

Walking slowly, Listening deeply

*Foundation for Indigenous
Sustainable Health*



"Healthy spirit, heart, mind and body,
healthy families, community and land"

ACKNOWLEDGEMENT

FISH acknowledges Aboriginal and Torres Strait Islander people as the first peoples of our nation and as the traditional owners of the land. FISH acknowledges that there were hundreds of different First Nations groups within Australia prior to European settlement, each with their own distinctive language, customs and lore. Under traditional lore and custom, First Nations people have cultural responsibilities and rights in relation to the land of which they are the traditional owners. First Nations people have a living spiritual, cultural, familial and social connection with the land. First Nations people have made, are making, and will continue to make, a significant and unique contribution to the heritage, cultural identity, community, and economy of Australia.



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Our Vision

Aboriginal people are **confident, connected, healthy**, have equal opportunities with education, training, employment and life choices, and are valued as **positive and healing contributors** who lead others to **care for each other and for Country**.

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Our Story

FISH was established in 2010 to address the severe housing crisis in Indigenous communities throughout Australia. Our work has since expanded to include education, health, justice and cultural initiatives. Acknowledging Aboriginal and Torres Strait Islander people have a living spiritual, cultural, familial and social connection with the land, FISH seeks to bring healing to the spirit, heart, mind, body and land to help create healthy people and communities.

WHAT WE DO



Social and emotional wellbeing from an Aboriginal and Torres Strait Islander worldview encompasses a healthy spirit, heart, mind, and body, plus healthy families, communities, and land (central circle in diagram).¹ To achieve our vision, we also work on breaking intergenerational cycles of trauma, poverty, and engagement in the justice system for Aboriginal and Torres Strait Islander people by addressing the socio-economic determinants of wellbeing: Creative, Education, Home Ownership, Employment, & Justice (outer circle in the diagram) in a culturally secure and sustainable way.

FISH strives to create equal opportunities in education, training, and employment that empower and enable Aboriginal and Torres Strait Islander people to become positive and healing contributors who lead others to care for each other and for Country

¹ SEWB is a community-owned concept, first formally referenced in the National Aboriginal Health Strategy,

1989. Diagram adapted from Gee, Dudgeon, Schultz, Hart, & Kelly, 2013.

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Board of Directors

FISH's Board of Directors comprises 50% Aboriginal people with a current vacancy to be filled giving over a 65% majority. All our Board Members are highly qualified and passionate about bringing positive long term sustainable change led by and for Aboriginal and Torres Strait Islander people.



Liza Fraber-Gooda

(Co-Chair)

Bidjara, Ghangulu and Iman Woman.

Co-Founder of Redspaar Safety and Safespear, Director of Spear Foundation.



Dr Scott Martyn

(Co-Founder & Co-Chair)

Medical practitioner, engineer, innovator, and researcher.



Karen Jacobs

(Deputy Chair)

Traditional Owner of Whadjuk Country. Managing Director/ Chairperson of Indigenous Economic Solutions and Chairperson of The Whadjuk Foundation.



Tim Dorset

(Board Secretary)

Partner at Clayton Utz law firm.



Rita Lusted

Noongar woman, with ties to Wilmen and Koreng boodja.

Principal Consultant Ngaparrtji Ngaparrtji Two-Way Science. Department of Education.



Noel Prakash

Head of Indigenous Business and Community at National Australia Bank.



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Cultural Framework

The purpose of this Cultural Safety Framework is to ensure that we are working in reciprocal relationships with each other, with communities, and with a focus on "PEOPLE" to effectively achieve our vision.

VISION:

Aboriginal and Torres Strait Islander people are confident, connected and healthy, have equal opportunity with education, training, employment and life choices and are valued as positive and healing contributors, who lead others to care for each other and for country.



1. Our People

We are working to create a culturally safe place for people, therefore people need to be at the core of this framework, whether they are employee or a recipient of the services our organisation is providing.

2. Our Values

Our core values must surround an individual, and it is upheld by the individuals, to form the foundation of how we work together in a culturally safe environment to deliver greater impact through the purpose and vision of the organisation.

3. Our Relationships

Our values should inform how we establish positive relationships, with our youth, elders, and country. Furthermore, building our strong connections to protocol, truth telling and lore.

4. Our Priorities

Our values and the relationships will inform and guide our ability to deliver on the priorities set by the organisation.

