

GOVERNANCE SUPPORT



TRAINING

ORIC's training programs are designed to increase corporate governance knowledge, skills, efficiency and accountability within Aboriginal and Torres Strait Islander corporations.

In its business plan 2013–14, ORIC identified 'continued support for corporations through high-quality education and training programs' as a key priority. Over the past year the agency has invested in developing and fine-tuning its range of training courses for delivery across Australia. ORIC has a strong commitment to improving corporate governance knowledge and in raising skills, efficiency and accountability within CATSI Act-registered corporations, irrespective of their size.



Aunty Wilma Moran and Aunty Lorraine Peeters from the Coota Girls Aboriginal Corporation completing a training activity with ORIC's Kerstin Styche



Training calendar

By the end of May each year ORIC develops a training calendar showing corporate governance training courses for the next 12 months, a proposed schedule and the regions which will be covered. The calendar is on the ORIC website and is regularly updated.



Training courses for 2013–14 on the ORIC website



Members of ORIC's Canberra-based training team

Types of training courses and workshops

Eligible applicants can apply to ORIC for corporate governance training through residential courses (part of ORIC’s Managing in Two Worlds program) and/or through workshops delivered in the community through ORIC’s corporation-specific programs.

The Managing in Two Worlds (MITW) program includes:

- Introduction to Corporate Governance (ICG) workshops held over three days
- Certificate IV in Business (Governance) delivered in four one-week blocks
- Diploma of Business (Governance) delivered in four one-week blocks.

Corporation-specific training (CST) is delivered to individual corporations that have requested training especially tailored to their particular needs and circumstances. CST workshops are usually held at a corporation’s premises or within the community. The training is delivered over one or two days. The range of CST workshops includes:

- **pre-incorporation doorway training (including transfers and amalgamations):** provides information on the CATSI Act requirements and processes for an organisation to become incorporated under the CATSI Act
- **rule book design and re-design:** targets helping corporations to develop a rule book under the CATSI Act
- **corporation governance training:** addresses specific governance issues—for example, post-special administration training at a corporation focuses on protecting against the same problems that led to the special administration in the first place
- **support and mentoring training:** provides support and practical information in running a corporation
- **Building Strong Stores (BSS):** is a two-day program designed specifically for corporations that manage a community store.

Overall training delivered

In 2013–14, ORIC delivered training to 1,015 participants from 194 corporations. Of those attending ORIC training 91.1 per cent reported a significant or very significant increase in corporate governance knowledge.

Table 10: Overall training delivered 2013–14

	Estimate	Actual
Number of participants	835	1015
Number of corporations	115	194
Participants that reported a significant or very significant increase in corporate governance knowledge	90%	91.1%

NOTE: Overall statistics are based on single counts of participants and corporations.

Introduction to Corporate Governance (ICG)

The Introduction to Corporate Governance (ICG) workshops present key concepts and principles of good corporate governance to members and staff of Aboriginal and Torres Strait Islander corporations. A pre-requisite for participants to gain entry to the accredited Certificate IV in Business (Governance) is to first complete an ICG workshop.

ORIC delivered 10 ICG workshops across Australia in 2013–14. A total of 265 people participated representing 96 corporations, as indicated on the following table.

Table 11: Introduction to Corporate Governance 2013–14

Date	Location	Number of participants	Number of corporations
July 2013	Warburton	24	10
August 2013	Nhulunbuy	21	6
September 2013	Adelaide	40	11
October 2013	Fitzroy Crossing	26	6
November 2013	Port Hedland	38	11
December 2013	Townsville	26	10
February 2014	Darwin	26	11
March 2014	Wollongong	16	10
May 2014	Bourke	20	9
June 2014	Atherton	28	12

Certificate IV in Business (Governance)

ORIC funded one Certificate IV in Business (Governance) course in 2013–14 which, for the first time, it held in the Australian Capital Territory. The course drew participants from the Northern Territory, Queensland, Tasmania and South Australia. Seventeen students started the course and all 17 graduated.

