$6.5 million to education programmes** ranging from early learning to university education, incorporating formal education and life skills programmes.
- **Almost \$4 million to health initiatives** key areas include child and maternal health, kidney disease, diabetes, skin health, sexual and reproductive health, nutrition.
- **\$3 million to cultural projects** incorporating language preservation, cultural festivals, genealogy, art, theatre, dance, cultural preservation.
- **More than \$4 million to youth, leadership and social justice projects** in areas such as support for the Stolen Generation, reconciliation, legal rights, disabilities, healing camps, domestic violence, role models, leadership programmes, and youth engagement.

**Funding by programme type since 1996**



The following pages contain a selection from the pool of programmes that the Rio Tinto Aboriginal Fund has recently supported.

### Youth and Leadership

#### **Balunu cultural healing programme**

This cultural healing programme is an initiative of the Aboriginal-run Balunu Foundation in Darwin. Balunu's purpose and vision is to help disadvantaged Aboriginal youth to break dysfunctional behavioural cycles.

The cultural healing programme comprises a series of camps and workshops that connect participants to aspects of their traditional culture. It's an opportunity for young Aboriginals to experience positive role models and to build relationships. It allows them to develop life skills, goals, self respect, pride, dignity and healing. Mentors provide follow-up support.

Balunu cultural healing programme is designed to have purpose and relevance to Aboriginal youth. By striving to build strong individuals, family and community, it aims to help Aboriginal children avoid substance abuse, violence and suicide, all of which occur disproportionately in Aboriginal communities.

The Rio Tinto Aboriginal Fund provided seed funding in 2006 and 2007 to establish and operate the programme. The Cooperative Research Centre for Aboriginal Health has found that the Balunu programme benefits not only those youth who attend, but also their families.

#### **Sydney Leadership programme**

The Fund has supported leadership programmes relevant to Aboriginal people, and conducted by The Benevolent Society, since 2003. The Benevolent Society has developed the Sydney Leadership Programme (SLP), to give participants a valuable network and the capacity, understanding and skills to tackle pressing social problems. It gives participants a wide variety of experiences: community visits, readings, meetings with acknowledged leaders, opportunities for personal reflection, and practical coaching in leadership skills. On graduation, participants join an expanding network of alumni and continue to work on social justice issues.

Currently the Fund supports two Aboriginal participants in the SLP each year. Comments from Aboriginal graduates indicate that the skills they learn on this programme are particularly relevant in resolving the complex issues that confront Aboriginal communities.

### National Indigenous youth engagement strategy

Approximately 60 per cent of Aboriginal Australians are less than 25 years old, with 40 percent of those less than 14 years of age. In addition, the life span of Aboriginal Australians is 17 years shorter than the national average. These statistics demonstrate the importance of involving young Aboriginal Australians in the future of their nation as early as possible.

This is why Reconciliation Australia, in partnership with the National Indigenous Youth Movement of Australia (NIYMA), has developed an Indigenous youth engagement strategy. It started in January 2007 and involves a series of workshops held around Australia to discover what

Aboriginal young people think about local and national issues. Ultimately, their thoughts and priorities will be used to frame a common vision and national agenda for Aboriginal youth.

Reconciliation Australia wants young Aboriginals to have a say in improving their own, and the nation's, future. At the same time they are using the 18-month process to increase the capacity of the NIYMA, which has a key role in organising the workshops and a National Youth Gathering. The Fund supports this initiative along with Oxfam and the Telstra Foundation.



#### **Executive development program for Native Title Representative Body (NTRB) Chief Executive Officers**

The Executive development program, a collaboration between AGSM Executive Programs and the Aurora Project, was designed to give the chief executives of the NTRBs management training in an appropriate Indigenous context. NTRB CEOs play a critical role in the native title system in Australia. Effective management in this area has the potential to promote the economic prosperity of Aboriginal communities.

The funding received from the Fund and other supporters was used by AGSM Executive Programs to design and deliver a three module course that ran over a six month period. Aboriginal leaders and managers helped to design the content and learning style so that it was pertinent to Aboriginal organisations. Those who took the course spoke enthusiastically of the insights they gained.

Following the success of this pilot programme, which concluded in August 2007, the partners are considering offering business management training tailored to other Aboriginal managers and leaders, in both the public and private sectors.

#### **Youth leadership development programme**

The Cape York Institute for Policy and Leadership delivers the Higher Expectations programme (tertiary). It is designed to help young people from remote Cape York communities to obtain a tertiary education and to nurture their leadership potential. The Institute supports participants for the duration of their tertiary courses through mentoring, tutoring, supplementary coursework, leadership training, professional case management, and financial and practical resources to ensure they are well equipped to be engaged fully in their education. The programme has an intake of 10 to 12 participants each year. The Fund has committed to support the programme for six years from 2005.

#### **Indigenous circus skills programmes**

In 2006, the Fund was a supporter, with Cirque du Soleil, of the Second National Indigenous Youth Circus Sustainability training project, conducted by the National Institute of Circus Arts. Eighteen promising young Aboriginal performers from across Australia met in Alice Springs and were given an opportunity to improve their circus, collaboration and leadership skills. In 2007, further funding was used to develop an Aboriginal national youth circus network and skills training project initiated by young Aboriginals.