5. Our Impact

When we can embed our values within what we do, we build long lasting relationships, that support effectively delivering on our organisational priorities to have the greatest impact on our people.

KEY ACHIEVEMENTS AND MILESTONES THIS YEAR

- Obtained Development Approval for FISH Myalup Karla Waangkiny Healing and Justice Initiative.
- Three successful medical technology trials in remote communities.
- Flood relief program in Kimberley Region.
- Growth of FISH's social enterprises, including retail store in Fitzroy Crossing.
- Delivered educational workshops and training to schools and organisations.
- Continued development and expansion of Aboriginal Home Ownership Initiative.
- Expanded partnerships with Aboriginal artists and creators.

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FISH Myalup Karla Waangkiny Healing and Justice Initiative



A Place to Heal

FISH has worked with First Nations people within the justice system and from across Australia to co-design a place and program where First Nations people can heal and receive holistic support to break intergenerational cycles of trauma, avoid (re)engagement in the justice system and contribute positively to society.

FISH has acquired an 11ha site in Myalup, South West WA, which will be the site for the "FISH Myalup Karla Waangkiny Healing and Justice Initiative". The initiative, including site design and the content of the healing and justice program, have been co-designed by our Aboriginal Co-Design Group – a group of 28 Aboriginal Elders, leaders and people with lived experience of the justice system.

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Members of the Co-Design group at a meeting on site



The journey-Myalup Karla Waangkiny Justice Healing Initiative

2017

- ✓ National working group established
- ✓ Decision to pilot program in WA

2018

- ✓ Selected Binjareb (Peel) region
- ✓ Explored locations within Peel Business Park plus Alcoa site near Dwellingup
- ✓ Piloted Men's Cultural Healing Programme at Casuarina Prison
- ✓ Discussions with Rae Group identified Myalup site

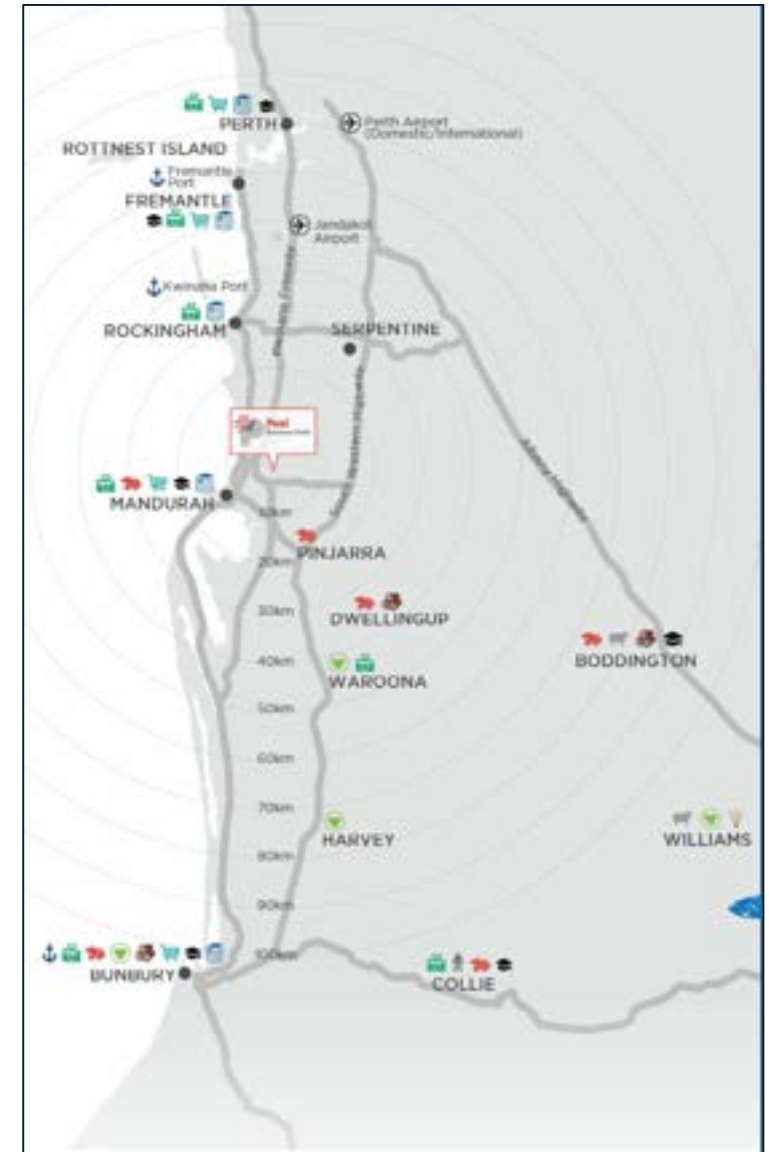
2019

- ✓ Second Men's Cultural Healing Programme at Casuarina Prison
- ✓ Secured 40 year lease to Myalup site from Rae Group
- ✓ Prepared conceptual site design for Myalup
- ✓ Decided which social enterprises to create