Table 12: Certificate IV in Business (Governance) 2013–14

Location	Number of students graduated
Canberra	
Block 1: 22–25 October 2013	
Block 2: 2–6 December 2013	17
Block 3: 17–21 February 2014	
Block 4: 31 March–4 April 2014	

Diploma of Business (Governance)

A Diploma of Business (Governance) course was not sponsored by ORIC in 2013–14.

Corporation-specific training (CST)

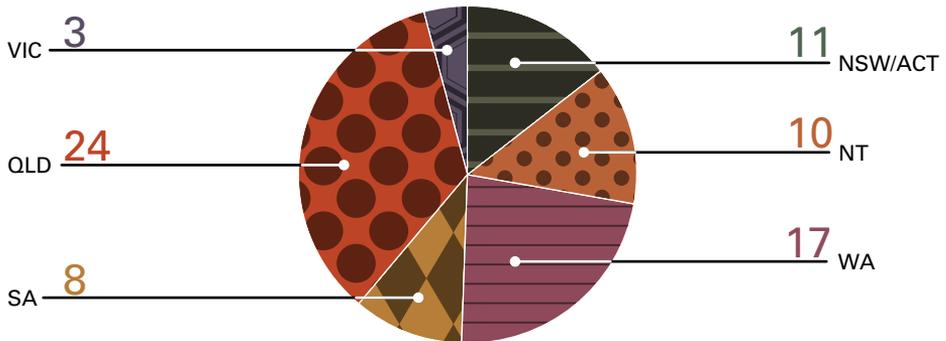
In 2013–14, ORIC delivered 73 separate corporation-specific training (CST) workshops to 572 participants from 99 different corporations. The most requested and delivered training topic was 'governance' with a focus on the 'roles and responsibilities of directors' and 'legal duties'.

Most CST workshops were conducted in Queensland where ORIC has an increased local presence through its regional office in Cairns. A high number of CST workshops were also conducted in Western Australia, New South Wales and the Northern Territory.



Open air training with Bidan Aboriginal Corporation, west Kimberley, April 2014

Figure 13: CST workshops by state and territory 2013–14



NOTE: There were no workshops in Tasmania.

Table 13: Corporation-specific training workshops delivered 2013–14

Date	Location	Number of participants	Number of corporations
July 2013	Bundaberg	4	1
July 2013	Albury	3	1
July 2013	Derby	17	1
July 2013	Derby	5	1
August 2013	Pipalyatjara	7	1
August 2013	Marla	24	3
August 2013	Amata	4	1
August 2013	Mornington Island	6	1
August 2013	Kaltjiti	6	1
August 2013	Pukatja	6	1
August 2013	Cooper Pedy	6	1
August 2013	Perth	7	1
August 2013	Perth	4	1
August 2013	Perth	3	1
August 2013	Campbelltown	32	1
September 2013	Mornington Island	6	1
September 2013	Daly River	6	1
September 2013	Alice Springs	10	1
October 2013	Alice Springs	12	1
October 2013	Beachmere	7	3
October 2013	Hervey Bay	9	1
October 2013	Maryborough	3	1
October 2013	Maryborough	4	1
October 2013	Mildura	7	1
November 2013	Hervey Bay*	12	
November 2013	Yarrabah	7	4
November 2013	Yarrabah	5	1
November 2013	Brisbane	6	
November 2013	Mount Isa	5	1
November 2013	Katherine	11	2
November 2013	Coolangatta	9	1
November 2013	Mount Isa	5	2
November 2013	Brisbane	5	1
December 2013	Atitjere	6	1
December 2013	Borrooloola	26	7
January 2014	Kempsey	2	1
January 2014	Cairns	39	17
January 2014	Boggabilla*	5	