#### **Indigenous health community support project**

In June 2007, Australians for Native Title and Reconciliation (ANTaR), with support from the Fund, published the Success Stories in Indigenous Health booklet. The booklet showcases the successful initiatives that Indigenous communities across Australia are undertaking in tackling health problems. It also highlights the significant progress in improving Indigenous health that can be achieved through increased funding and support for community-controlled health care initiatives. The project is part of ANTaR's work on its Close the Gap campaign, which advocates closing the life expectancy gap between Indigenous and non-Indigenous Australians within a generation.

#### **AFS Indigenous Intercultural Leadership Programme**

In 2008 the RTAF supported four Indigenous students to undertake an intercultural leadership programme through AFS Intercultural Programs. The programme takes the form of an international placement for eight weeks or 11 months, and is an opportunity to develop and inspire future Indigenous leaders while providing students with an opportunity to celebrate and share their culture internationally. The students will be travelling to Italy, Costa Rica and Chile in 2009.

## Health

### Diabetes management and care programme

Australians enjoy long lives and have access to one of the world's best health systems. Aboriginal Australians are the exception to this generalisation, especially if they live in a remote community. Many Aboriginal communities have unusually high instances of chronic lifestyle diseases and, of these, diabetes is particularly common. In some communities it is 15 times more prevalent than the national average, and the disease is increasing among Aboriginal children and adolescents.

The Unity of First People of Australia (UFPA) has established a diabetes management and care programme at several remote communities in Western Australia's Kimberley region. The programme involves a partnership between the UFPA and the Aboriginal community.

An important part of the programme is working with Aboriginal community members from the beginning. UFPA representatives explain to community members that the programme involves major changes to lifestyle and eating habits and that community members should assume ownership of their health. These changes are encouraged by UFPA volunteer carers, both Aboriginal and non-Aboriginal, who respect the social and cultural realities of Aboriginal community life.

The UFPA programme has achieved positive changes in knowledge, attitude and behaviour relating to food, nutrition, exercise and disease. There have also been improvements in weight control and pathology test results, indicating a reduced risk of developing diabetes and cardiovascular disease. These achievements have been published in international scientific journals and presentations have been made at major international paediatric congresses.

It is the acknowledgement of the importance of Aboriginal culture and tradition and the holistic preventative nature of the programme that distinguishes the UFPA programme from conventional public health programmes. The Fund has been a key supporter of the UFPA's community-based approach since it was introduced to the Noonkanbah community in 2002.

### Sexual and reproductive health skills programme for health workers

Through this three year project (2007-2010), Family Planning Queensland (FPQ) will support Aboriginal Medical Services (AMS) and other community-controlled health services to improve the sexual and reproductive health of communities in regional Queensland, with assistance from the Fund. The project aims to increase the capacity of these services to reduce the high rates of sexually transmitted infections, unintended pregnancies and sexual assault that have been documented in these communities. It does this by providing Aboriginal health workers with training and support to develop the skills and confidence they need to deal effectively with such matters.

In consultation with the Queensland Aboriginal and Islander Health Council, FPQ offers training to approximately 30 Indigenous health workers from AMS and community-controlled health services throughout regional Queensland. As well as intensive workshops, trainees have offered clinical attachments at FPQ regional centres; mentoring and support from experienced FPQ staff and access to resources. When they return to their communities, the health workers develop and implement health promotion initiatives suitable for their communities.

### Strong women programme

The Parlngunh Lurruth Ngarla (strong women) programme is a series of four-day courses run by nursing staff and Aboriginal elder women of the Wadeye community for female students aged 10 to 15 years. It talks about the emotional changes of puberty, peer pressure and safe sex, to reduce the rising incidence of sexually transmitted diseases and early adolescent pregnancy. The programme, which is supported by the Fund, not only increases the girls' understanding, but also provides them with a support network.

**Role model – Dr Jaqui Hughes**

Dr Jaqui Hughes is Australia's first Indigenous Physician specialising in kidney disease. Dr Hughes work tackles the high rates of chronic disease affecting the health of Aboriginal people across Australia.

In 2008, with the support of the RTAF, Dr Hughes returned home to the Northern Territory to improve health outcomes for Aboriginal and Torres Strait Islanders through her work on national research projects and her PhD.

Her research responds to distressing rates of illness in Indigenous communities linked to chronic kidney disease. National figures show Indigenous people are five times more likely to get kidney disease than non-Aboriginal Australians - and 10 times more likely if they live in the Northern Territory.

Dr Hughes is a National Health and Medical Research Council (NHMRC) Scholar and a recipient of the Inaugural Gurdiminda Scholarship at Menzies School of Health Research in Darwin.