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The journey-Myalup Karla Waangkiny Justice Healing Initiative



2020

- ✓ Elders visit to confirm site choice and decide name
- ✓ National Co-design Group established
- ✓ Marman (men) & Yorga (women) groups codesign conceptual elements of site design, social enterprises and participant programs- By Mob, For Mob

2021

- ✓ Begin discussions with government re; funding
- ✓ Co-design sessions to confirm understanding and refine vision
- ✓ Employment of FISH Aboriginal Co-design co-ordinator

2022

- ✓ In-depth negotiations continue with state govt. and departments including Main Roads, Watercorp and DFES
- ✓ Myalup Implementation working group established

2023

- ✓ Annual Co-design gatherings bringing interstate members and local mob together onsite
- ✓ Sonya Rogers bequest and Paul Rammsey funding supports ongoing work
- ✓ WA planning commission approval for 11 ha site development

The journey-Myalup Karla Waangkiny Justice Healing Initiative



2024

- ✓ Funding enabled FISH to establish dedicated FTE roles
- ✓ Regular co-design meetings to continue refining operational modelling and community need
- ✓ Negotiations continue with State & Federal govt and private philanthropists and groups for info structure funding
- ✓ Solid Sista's program being trialled in community
- ✓ Building relationship with Aboriginal Rangers and Harvey AC
- ✓ Annual codesign gathering- activating Country & Community



Above: Full project has been granted Development Approval.
Design by Co-Design Group and FISH architect Jara Romero.

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The journey-Myalup Karla Waangkiny Justice Healing Initiative

Key lessons and Insights

Co-Design Group



Greg Little

May McGuire

Dennis Jetta

Melba Wallam

Koodah Cornwall



Shirley Harris

David Wirpanda

Donna Wallam

Troy Bennell

Lesley Ugle



Robert Taylor

Sharon Cooke

Jeff Amatto

Liza Fraser-Gooda

Frank Mitchell



Karen Jacobs

Buddy Cornwall

Karen Jetta

Kallan Nannup

Renna Gayde



Corey Kahn

Rita Lusted

Adam Drake

Delvene Cornwall

Chris Nannup



Alyssa Whitby

Brad Vitale

Kaisha Champion

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- ❖ 9 years is a long time to hold hope
- ❖ Challenges include COVID, Kimberly floods, failed referendum
- ❖ Significant sorry time, adversity and loss of hope
- ❖ Working with Mob from many Nations whilst honouring TO's, Lore and protocols can be challenging
- ❖ Commitment to the TRUE vision of the Co-design Group
- ❖ Sustainable, systemic change takes time, often generations
- ❖ Walking slowly, listening deeply allows us to work in relational way, not transactional
- ❖ Learning from our Elders, Leaders and Young people
- ❖ Creating opportunity for community and individuals- CTG
- ❖ Drawing on passion and commitment of FISH board & Team
- ❖ Honouring the generosity of our partners and community
- ❖ Getting it right, holding hope together, sense of solidarity

“When I was incarcerated, on remand, I was at the lowest point in my life. What I needed was compassion, connection and a place to heal. Prison was not that place and only served to compound my trauma. Together we have designed a place of hope, cultural reconnection and healing for people like me; to bring real, lasting change.” Renna Gayde Co-design Member



Thank you-

- Co-design group
- Harvey Aboriginal Corp
- Winjan, Harvey, Waroona Rangers
- Djinda Bridya Wellbeing
- Rae Group
- GHD
- Tjuart Architects
- Clayton Utz
- Kardan construction
- Wilco electrical
- Safe spear
- Total Project Solutions
- Project Management Solutions
- Think Impact
- Blackfisch
- Mob Co
- Paul Ramsey Foundation
- Sonya Rogers Family
- Anderson Family Trust
- Social Reinvestment WA

“We cannot do what we do without the support and passion of so many people”

CEO)

(Mark Anderson-FISH

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