Date	Location	Number of participants	Number of corporations
January 2014	Boggabilla*	5	
January 2014	Collarenebri	6	1
February 2014	Sydney	10	1
February 2014	Sydney	5	1
February 2014	Canberra	8	1
February 2014	Brisbane	5	1
February 2014	Brisbane*	6	
February 2014	Sale	5	1
February 2014	Roebourne	11	1
February 2014	Roebourne	6	1
February 2014	Aurukun	3	1
February 2014	Mount Gambier	6	1
February 2014	APY Lands	11	1
February 2014	Halls Creek	6	1
February 2014	Doon Doon Station, Woolah	3	1
March 2014	Cloncurry	2	1
March 2014	Port Macquarie	9	1
March 2014	Esperance	6	1
March 2014	Macksville	8	1
March 2014	Tjuntjuntjara Community	8	1
March 2014	Tjuntjuntjara Community	7	1
April 2014	Derby	12	1
April 2014	Derby	9	1
April 2014	Perth	5	1
April 2014	Broome	4	1
April 2014	Broome	5	1
April 2014	Tennant Creek	9	2
April 2014	Swan Hill	5	
May 2014	Eidsvold	2	1
May 2014	Peppimenarti	7	1
May 2014	Emu Point	7	1
May 2014	Ntaria (Hermannsburg)	7	1
May 2014	Brisbane	6	1
May 2014	Brisbane	10	1
June 2014	Laura	7	1

NOTE: *Pre-incorporation workshops

Partnerships

Over the year ORIC continued to work with three state governments and the Australian Indigenous Leadership Centre (AILC).

- **Victorian partnership**

ORIC's partnership with Aboriginal Affairs Victoria and Consumer Affairs Victoria dates back to 2006. The current memorandum of understanding (MoU) was re-signed on 17 May 2013 for a further three years. ORIC continues to provide its Victorian partners with a non-exclusive licence to use its managing in two worlds program.

- **New South Wales partnership**

An MoU with the New South Wales Department of Fair Trading was signed in October 2010. The agreement allows ORIC to deliver workshops in New South Wales which are also open to associations registered in that state.

- **Western Australia partnership**

An MoU with the Department of Aboriginal Affairs Western Australia and Department of Commerce Western Australia was signed in September 2010. It allows ORIC to deliver training in Western Australia which is also open to associations registered in that state.

- **Australian Indigenous Leadership Centre (AILC)**

An MoU with the AILC was signed on 19 August 2013. It allows the AILC to deliver training using ORIC resources.



Chairman of the AILC, Dr Tom Calma, AO, with the Registrar, Anthony Beven, at the official signing of the MoU which allows the AILC to deliver the Registrar's Managing in Two Worlds corporate governance training package

Stronger Futures in the Northern Territory—Enhancing Communities program

ORIC received funding of \$152,900 under the Stronger Futures in the Northern Territory—Enhancing Communities program to provide training in corporate governance to 12 CATSI Act-registered corporations.

Through its training section, ORIC assisted each corporation to engage an accredited facilitator to deliver training modules from ORIC’s corporation specific training (CST) program. Modules were selected according to each corporation’s individual needs. All modules however assisted in building governance capacity and strengthening each corporation’s operations and procedures.



Workshop in progress with Wurli-Wurlinjang Aboriginal Corporation

Table 14: Enhancing Communities workshops delivered 2013–14

Date	Location	Corporation	Participants	Days
Aug 2013	Yuendumu	Red Centre Aboriginal Corporation	2	1
Aug 2013	Ntaria (Hermannsburg)	Western Aranda Health Aboriginal Corporation	6	1
Oct 2013	Katherine	Wurli-Wurlinjang Aboriginal Corporation	13	1
Nov 2013	Utopia	Urapuntja Health Service Aboriginal Corporation	15	1
Nov 2013	Darwin	Malabam Health Board Aboriginal Corporation	7	1
Jan 2014	Ngukurr	Ngukurr Arts Aboriginal Corporation	15	1
Feb 2014	Gunbalanya	Adjumarllarl Aboriginal Corporation	15	1
Feb 2014	Wadeye	Thamarrurr Regional Authority Aboriginal Corporation	21	4
Feb 2014	Santa Teresa	Keringke Arts Aboriginal Corporation	13	1
Feb 2014	Ntaria (Hermannsburg)	Western Aranda Health Aboriginal Corporation*	4	1
Feb 2014	Galiwinku	Yalu Marnggithinyaraw Indigenous Corporation	7	1
Mar 2014	Engawala	Ntjaminya General Store Aboriginal Corporation	7	1
Mar 2014	Darwin	Malabam Health Board Aboriginal Corporation*	9	1
Mar 2014	Lajamanu	Lajamanu Progress Aboriginal Corporation	6	1
Apr 2014	Gunbalanya	Adjumarllarl Aboriginal Corporation*	11	1
May 2014	Utopia	Urapuntja Health Service Aboriginal Corporation*	19	1
Jun 2014	Galiwinku	Yalu Marnggithinyaraw Indigenous Corporation*	7	1