### **Family health broker – otitis media**

The Aboriginal Health and Medical Research Council and the Sax Institute established the Coalition for Research to Improve Aboriginal Health (CRIAH) in 2003. The CRIAH brings together medical researchers and Aboriginal community health services to research ways to improve Aboriginal health. One aspect of that research, supported by the Fund, is a study of whether community appointed health brokers can improve the hearing of Aboriginal children, a priority identified by the Aboriginal communities.

Rates of persistent ear infections and perforated eardrums are more than 15 times higher in Aboriginal children who contract the disease earlier, more frequently, and more severely than any other group of children anywhere in the world. Middle ear disease, in turn, leads to delays in speech development and cognitive skills with subsequent learning difficulties at school and in the workplace.

A randomised trial, involving 400 children, will determine whether a health broker can improve the environment and health of Aboriginal children and their families. The health broker will use a comprehensive otitis media strategy that includes education and advice and support for families that need specialised health care providers. Each family will have an individual care plan, agreed on after consultation with the health broker and a doctor. Families can expect help in scheduling appointments, with child care, and with transport to medical appointments. Brokers will also advise families of other health measures that could benefit their children.

The five year study started with recruiting data collectors and health brokers for the Tharawal and Western Sydney Aboriginal Medical Services in November 2007, and the programme has been extended to four other services.

### **Child nutrition project**

Poor nutrition contributes to substandard health in many Aboriginal communities, especially among children. In 2006, the Fund supported Waltja, a community-based organisation, to implement nutrition programmes for children up to five years of age, across central Australia. Waltja gives Aboriginal people the nutritional knowledge they need in a culturally appropriate manner.

### **Remote children's ear, nose and throat health screen service**

The Fund, along with the Telstra Foundation and Queensland Health, is supporting The Royal Children's Hospital and the Centre for On-line Health in a three-year pilot programme to deliver mobile ear, nose and throat health screening to Aboriginal children in rural and remote Queensland. The project will examine how best to get the services of health specialists to remote regions where there is a high incidence of chronic disease.

### **Andrology Australia - Education module for male Aboriginal health workers**

The RTAF has supported Andrology Australia to develop a culturally sensitive men's health education module specifically for male Aboriginal health workers. The objectives of the programme are to increase usage of health services by Aboriginal men, better detect and manage health conditions, and improve awareness within Aboriginal communities of men's health issues.

### **Nunkuwarnin Yunti - Indigenous women's healing stories**

In 2008 the RTAF gave support to the Nunkuwarnin Yunti Women's Healing Group. This group of women have unmet needs in relation to dealing with loss, family separation, abuse, poverty, social isolation, personal and intergenerational trauma, domestic violence, substance abuse and other social difficulties. This project addresses the need for healing that does not revisit trauma but instead provides a safe environment for women to gather and share healing experiences, through the preparation, production and screening of digital stories about positive aspects of the women's lives.

## Education

### Indij Readers

Many Aboriginal children don't learn to read properly and their illiteracy is a life-long handicap. Indij Readers is a community-based company with a predominantly Aboriginal board that aims to produce literacy materials that Aboriginal children will find interesting and compelling. It does this largely by encouraging Aboriginal people to write and illustrate stories based upon their own lives.

Indij Readers takes a collaborative approach to developing its products. Aboriginal communities and organisations, major education services providers, and literacy academics in a number of universities are stakeholders in the development and publishing process. Feedback has been very encouraging. After reading the Indij reader *Me and My Mum*, one student was reported to have said, "That's the first time I've seen the word Koori in a book."

The Fund initially funded the start up phase of Indij Readers from 2004 to 2006. It gave further funds in 2007 and 2008 to support the development of a community writer's kit and a third series of Aboriginal stories and teachers' guides.

Considerable thought and research is going into the design of the website-based writer's kit. It will be particularly useful for Aboriginal education assistants, as well as teachers and community members. Indij Readers would like to incorporate special training for assistants who are the important link between the school and the wider community, with the writer's kit roll out in 2009. In the meantime, the Indij Readers' Series 3 has been successfully launched. Those behind the writer's kit project are confident that it will support Aboriginal and non-Aboriginal children learning to read, and facilitate reconciliation in this country.

### Indigenous Australian Engineering Summer School

The Indigenous Australian Engineering Summer School has been held annually since 1998. It seeks to increase representation of Aboriginal students at tertiary institutions, especially in engineering disciplines. The Fund supported the start up of the Summer School and has maintained its support financially and by gaining Minerals Council of Australia support for the school.

Each year, about 20 Aboriginal senior secondary students from across Australia are selected to attend the school. The University of NSW, the University of Sydney and the University of Newcastle have all hosted the Summer School. The students experience campus life, learn about various engineering applications and hear how engineering skills can benefit Aboriginal communities. Aboriginal role models from various professions discuss educational opportunities. The costs of travel, accommodation and transport are met by supporters.

The Summer School is run by Engineering Aid and is its principal programme for Indigenous young Australians. Engineering Aid is a philanthropic organisation that provides engineers and related services to assist disadvantaged communities in Australia and overseas.

