

Wurrumiyanga Appendices

APPENDIX 5.1 IGLDP Engagement in Wurrumiyanga

The following table is a summary of the Wurrumiyanga Field Notes: August 2013 – September 2015.

Stage 1 Engagements

Date	No. people	Topic of conversation, outcomes, actions
Mid-Late 2013	2	Jay Lumsden and Therese Puruntatimeri from Red Cross. Introduced the project, sought advice regarding how we should work, and invited the involvement of interested people
	2	Peter Penley and Mavis Kerinaiaua from PM&C
	2	Rosanna de Santis and Chris Bush from Tiwi Island Shire Council
	1	Nelson Mungatopi, Corrections Officer
	1	Andrew Kulentumama, After School Care supervisor
	11	Met with Tiwi Islands Shire Council
	2	Pauline Corpus and Kate When from Dept. Local Govt and Regions
	1	Richard Tungatulum from Catholic Care, L.A., Regional Council and Local Reference Group
	1	Pius Tipungwuti from Civil Works and L.A.
	1	Claudia Cantilla from Child Protection, NTG
	2	Bronwyn Rossingh and Mike Harrison from CDU

Stage 2 Engagements

Date	No. people	Topic of conversation, outcomes, actions
12 Aug 2014	5	Gave a project briefing at a Local Authority meeting in Wurrumiyanga
20 Aug 2014	2	Spoke with Rohan Thwaite and John Lotu (North Australian Aboriginal Justice Agency) about building capacities for both 'Tiwi Way' and Ponki Mediation to work with and support the mainstream court processes
21 Aug 2014	1	Spoke with Bruce Moeller (TIRC Governance Manager for the Local Authority) about the standing and current functioning of the Local Authority
26 Aug 2014	1	Spoke with Ippei Okazaki, Community Justice Centre about building capacities of Ponki Mediation to work with mainstream court processes
26 Aug 2014	1	Helen Bishop - mediator and previously worked for NAAJA on the Ponki Mediation process
27 Aug 2014	1	Colvin Crowe – Support Officer, Department Local Government & Regions
2014-15	1	Ongoing liaison with Kevin Doolan around workshop planning and delivery
6 Mar 2015	1	Norm Buchan (Secretary, TITEB): Introduced the project, and discussed possible future work with TITEB board members at Wurrumiyanga
24 Apr 2015	1	Norm Buchan (Secretary, TITEB): Prepared for our upcoming work with the TITEB board
5 May 2015	1	Spoke with Sister Anne Gardiner about current happenings in Wurrumiyanga, her work curating Tiwi history and culture at the museum, and about poor attendance by young

Date	No. people	Topic of conversation, outcomes, actions
		people at cultural events initiated and organised by museum staff.
6 May 2015	2	Margaret Kerinaua (Chair person, Tiwi Designs): Role on the board of Tiwi Designs Steve Anderson (Manager, Tiwi Designs): Running a social enterprise in Wurrumiyanga, and challenges around building both Tiwi people and the business
	2	Collaborated with Deb (TITEB) and Yvonne Dunn (Red Cross) so Women's group and workshop participants could attend a Red Cross community consultation event.
	1	Trevor (TITEB): Current changes and renovations to TITEB and its buildings and assets. Collaborated around an engagement exercise for selecting colour schemes for TITEB classrooms.
7 May 2015	1	Maryclaire Miliken (GEC): Changes to RJCP obligations and the effect on the community
8 May 2015	1	Mavis Kerinaua (IEO): Talked with Mavis about a diagram of Tiwi Way which she has gradually been developing as a resource guiding how organisations act in Wurrumiyanga
	2	Ruth Tipungwuti and Marge Munkara (Yellow shirts): About Tiwi Way and how it might be articulated to others
	1	Michaela Tipungwuti (Elder, TITEB Student): Spoke about several initiatives she was involved in to assist people in Wurrumiyanga. In particular, to support young people to stop playing cards, and to become more involved in looking after themselves and the community.
	1	Henriette Hunter (Catholic Care): Role of service providers in the community
10 Jul 2015	1	Daniel Lesperance (Acting Secretary, TITEB): Discussed the next iteration of our work with the TITEB Board.
17 Jul 2015	1	Daniel Lesperance (Acting Secretary, TITEB): Discussed the next iteration of our work with the TITEB Board, in particular the development of a shareholders agreement