NOTE: * Follow up visit

Local leaders learning good governance through course

SETTING UP FOR THE FUTURE: From left: Stuart MacLean, Daykiz Marika, Mandakiz Marika, Bakamumu Marika, Bruno Marika, Willyana Marika, Adrian Rola and Djalanga Bakozepi.

By CRAIG HODGES

THE Chairman of a local Aboriginal Corporation has expressed the need to get more Yolngu to learn and understand governance.

Chairman of Rirratjingu Aboriginal Corporation Bakamumu Marika recently took part in a governance training course, and related how important it would be for others to take the same path.

"I have been the Chairman of Rirratjingu Aboriginal Corporation for 30 years and I feel the training was great for new directors."

The course, undertaken in late

August, was given by the Office of the Registrar of Indigenous Corporations (ORIC), who have made several visits to Arnhem Land in recent years.

ORIC train people in positions of responsibility in business about key governance issues.

Their trainers outline how governance impacts on the relations between family and friends, right through to relations between businesses and the community.

Bunuwal Group Chief Executive Officer Stuart MacLean also took part in the course and said the ORIC trainer, Duncy Keep, was fantastic.

"It was able to explain complex governance and compliance issues in a manner which suited the directors of our organisation and engaged well with the participants."

"The training is fundamental for directors and key staff within corporations."

The Bunuwal Group now have seven individuals who have completed the governance course.

The ORIC training team is expected to return to Nhulunbuy for further training and all directors, members and indigenous business stakeholders have been strongly advised to consider participating.



Newspaper article from the *Arafura Times*, 18 September 2013



Celebrating the end of an ICG, Nhulunbuy, August 2013



ORIC training resources in use

CASE STUDY: Local leaders learning good governance

In August 2013, ORIC held an Introduction to Corporate Governance (ICG) three-day workshop in Nhulunbuy in the Northern Territory. Despite the remote location, 21 participants from six corporations attended.

Bakamumu Marika, the chairperson of Rirratjingu Aboriginal Corporation for 30 years, said, 'I feel the training was great for new directors.'

Bunuwal Group CEO, Stuart MacLean, also took part in the course and was impressed with both the quality of the training and the ORIC-contracted facilitator. 'He was able to explain complex governance and compliance issues in a manner which suited the directors of our organisation and engaged well with the participants. The training is fundamental for directors and key staff within corporations.'

Another participant, Serena Bara, from Anindilyakwa Services Aboriginal Corporation in Angurugu community, Groote Eylandt, Northern Territory, got so much out of the course she enrolled in ORIC's Certificate IV in Business (Governance) course held in Canberra. Serena Bara's goal now is to take her experience and what she has learnt to build a stronger and more independent community—from the grassroots up.

ICG workshops provide an introduction to key elements of good corporate governance for Aboriginal and Torres Strait Islander corporations and are a pre-requisite for entry into the ORIC sponsored Certificate IV in Business (Governance).

CASE STUDY: Certificate IV in Business (Governance)

The Certificate IV in Business (Governance) is part of a national accredited training package developed specifically for Aboriginal and Torres Strait Islander people who wish to improve their corporate governance and management skills.

Starting in October 2013, 17 participants from different corporations across Australia came to Canberra for four one-week blocks to undertake the course. For many the prospect was quite challenging, especially bearing in mind that some had to travel from as far north as Groote Eylandt in the Northern Territory and as far south as Tasmania. In between class contact times the students were given assignments to complete at home around their everyday work commitments and family duties.