An article in *Engineers Australia* in 2007 about the Summer School stated that 23 of its alumni have completed engineering qualifications at university. Some of them have been accepted into the Rio Tinto National Indigenous Cadetship programme. The school has also prompted young Aboriginal Australians to pursue a wide range of other educational opportunities.

### Indigenous Education Leadership Institute

In 2006 the Fund provided seed funding support to the Indigenous Education Leadership Institute. Established by Chris Sarra in 2005, it is a partnership between the Queensland Department of Education and the Arts and the Queensland University of Technology. The support was provided to assist with set up costs for the Institute and to support the implementation of the Stronger Smarter programme, designed to develop leadership skills in schools with many Aboriginal pupils. The outcomes include more effective teaching; improved performance by the children; and better relationships between the schools and their Aboriginal communities. The Institute has since attracted significant additional funding from the Telstra Foundation and Sidney Myer Fund to run its Stronger Smarter Realities project, a considerable extension of the Stronger Smarter programme.

#### **Yachad accelerated learning programme (YALP)**

YALP is based on an Israeli education model that employs accelerated learning techniques to help children left behind by the regular school system. The programme currently operates in five remote and rural locations across Australia, and aims to raise the numeracy and literacy levels of the Aboriginal students to age appropriate national benchmarks. YALP focuses on the individual learning needs of students, one on one tutoring and close engagement with the local Aboriginal communities. The Fund has supported YALP since 2005. Other partners include Argyle Diamonds, Commonwealth and State Government departments, the business community, philanthropists and universities.

#### **PaL**

The Parents and Learning Program (PaL) builds capacity in Indigenous communities by supporting parents to become engaged in their children's learning and to develop early literacy and numeracy skills in their preschool and young school age children. The focus of PaL is to encourage and assist parents to participate in their children's early education.

PaL was developed and trialled in the Aboriginal community of Napranum on the west coast of Cape York Peninsula between 2000 and 2002. The Fund financed the development and implementation of the program which is now run successfully across five Aboriginal communities.



### **Ninti children's programme**

The Ninti programme was started by the Women's Council of the Ngaanyatjarra, Pitjantjatjara and Yankunytjatjara communities to prevent children falling behind as a result of prolonged absence from school. The programme caters for children with disabilities and children whose carers have disabilities. These situations result in the need to regularly travel from their communities to Alice Springs for medical treatment, and hence the child's absence from school. The programme supports the education of these children while they are in Alice Springs.

### **Clontarf academy in Katherine**

The Clontarf Foundation programme was created to keep young Aboriginal men in mainstream education until they complete Year 12. It does this by establishing football academies connected to mainstream schools. The Fund is joining the Federal and Northern Territory governments in funding a new academy in Katherine that opened in 2008. Existing academies have demonstrated their ability to improve the discipline, life skills and self esteem of their graduates and their chances of them finding employment in the mainstream economy.



## Social Justice

### ***Kanyini* and the oral history of Australia's Stolen Generation**

The film *Kanyini*, a joint effort between Melanie Hogan who directed it and Bob Randall a Yankuntjatjara elder from central Australia who features in it, won a number of Australian and overseas awards when it was released in 2006. Born in 1934, to an Aboriginal mother and a Scottish father, Bob Randall was forcibly taken from his family and raised in government institutions. *Kanyini* has been acclaimed as an important means of creating a growing understanding of Australia's history and as a way of reconciling Australians to their Aboriginal history. It gives non-Aboriginals some idea of the difficulties faced by Aboriginal Australians.

The Fund provided some funding for *Kanyini*. The film's success has prompted Melanie and Bob, along with others, to embark on a new project to record the experiences of members of the Stolen Generation in valuable historical archives, accessible on line. The Fund has supported the initial development of the project and preparation of its prospectus.

### **Vibe 3 on 3®**

Each year since 2001, the Fund has provided funding to Vibe Australia to help it stage eight Aboriginal youth and community festivals in rural and remote areas throughout Australia. The festivals, called VIBE 3 on 3®, incorporate basketball, music, hip-hop dancing, art, culture and an emphasis on better health. The central event, 3 on 3 basketball, is an egalitarian sport that boosts confidence, improves coordination and encourages teamwork among players.

The essential theme of the Vibe 3 on 3® is the importance of a healthy lifestyle. Throughout the weekend, key health messages relating to drugs and alcohol, nutrition, exercise and self esteem are reinforced. High profile Aboriginal athletes are used to coach and inspire young Aboriginal people to reach their potential. Each festival attracts up to 90 young participants.

### **Karpandi Family Unit**

The Karpandi Family Unit, operated by Baptist Community Services in inner city Adelaide, supports highly marginalised Aboriginal women and children who suffer from homelessness, domestic and family

violence, mental illness, parenting issues, and drug and alcohol abuse. The unit provides a safe and appropriate environment to support these people and offers child development and family support programmes; opportunities to enhance socialisation capacity; advocacy; referral to appropriate services; counselling; and practical support. The Fund provided funding for three years, beginning in 2003, to support the setting up and running of the Karpandi Family Unit.