Stage 2 Workshops

Date	No. people	Topic of conversation, outcomes, actions
11 Nov 2014	33	Mapping governance in Wurrumiyanga, and articulating how Ponki Mediation works with other governance structures and processes (e.g. the police, Local Authority, church, TITEB etc).
12 Nov 2014	7	'Tiwi Way' and how it influences and shapes the Tiwi people, language, culture and way of life. Note: Attendance was low as there had been a death in the community that morning
13 Nov 2014	21	Mapping governance in Wurrumiyanga, and articulating how Ponki Mediation works with other governance structures and processes (e.g. the police, Local Authority, church, TITEB etc).
28 Apr 2015	8	TITEB Board meeting and governance workshop. Electing new board members, and beginning work around how the board might strategically drive the company
5 May 2015	17	Telling stories of governance and leadership, raising and working through current key issues in the community, issues around breaking cycles of dependency and addiction
6 May 2015	17	Experiments in governance participation; involvement in two community consultation exercises
7 May 2015	16	Projecting towards future change. What will Wurrumiyanga look like in 20 years time?

Date	No. people	Topic of conversation, outcomes, actions
		How will we bring about change and keep things the same?
8 May 2015	5	Confidence building around capacity in the workplace Note: Attendance was low as this was the day after payday, and many people were involved in card games.
11 Aug 2015	10	Workshop focusing on Skin Group organisation, road map for the future and project evaluation
28 Aug 2015	3	TITEB board meeting and governance workshop

APPENDIX 5.2

IGLDP Activities in Wurrumiyanga

Schedule description of activities	An IGDLP Working Description	When, where, number of people...
<p>Working with community members to increase general understanding of principles of governance and leadership</p>	<p>Undertake conversations and more formal discussions of the topics ‘What is governance here and now?’ ‘What is leadership here and now?’</p>	<p>Workshops run in Wurrumiyanga using Rise Up facilitation techniques (134 people)</p> <p>These included activities focussed on governance:</p> <ul style="list-style-type: none"> • Listing and mapping current governance structures and organisations in Wurrumiyanga • Identifying organisation’s ownership and type e.g. government, non-government, service providers, enterprises, corporations • Considering the ways in which they are run, and their inclusion of Tiwi skin group and clan group representation e.g. on boards, committees, councils, executives • Discussing the future of Wurrumiyanga • Considering ways in which people work in different ways in doing governance work, and relations between doing governance work, caring for the community, and upholding Tiwi Way <p>And activities oriented around opening up the question ‘what is leadership’, and offering the space for a variety of responses. In particular, noticing and exploring</p> <ul style="list-style-type: none"> • A disconnect between the over-commitment of some community members in governance work, and the disinterest of other • How to support those on councils and boards • How leadership may be recognised as taking a variety of forms (e.g. as happening in the home as well as in ceremony or board meetings) <p>Workshops and directed mentoring with the TITEB board also focussed not only on governance skills and compliance, but how the coordination and running of a company may work for the community (8 people)</p>
<p>Facilitating more representative community groups and committees that are supported by traditional governance structures</p>	<p>Identify organisations that seem to be somewhat aligned to kinship system governance structure; become familiar with their working through respectful conversations</p>	<ul style="list-style-type: none"> • Sought the guidance of elders and Ponki Mediators around the direction of the project work (see Stage 1 report). • Conducted a number of Rise Up workshops specifically including elders, Ponki Mediators and members of the Wangatunga Strong Women’s group (Dec Quarterly Report, p.42). • Facilitated the development of a strategy to strengthen the Skin Groups and their governance capacity as a key organisation in the community • Facilitate election of a TITEB board which includes adequate representation of skin and clan groups.
<p>Working with community groups to co-ordinate and streamline existing groups and committees which may include</p>	<p>Catalyse conversations amongst community members on the active groups in their</p>	<p>See point 1 above.</p> <p>A key concern within the workshops was the stress that participation on boards and committees places on a small number of key members in the community.</p> <p>Some elders were clear that their concern was not the over or under supply of services, but how available services might work, together and</p>