Yet the course ran very smoothly. Seventeen students started and all 17 finished. On 4 April 2014 a graduation ceremony was hosted by the Registrar in the Gandel Hall at the National Gallery of Australia, Canberra. 'As the Registrar presented us with our certificates one by one it was a lovely moment of recognition for all our hard work,' said one of the graduating students.



The Certificate IV in Business (Governance) graduation ceremony at the National Gallery of Australia, Canberra, in April 2014 hosted by the Registrar (*far left*). Auntie Agnes Shea (*centre in red*) performed the Welcome to Country

COMMUNICATIONS AND RESEARCH

ORIC produces a variety of publications that describe its core functions, promote its services and help to support Aboriginal and Torres Strait Islander corporations and groups. The Communications and Research Section manages ORIC's internal and external communications, including its intranet and its website. It also looks after media contact with journalists.

ORIC website

The ORIC website, www.oric.gov.au, was developed to support the regulatory framework of the CATSI Act. It includes the public Register of Aboriginal and Torres Strait Islander Corporations, the Register of Disqualified Persons and a link to a secure companion site allowing for electronic lodgment by corporations.



Given the remote location of many corporations it is imperative that the website meets Commonwealth standards for accessibility.

As part of the national transition strategy of the Australian Government Information Management Office (AGIMO), it has been a priority for ORIC to address web content accessibility.

A major project that began in April 2013 to review, upgrade and substantially redevelop the website was officially completed in April 2014.

ORIC's new look website now has:

- enhanced capacity to deliver a high standard information service online
- improved accessibility standards
- easier authoring and content management capabilities.

Publications helping with compliance

ORIC produces a range of guides, booklets and brochures to help corporations interpret the CATSI Act, comply with their reporting requirements and to understand their corporate governance obligations. For example, *Get in on the Act*, the *Corporation reporting guide* and the *Healthy corporation checklist*.



The Healthy corporation checklist is a most practical document that allows corporations to check their compliance standards with their rule book and the law. It asks all the right questions and also has links to useful templates and forms

All ORIC publications
are available at
www.oric.gov.au

Fact sheets

ORIC also produces a range of fact sheets which are updated as required. In short summary form they provide useful information on particular aspects of the CATSI Act and how to run a corporation. Topics are:

- *Special administrations: what members and directors should know*
- *Special administrations: what funding agencies, creditors and employees should know*
- *Disqualification from managing corporations under the CATSI Act*
- *The CATSI Act and the Corporations Act—some differences*
- *Amalgamation—information for existing corporations*
- *What the CATSI Act means for funding bodies*
- *Corporation size and financial reporting*
- *What's in the corporation's rule book?*
- *Duties of directors and other officers*
- *Complaints involving corporations*
- *Secretaries and contact persons*
- *Related party financial benefits*
- *Dispute resolution*
- *Members' rights*
- *Native title*
- *Meetings*



An information sheet, *Lodge online*, has also been produced to help corporations lodge their annual reports electronically. It provides easy step-by-step instructions

Native title

ORIC has a selection of publications about native title.

Information sheet for PBCs was produced in January 2014 in collaboration with the North Queensland Land Council. It explains how the CATSI Act works with the *Native Title Act 1993* and its special provisions for prescribed bodies corporate (PBCs).

Interaction between the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and the *Native title Act 1993* (ORIC paper) explains the policy reasons for provisions of the CATSI Act that only apply to corporations that hold or manage native title.

A guide to writing good governance rules for PBCs and RNTBCs complements the *Rule book info kit* and describes issues that must be considered when writing rules for corporations which have native title responsibilities.

There are also two policy statements—*PS-10: Corporations' native title status* and *PS-23: Review of fees charged to RNTBCs for certain native title functions*.

ORIC Oracle newsletter

Four times each year ORIC produces the *ORIC Oracle* newsletter (in August, November, February and May) and distributes it free of charge to all corporations registered under the CATSI Act, stakeholders and general subscribers. Anyone can choose to subscribe.