The Fund further supported, for three years, the employment of an Aboriginal male support worker, in the Baptist Community Service's West Care day centre. The role aims to support Aboriginal men through problems of homelessness, drug and alcohol abuse, domestic and family violence, mental illness and parenting issues.

### **Healing weekends for the Stolen Generation**

Aboriginal children, taken from their families at an early age, commonly suffer from poor mental health as a result of separation from family, community and country. The Fund is providing support for three years to Link-Up NSW to run two healing weekends a year for members of the Stolen Generation. Each weekend caters for about 80 people and features activities that reconnect people to their cultural traditions as well as providing counselling.

### **Aboriginal cultural and well being programmes**

The Fund has supported Father Chris Riley's Youth off the Streets programme of Aboriginal and wellbeing camps for the past three years. The funds were used at seven NSW camps to share outdoor knowledge with Aboriginal young people and raise their awareness of other aspects of their traditional culture. The effects of such experiences include an improvement in behaviour, greater self confidence, new friendships, respect for community elders and, in general, a broadening of personal perspectives.

### **Aboriginal women's corroboree against violence and sexual assault**

The Wirringa Baiya Aboriginal Women's Legal Centre deals mainly with the victims of domestic violence and sexual assault. The Fund provided funding so that Wirringa Baiya could hold an Aboriginal women's corroboree called Sexual Assault; it's Not our Lore.

## Culture

### Milpirri

Milpirri is a cultural celebration by the Warlpiri people who live on the fringes of the Tanami Desert in the Northern Territory. The first Milpirri, inspired by the Garma Festival of Arnhem Land, was held in 2005 by the Lajamanu community and emphasised performance and visual arts. Milpirri is still based in the Lajamanu community but now incorporates the other Warlpiri communities of Yuendumu, Willowra, Nyirrpi, and Warlpiri Ngurra in Katherine.

Milpirri engages the communities in music, dance, ceremonies and painting, in order to stem the drift of the younger Warlpiri from their cultural roots. In some cases, it reinterprets cultural traditions in a contemporary fashion.

The result has been a strengthening of intergenerational bonds and growing self esteem among young Warlpiri. With greater understanding of, and respect for, their culture they are better equipped to deal with issues arising in a complex, contemporary world. The benefits are being seen in better school results; a cultural revival; the acquisition of the many skills needed to stage a large cultural festival; and an improvement in the physical well being of those involved in staging Milpirri.

The Fund is providing major support for Milpirri from 2007 to 2010.



### **Bangarra Dance Theatre**

The Bangarra Dance Theatre is Australia's leading Aboriginal contemporary dance company. The Fund is supporting Bangarra's Artist Professional and Education Development programme (PEDP) from 2008 to 2011. This support builds on previous funding since 1999 and, in particular, support for the Junior Dancer Development programme from 2004 to 2007. The PEDP is a natural progression from the junior programme and helps the young artists nurtured under that programme to acquire the skills and knowledge needed to become the next generation of cultural teachers. Over time, their efforts will inspire young Aboriginal Australians in regional and remote Australia.

The PEDP artist is selected annually from second or third year dancers who demonstrate strong artistic ability plus a commitment to Aboriginal culture. He or she will be a supervised leader in the workshops and classes that the company conducts in the various communities that it visits. In 2008, these included Adelaide, Alice Springs, Darwin, Cairns, Murray (Mer) Island, Townsville, Rockhampton, Mackay and Gladstone. In addition, the PEDP artist will be given strong support to evolve as an artist within the Bangarra company.

### **Victorian College of the Arts**

Despite their distinctive contribution to Australia's cultural life, Aboriginal Australians are poorly represented in tertiary arts courses. Since 1996, the Fund has helped the college attract more Aboriginal students by providing funding to enhance equity and access opportunities for Aboriginal students. Since 2004, the Fund has funded an Aboriginal artists-in-residence programme.

### **Indigenous projects coordinator**

The Indigital Centre is a culturally-inclusive Aboriginal training centre run by Fraynetwork Multimedia staff. Through the artistic use of music and multimedia the Centre assists young Aboriginal people to reflect on, and express, their identity and aspirations. It strives to increase their technology skills and build confidence to seek further employment, education and performance opportunities, as well as documenting important Aboriginal community history. In 2006 and 2007, the Fund supported an Indigenous coordinator whose efforts contributed to improving the prospects of young Aboriginal people judged to be at risk. The Centre is now expanding its activities across urban, rural and remote Victoria.

### **Keeping Indigenous languages alive**

Many of Australia's Aboriginal languages are near extinction. In Geraldton, WA, the Bundiyarra community is working to preserve the regional Irra Wangga languages.

The community believes television to be the best way to reach a widely spread audience with varying degrees of literacy. So Bundiyarra are developing, producing, and broadcasting locally, a TV advertisement that aims to promote the revival and maintenance of Indigenous languages. The advertisement encourages adults to speak their Indigenous language with their children.