Schedule description of activities	An IGLDP Working Description	When, where, number of people...
amalgamating groups	communities that are in some way concerned with general issues of community governance. Participate in these conversations by respectfully asking questions	separately, to produce change. This helped to produce discussion around: <ul style="list-style-type: none"> • Appropriate conduct in community meetings • Role of different service providers • Implicit models of coordination between service providers (and how these models might be more closely aligned with a visual representation of Tiwi Way)
Providing technical training to individuals and community groups to increase capacity to engage with government	Be sensitive to the sorts of 'technical' capacities that community members need in order to be usefully engaged in community governance (e.g. setting up email accounts) and support community members in increasing their capacities	While the focus of the Rise Up workshops was not governance training per se, they offered participants technical guidance in a number of areas. <ul style="list-style-type: none"> • Understanding and completing forms • Understanding and signing timesheets and contracts • Participation in engagement processes (e.g. as facilitated by government agencies or service providers) • Oral presentation skills They also offered opportunities to be guided through a number of real and mock consultation processes Governance workshops with TITEB board
Support community members to be actively involved in planning and implementation of services delivery	Catalyse discussions of what the phrase 'government services' means; ask for help in identifying what government services are delivered in the community and how.	Workshops run in Wurrumiyanga using Rise Up facilitation techniques (124 people) At times there seemed to be a rather poor understanding of the role of service delivery in the community, and of service delivery as a form of governance. Enterprise development and land management working through clan groups appear to me more advanced than interest around Tiwi delivery of services in the community, perhaps facilitated through Skin Groups. However, in working with the new Skin Groups working groups, it was significant collaboration with service providers in being able to deal with issues in the community through a cultural approach that would be enabled by this new organisation.
Provide mentoring and coaching to emerging community leaders	Identify potential leaders; discern if possible the constituencies that this leader is coming to represent; discuss ways that leaders	We have been encouraging and supporting young leaders, coaching them around acknowledging family, continuing Tiwi Way, and being confident and capable in meeting situations. We had high expectations of the participants, impressing on them that they can all step up and become a leader, and that leadership does not just exist in organisations, and on boards and councils; also happens at home, in family and in the community.

Schedule description of activities	An IGDLP Working Description	When, where, number of people...
	and their constituencies might interact respectfully.	

APPENDIX 5.3

IGLDP Emerging matters in Wurrumiyanga

<p>Governance and Leadership issues emerging from the Community</p>	<p>Who and under what circumstances</p>	<p>What did you do about it? What happened?</p>
<p>Requests for assistance around new enterprise development</p>	<p>We held a number of conversations with Tiwi people (both within and outside of workshops) regarding their interests in developing small enterprises as a source of employment</p>	<p>We were always encouraging of these potential initiatives, and supported people to begin planning the different aspects of running a business and the steps that they might take down this road.</p> <p>We did not see the work of establishing businesses and enterprises as falling within the remit of this project, so we were not able to spend significant amounts of time helping people to do this work.</p> <p>There was also a slight lingering concern, that while people were often being asked to imagine themselves as small business owners and entrepreneurs, that the lack of ongoing support for these initiatives as they begin to navigate Western finance systems and bureaucracies may be setting people up to fail.</p>
<p>Requests for facilitation services</p>	<p>Individuals and organisations in the community frequently approached us requesting the services of an external but understanding facilitator as they tried to work out disputes between organisations in the community, or to initiate meetings between service providers which might assist to coordinate their collective vision and ways of working in the community.</p>	<p>While being supportive of processes which might see service providers and other organisations coming together in the community, these requests began to come very close to the end of the project, and were beyond what Rise Up could commit to offering without entering into a business agreement.</p> <p>However, it is interesting to note here that there seems to be an expressed interest in such services as Tiwi and nonTiwi people and organisations try to work out how to coordinate their activities in Wurrumiyanga, and together look for ways to prevent duplication or competition between services, or to engender their current working practices which a more cultural approach to working.</p>
<p>Requests for letters supporting court proceedings, verifying activity and accrediting participation</p>	<p>Community members attending workshops.</p>	<p>People attending workshops were often caught up within multiple layers of accountability in the community. They needed to be able to verify where they were during working hours, and the activities they were engaged in. Where necessary we were able to help with drafting or providing letters accounting for people’s whereabouts. However, we were not able to offer accreditation related to workshop attendance, as we were not offering a standard training program.</p>