Each edition takes a different theme. Over 2013–14 the *ORIC Oracle* looked at 'chairing meetings' (August 2013), 'holding AGMs' (November 2013), 'the value of volunteering' (February 2014), and 'preparing for your AGM' (May 2014). *ORIC Oracle's* primary purpose is to communicate practical information to corporations (its target audience) in an easy to read and pictorially attractive way.

Over 2013–14 the number of general subscribers to the *ORIC Oracle* increased and more corporations than ever before received the newsletter electronically.

Both an html version and a pdf-accessible version are available on the ORIC website under the 'News' tab.



Policy statements

ORIC offers guidance on interpreting legislation through its policy statements which are updated as required.

As at 30 June 2014 there were 26 policy statements listed on the ORIC website, of which six were updated over the year.

Policy statements inform corporations as well as the general public about:

- how the Registrar interprets the CATSI Act and associated legislation
- the principles that lie at the basis of the Registrar's approach
- how the Registrar may exercise specific powers under the CATSI Act.

Topics include: *PS-05: Exercise of Registrar's power to intervene*, *PS-15: Privacy* and *PS-25: Examinations*.



Media releases

Thirty-seven media releases were issued in 2013–14, compared to 35 in 2012–13, 44 in 2011–12 and 32 in 2010–11.

Research

ORIC produced one research report in 2013–14.

The top 500 Aboriginal and Torres Strait Islander corporations 2011–12

In September 2013, ORIC published its fifth annual report on the 500 highest earning corporations registered under the CATSI Act. The report examined the financial year 2011–12 by analysing data submitted by corporations as part of their annual reporting requirements.

While *The top 500 Aboriginal and Torres Strait Islander corporations 2011–12* ranked corporations from one to 500 according to their income it also came up with some interesting and unexpected findings. For example, the top 20 corporations received approximately the same amount of revenue from self-generated income as from government grants. However, the top five corporations achieved 83.1 per cent of income from self-generated sources compared to 16.9 per cent from government funding.

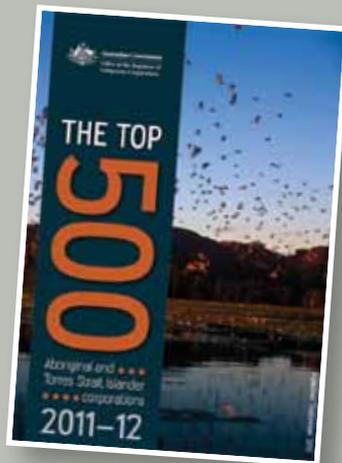
The combined income of the top 500 corporations for 2011–12 was almost \$1.61 billion (compared to \$1.43 billion in 2010–11) which represents an increase of 12.6 per cent.

The combined income of corporations in the Northern Territory and Western Australia made up 72.4 per cent of the year's overall national income. And the region with the highest average income was Nhulunbuy in the Northern Territory.

Katungul Aboriginal Corporation Community and Medical Services (ICN 1816), based in Narooma on the far south coast, New South Wales, featured as a case study.

The practice of accountability in Australian Indigenous corporations

A project investigating ways that Aboriginal and Torres Strait Islander corporations can improve their accountability officially ended in January 2014. The project began in July 2010 in partnership with the Australian National University and saw a post-doctoral fellow and a PhD student collect and analyse data gathered directly from meetings with corporations and from ORIC's databases.



Spotlight on

'Spotlight on' stories promote the activities and many achievements of corporations registered under the CATSI Act. On the first day of each month, a new 'spotlight on' article is put up on the ORIC homepage. The Registrar actively encourages corporations to share their stories.