### **Garma**

The Fund has supported the Garma Festival of traditional culture, an initiative of the Yothu Yindi Foundation (YYF), since 2001. A nationally significant Aboriginal event featuring education, entertainment and cultural exchange forums and activities, and a cultural tourism programme, it attracts around 30 clan groups and communities from Arnhem Land and, increasingly, people from all over Australia and abroad. Garma and YYF are dedicated to protecting and sharing Yolngu culture and to increasing life and work opportunities and the well being of Indigenous Australians.

### **Aboriginal Rules**

The Fund was a supporter of the recently released Aboriginal Rules DVD and CD produced by Warlpiri Media, which highlights the role that football plays in the lives of the Warlpiri communities of central Australia. It follows the fortunes of the Yuendumu Magpies as they use football to reinforce pride in self, family and community. Intertribal rivalry is channelled into football competitions that give a sense of purpose to young men who might otherwise feel alienated. Aboriginal Rules portrays positive activities within communities.

### **Wadeye community cultural festival**

In 2008 the RTAF gave support to the Wadeye community cultural festival which forms part of a broader ongoing strategy by the Thamarrurr Regional Council to engage young people and to provide a vehicle for cultural cohesion and renaissance. Each year the programme consists of six weeks of cultural and skills development activities culminating in an annual Wadeye community cultural festival. Each subsequent year will build on these skills and involve new groups of young people in all aspects of cultural and organisational activities.

## Programmes List

A selection of programmes supported by the Rio Tinto Aboriginal Fund, concentrating on programmes supported in the last five years:

Name	Programme title	First year of funding	Final year of funding	State	Program area
Aboriginal Health and Medical Research Council	Health broker study	2006	2010	NSW	Health
Aboriginal Legal Rights Movement Inc - Native Title Unit	Ngarrindijeri nation genealogy publication project	2005	2006	NSW	Cultural
AFS Intercultural Programs Australia	Indigenous intercultural leadership programme	2008	2009	National	Youth & Leadership
AGSM Executive Programs	Management programme for native title representative body CEOs	2006	2007	National	Youth & Leadership
Andrology Australia	Development of an education module on male health for male Aboriginal Health Workers	2008	2009	National	Health
Aurora Project & AGSM	Mawatji Management Development Project	2008	2008	NT	Youth & Leadership
Australian Football League	Kickstart - Garnduwa youth programmes	2002	2003	WA	Youth & Leadership
Australian National University	Building sustainable policy for Indigenous affairs in Australia - a dialogue process	2008	2008	National	Social justice
Australians for Native Title and Reconciliation (ANTaR)	Indigenous health community support project	2006	2007	National	Health
Balunu Aboriginal Development Corporation	Youth cultural healing programmes	2006	2007	NT	Youth & Leadership
Bangarra Dance Theatre	Artist professional and education development programme	2007	2011	National	Cultural
Bangarra Dance Theatre	Junior dancer development programme	2004	2006	NSW	Cultural
Baptist Community Services	Indigenous male support worker	2004	2006	SA	Social justice
Baptist Community Services	Karpandi family unit	2003	2006	SA	Social justice
Barriekneal Housing and Community Ltd	Arts skills development programme	2003	2003	NSW	Education
Benevolent Society	Indigenous leadership programmes	2003	2008	NSW	Youth & Leadership
Black Youth Voices Inc	Indigenous youth engagement consultative project	2007	2007	QLD	Youth & Leadership
Bookyana Incorporated	Point Pearce drug & alcohol programme	2008	2008	QLD	Social justice
Bundiyyarra Aboriginal Community Aboriginal Corporation	Keep Indigenous languages alive	2007	2007	WA	Cultural
Cape York Institute for Policy and Research	Higher expectations programme (tertiary)	2005	2010	QLD	Education
Carbal Medical Centre	Community health disability programme	2008	2008	QLD	Health
Central Australian Aboriginal Media Association	Recording of Aboriginal stories and music	2003	2005	NT	Cultural
Cherbourg State School	Intervention through culture programme	2003	2003	QLD	Education
Clontarf Foundation	The Clontarf Foundation programme	2008	2010	NT	Education
Cranlana	Reconciliation programme	2003	2003	VIC	Cultural
Cruize Garlett	Sports role model - AFL footballer	2006	2007	WA	Youth & Leadership
Darwin Theatre Company	The Road to Minyerri	2008	2008	NT	Cultural

Name	Programme title	First year of funding	Final year of funding	State	Program area
Desert Knowledge	Forum on governance challenges in Indigenous communities	2008	2008	National	Social justice
Djaran Smith	Sports role model - swimmer	2007	2008	NSW	Youth & Leadership
Dr Jaqui Hughes	Role model	2007	2008	NT	Health
Education Centre Gippsland	Koori art project	2008	2008	VIC	Cultural
Engineering Aid	Indigenous engineering summer school	1998	2008	National	Education
Ernabella Arts	Remote Indigenous ceramic producers network initiative	2008	2009	SA	Cultural
Family Action Centre	Indigenous education programme	2005	2005	NSW	Education
Family Planning Queensland	Aboriginal medical service health worker sexual and reproductive health skills programme	2007	2010	QLD	Health
Father Chris Riley's Youth off the Streets	Youth healing camps programme	2005	2007	NSW	Social justice
First Australian Business	Enterprise development workshops	2004	2005	QLD	Education
First Nation Foundation	Expanding the reach of My Moola - opening financial pathways	2008	2008	National	Social justice
FPA Health	Young women's health literacy project	2002	2004	NSW	Health
Fraynetwork Multimedia	Indigenous projects coordinator	2006	2007	VIC	Cultural
Future Dreaming - Ghungalu People	Personal mentoring and community development	2004	2005	QLD	Education
Garnduwa Youth Sport & Recreation	Active girls programme	1999	2003	WA	Youth & Leadership
Griffin Theatre Company	The story of the miracles at Cookie's table	2007	2007	NSW	Cultural
Gumbi Gumbi Aboriginal and Torres Strait Islander Corp	Halo House alcohol support and awareness centre	2005	2005	QLD	Social justice
IAD Press	Language and cultural maintenance programme	2002	2005	NT	Cultural
Indigenous Education Leadership Institute	Leadership in Indigenous education project	2006	2006	QLD	Education
Indij Readers	Indigenous reading materials	2004	2008	National	Education
Jalaris Aboriginal Corporation	Outreach project	2004	2005	WA	Health
Joshua Ross	Sports role model - sprinter	2005	2007	NSW	Youth & Leadership
Kahwun Wooga	Safe town program	2008	2008	QLD	Social justice
Kaziw Asesered Le Association Inc	Rekindling Torres Strait family values through relearning culture	2008	2008	QLD	Social justice
Kormilda College	Establishment and continued support	1997	2007	NT	Education
Kungarakan Culture & Education Association	Website development - cultural information and resource	2007	2007	NT	Cultural
Kyle Vander Kuyp	Sports role model - sprinter	1996	2006	VIC	Youth & Leadership

## Programmes List

Name	Programme title	First year of funding	Final year of funding	State	Program area
Link Up Aboriginal Corporation	Healing weekends for Stolen Generation	2007	2009	NSW	Social justice
Lloyd McDermott Development Team	Leadership development programmes	2002	2005	NSW	Youth & Leadership
Manoora Community Centre	Mabo Day celebration 2004	2004	2004	QLD	Cultural
Maruku Arts	Anangu wood carving project	2008	2008	SA	Cultural
Menzies School of Health Research	Healthy skins project	2003	2005	NT	Health
Michelle Musselwhite	Sports role model - basketball	2004	2008	VIC	Youth & Leadership
Milpirri Management Body and Tracks Inc	Milpirri cultural festival	2007	2010	NT	Cultural
Murri Sisters Inc	Children's resources for an Indigenous women's refuge	2005	2005	QLD	Social justice
National Gallery of Australia	Establishment of trainee Indigenous assistant curator positions	2004	2005	ACT	Cultural
National Institute of Circus Arts	Skill development programmes	2006	2007	WA	Youth & Leadership
Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council Aboriginal Corporation	Ninti children's programme	2006	2006	SA	Education
Ngarinyin Aboriginal Corporation	Cultural education workshops	2008	2009	WA	Cultural
Nunkuwarrin Yunti of South Australia Inc	Indigenous women's healing stories	2008	2008	SA	Social justice
Opening The Doors Foundation	Support to Indigenous students in rural areas	2004	2007	VIC	Education
Parents and Learning (PaL) programme	Support to PaL programme expansion	2005	2008	National	Education
People With Disabilities	Aboriginal disability network	2003	2003	NSW	Social justice
Qld Institute of Medical Research	Support for Indigenous health research	2002	2006	QLD	Health
Queensland Folk Federation	The Dreaming - Australia's international Indigenous festival	2008	2010	QLD	Cultural
Queensland Institute of Medical Research	Spotlighting careers in Indigenous health and science	2008	2010	QLD	Health
Reconciliation Australia	National Indigenous youth engagement strategy	2006	2007	National	Youth & Leadership
Reconciliation Australia	Aboriginal leaders symposium	2006	2006	National	Social justice
Reverb Film Pty Ltd	Oral history of Australia's Stolen Generation	2007	2007	National	Social justice
Reverb Film Pty Ltd	Kanyini	2006	2006	National	Social justice
Royal Children's Hospital Foundation	Remote children's ear, nose and throat health screening service	2007	2009	QLD	Health
Rumbalara Football Netball Club	Leadership camps	2007	2008	VIC	Youth & Leadership
Rural Health Education Foundation	Stay strong and Strong and deadly	2008	2009	National	Health
St John's College	Football focus program	2008	2008	NT	Youth & Leadership