July 2013



I SEE FAR—standing up for ASD

Indigenous Corporation for Autism Australia
(ICN 7633)

August 2013



Art and healing

Murri Girls into Art Indigenous Corporation
(ICN 7536)

September 2013



North meets south in fishy business

Aminjarrinja Enterprises Aboriginal
Corporation (ICN 4688)

October 2013



Getting dry

Umoona Tjutagku Health Service Aboriginal
Corporation (ICN 7460)

November 2013



Protecting the land, sea and animals

Gudjuda Reference Group Aboriginal
Corporation (ICN 3475)

December 2013



Getting it right

Tharawal Aboriginal Corporation
(ICN 207)

January 2014



Changing and improving lives

Mulungu Aboriginal Corporation Medical Centre (ICN 1881)

February 2014



Building pavilions

Djilpin Arts Aboriginal Corporation (ICN 4355)

March 2014



Driving community initiatives

Gundjeihmi Aboriginal Corporation (ICN 2458)

April 2014



Confronting childhood

Kinchela Boys Home Aboriginal Corporation (ICN 4223), Coota Girls Aboriginal Corporation (ICN 7993)

May 2014



Handing back the land

Bidan Aboriginal Corporation (ICN 687)

June 2014



Preserving history and culture

Wonnarua Nation Aboriginal Corporation (ICN 3411)



VOLUNTEERING

Over the years the Registrar has lent his personal support to staff wishing to volunteer their skills and time to corporations that could, from time to time, benefit from a helping hand. This has been formalised in what is now known as ORIC's 'volunteer opportunities program'.



Umpi Korumba Aboriginal and Torres Strait Islanders Corporation for Housing (ICN 981) in Brisbane helps people with crisis housing. ORIC Communications and Research manager, Lisa Hugg, spent a week in September 2013 at the corporation's office contributing her technology and design skills. She set up templates for newsletters, wrote and designed an information brochure, and created a corporation logo.

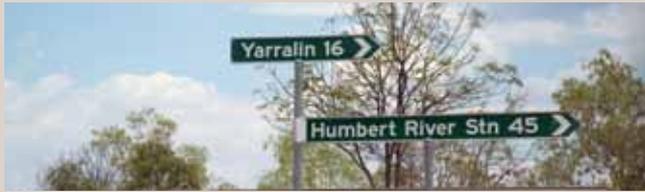


Umpi Korumba Chairman, Robert West, with ORIC's Lisa Hugg

Mai Wiru Regional Stores Council Aboriginal Corporation (ICN 7379). In August 2013 the Registrar returned to the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands to help out at the Amata and Kanypi community stores which are managed by Mai Wiru. Tasks ranged from washing floors to stocking shelves to serving on the cash register.



Owen Burton, Chairman of RASAC (Regional Anangu Services Aboriginal Corporation) and the Deputy Chairman of Amata Community Council with the Registrar, Anthony Beven, at the Amata store



Traditional owner Riley Young (in red t-shirt) with some of his family and the Styche family

Lingarra-Ngaringman Aboriginal Corporation (ICN 740) in the Northern Territory was keen to set up a community store to help the community get through the wet season—but it had no funding. Members of ORIC's training section stepped in and set about fundraising. With their own cash donations plus money raised through a NAIDOC* trivia night, they collected \$2,600 which they put towards buying supplies.

As part of their family holiday in October 2013 ORIC employees Russell, Roz and Kerstin Styche drove the provisions (which they had pre-ordered) from Katherine to Lingarra. They then stayed several days in the community to help clean out the store and stock the shelves.

NOTE: *NAIDOC stands for National Aboriginal and Islander Day Observance Committee.

NAIDOC WEEK 2014

Just as every other year, ORIC staff were willing participants in NAIDOC week events and celebrations (6–12 July 2014). The theme was ‘serving country’.

Canberra-based staff took part in a mix of activities, including:

- ORIC stall at the NAIDOC family day at Acton Peninsula, Canberra
- NAIDOC event hosted by Ngunnawal Aboriginal Corporation in Yass, New South Wales
- wreath laying ceremony at the Australian War Memorial to commemorate the contribution and sacrifice of Aboriginal and Torres Strait Islander people who served with Australia’s armed forces during times of conflict.



Left: ORIC staff at Ngunnawal Aboriginal Corporation in Yass—they helped with fixing decorations, moving tables and chairs, serving food and clearing up afterwards
Right: At ORIC’s stall, NAIDOC family day, Acton Peninsula



With this year’s theme, ‘serving country’, the wreath laying ceremony at the Australian War Memorial was especially poignant. It’s a tradition that ORIC lays its own wreath