Name	Programme title	First year of funding	Final year of funding	State	Program area
State Library of NSW Foundation	Mitchell Library Indigenous collection	2005	2010	NSW	Cultural
Suicide Prevention Australia	Life awards	2004	2004	NSW	Education
Tafe Condobolin College	Youth at risk programme	2003	2003	NSW	Education
Telethon Institute for Child Health Research	Rio Tinto child health partnership	2004	2007	WA	Health
Thamarrurr Regional Council - Wadeye	Wadeye community cultural festival	2008	2011	NT	Cultural
The Song Room	Community rhythm exchange	2007	2009	NT	Education
The University of NSW Foundation	Human rights training programme	2004	2004	NSW	Education
Townsville Aboriginal and Islander Health Services	Mums and Babies - maternal health programme	2000	2003	QLD	Health
Tribal Warrior	Salaries for CEO, coordinator, trainer	2002	2005	NSW	Education
Troy Murphy	Sports role model - ten pin bowler	2001	2008	QLD	Youth & Leadership
UNICEF Australia and Waltja	Waltja child nutrition project	2005	2006	NT	Health
Unity of First People of Australia	Diabetes management and care programme	2002	2008	WA	Health
University of NSW	Engaging fathers project	2004	2004	NSW	Education
University of Technology Sydney	Indigenous education emergency relief funds	2007	2008	NSW	Social justice
VIBE Australia Pty Ltd	National Indigenous 3 on 3 basketball and hip hop challenge	2001	2010	National	Social justice
Victorian College of the Arts	Indigenous artists in residence programme	2004	2008	VIC	Cultural
Victorian College of the Arts	Indigenous student support	1996	2004	VIC	Cultural
Wadeye Community Health Centre	Parlanguh Lurruth Ngarla (strong women) programme	2007	2007	NT	Health
Warlpiri Media Association Inc	Aboriginal Rules television series	2006	2007	National	Cultural
Wirrawi Women's Aboriginal Corporation	Wirrawi healthy lifestyles programme	2006	2006	NSW	Social justice
Wirringa Baiya	Aboriginal women's corroboree against violence and sexual assault	2006	2006	NSW	Social justice
Wonderland Film and Theatre Productions Pty Ltd	Documentary KULKA	2008	2008	NSW	Cultural
Yachad Accelerated Learning Project	Yachad accelerated learning project	2005	2007	National	Education
Yalata Lutheran Church	Community Music Project	2008	2008	SA	Cultural
Yiriman Project	Intensive cultural bush walks	2008	2008	WA	Cultural
Yothu Yindi Foundation	Garma	2001	2007	NT	Cultural

### Board Members and Staff Past and present

Paul Wand – Chairman	1996 – 2005
Professor Lowitja O'Donoghue	1996 – 2005
Mark Ella	1996 – 2006
Professor Sandra Eades	1996 – present
Bruce Larson	1996 – 2002
Pam Ruppin	1996 – 2002
Bruce Harvey	1999 – 2007
Leon Davis	2000 – 2004
Brendan Hammond	2002 – 2005
Peter Crooke	2002 – 2006
David Smith	2005 – 2008
Chris Renwick – Chairman	2005 – present
Tanya Hosch	2005 – present
Fiona Nicholls	2006 – present
Aden Ridgeway	2006 – present
Simon Nish	2007 – present
Joanne Farrell	2008 – present

#### Executive Officer

Janina Gawler  
Roberta Croker  
Joy Love  
Penny Jaski

#### Secretary/Administrative Officer

John Catford  
Dana Hlavacek  
Jean Pearce  
Carmel Jones  
Victoria Cole  
Frances Macdonald  
Modwena Nelly

### The Rio Tinto Aboriginal and Torres Strait Islander Policy

Rio Tinto is committed to carrying out its core business of exploration and mining in ways that always consider Aboriginal and Torres Strait Islander people issues. To this end, Rio Tinto has developed an Aboriginal and Torres Strait Islander Policy, which states:

- In all exploration and development in Australia, Rio Tinto will consider Aboriginal and Torres Strait Islander people's issues.
- Where there are traditional or historical connections to particular land and waters, Rio Tinto will engage with Aboriginal and Torres Strait Islander stakeholders and their representatives to find mutually advantageous outcomes.
- Outcomes beneficial to Aboriginal and Torres Strait Islander people will result from listening to them.
- Economic independence through direct employment, business development and training are among advantages offered by Rio Tinto.
- Strong support will be given to activities that are sustainable after Rio Tinto has left an area.

This policy is based on recognition and respect. Rio Tinto recognises that Aboriginal and Torres Strait Islander people in Australia:

- Have been disadvantaged and dispossessed
  - Have a special connection to land and waters
  - Have native title rights recognised by law.
- Rio Tinto respects Aboriginal and Torres Strait Islander people's
- Cultural diversity
  - Aspirations for self-sufficiency
  - Interest in land management.

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### Photos

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Page 12 - Dr Jaqui Hughes  
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Page 16 - Vibe 3 on 3<sup>o</sup> Kununarra NT  
Page 18 - Bangarra Dance Company - The Fund supported Deborah Brown under junior dancer development programme.

For convenience, we use "Rio Tinto" to describe Rio Tinto Limited and Rio Tinto plc and their affiliated companies, although all of these are independently managed, separate and distinct entities. Rio Tinto plc and Rio Tinto Limited are combined in a dual listed companies structure as a single economic entity.

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