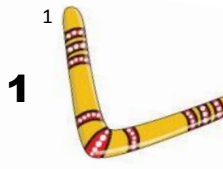


david
wirrpanda
foundation

**‘INQUIRY INTO THE CONTRIBUTION OF SPORT TO
INDIGENOUS WELLBEING AND MENTORING’**

***A SUBMISSION ON BEHALF OF
THE DAVID WIRRPANDA FOUNDATION***

Submitted by
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A MESSAGE FROM OUR DIRECTOR

“After years of doing community work, the David Wirrpanda Foundation is a formal way of recognizing the influence sport has on the lives of our children. The Foundation is a dream come true for me. I made my debut with the West Coast Eagles in Round 5 of the 1996 AFL Season, at the age of 16 years, and played in the 2006 premiership team. My first passion isn’t sport however, its community work in helping to improve the lives of young Indigenous Australians. But using sport as a magnet to attract our young Aboriginal people into positive activities to improve their education and wellbeing is an amazing tool that must be utilised. I hope you find this submission of assistance, and agree that sport has a a vastly significant contribution to the health and wellbeing of Aboriginal people”.



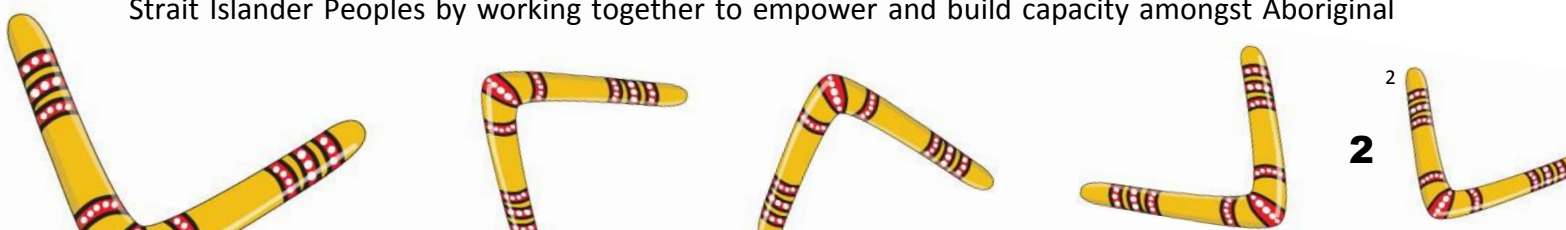
2012 NAIDOC Person of the Year David Wirrpanda

SUBMISSION SUMMARY

- The David Wirrpanda Foundation was born from an idea our Director, David Wirrpanda, had to increase the retention and attendance of Aboriginal children in education. David, a former AFL premiership player, knew first hand how passionate his people were about sport, and how this can be used to attract Aboriginal people to positive programs.
- Sport is as a successful tool of engagement for the David Wirrpanda Foundation, but it is not the key priority of our programs. Programs need to include health, sport and physical activity componants, but must also focus on educational, employment and healthy lifestyle outcomes to address the gap in equality between Aboriginal and non-Aboriginal people
- Sport provides an equality for Aboriginal people, a sense of belonging, improved relationships and increase sense of well-being.
- Sport and mentoring programs must use Aboriginal people as role models and mentoring staff. This ensures that the programs are driven by Aboriginal people, and are culturally appropriate. All of our Aboriginal role models are either current or former elite athletes or high achieving positive role models in the community.
- Working with sports organisations as partners ensures a sustainable collaboration that will create a lasting legacy
- Mentoring needs to be the key component of all programs, to really have an impact on a participant’s life, and role model mentors must be trained appropriately.

ORGANISATIONAL BACKGROUND

The David Wirrpanda Foundation exists to improve the quality of life for Aboriginal and Torres Strait Islander Peoples by working together to empower and build capacity amongst Aboriginal



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individuals, their families and their communities. All of our mentoring programs aim to reduce the gap between Aboriginal and non-Aboriginal people in our society through a cross-generational approach that:

- Increases the retention of Aboriginal and Torres Strait Islander students in school
- Improves the life choices of Aboriginal and Torres Strait Islander Peoples by encouraging further study or entry into the workforce
- Sustains Aboriginal Employment through cross-cultural training
- Improves the health of Aboriginal and Torres Strait Islander People

The Foundation aims to increase the retention of Aboriginal students in school and improve their life choices after leaving school by encouraging further study or entry into the workforce. This aim has been met through the delivery of carefully constructed, culturally inclusive programs which assist Aboriginal children, families and the community to be better equipped to contribute to significant social decisions that directly impact upon their lives.

Our programs are delivered in metropolitan and regional Western Australia, including Bunbury, Mandurah, Narrogin, Karratha, Wickham, Broome, Kellerberrin, Northam, Katanning and Perth. We have 3 interstate programs in Queanbeyan & Sydney, NSW and Healesville, VIC. Our programs include:

- **Deadly Sista Girlz Program** – run in 10 local schools, 7 community locations and 3 schools interstate, the program has engaged 2,500 girls over the past 4½ years. In 2012, the Commissioner for Children named the *Deadly Sista Girlz Program* a WA best practice program for improving the wellbeing of young people
- **Troy Cook Health and Leadership** - a 10 week program for young people to experience the life of a professional athlete alongside program mentors. Over the past 4½ years, the program has successfully engaged 2,500 young people aged 13 to 17 years
- **The Wirra Club** – a reward based program aimed at keeping Aboriginal children in school and improving behaviour and achievement. Attracted 12,800 young people since 2005
- **P242 Indigenous Employment Program** - aimed at inspiring and creating opportunities for long-term unemployed Aboriginal people aged 18+ to reach their full potential and gain employment. *'Solid Futures'*, a P242 Employment Program won the WA Training Excellence Award in 2011
- **Gwabba Yorga - Gabba Worra** - a binge drinking program aimed at Aboriginal girls' (12 - 17 years). Currently being developed as a pilot program in partnership with Netball WA
- **Moorditj Mums** – a pilot program aimed at young mums to encourage better parenting and pathways to education and employment. We have worked intensely with nine Aboriginal mothers and their children to help them gain employment or further education
- **Wickham Wirra Club Homework Centre** – 3 days/week to provide healthy snacks and support with homework. Fully supported by the community and Roebourne District School, we have received another three years' funding from Rio Tinto due to attendance and retention successes.

The David Wirrpanda Foundation has agreements/MOUs with over 22 funding bodies/partners. We've reached over 20,000 Aboriginal people and recently received a National Community Crime Prevention Merit Award for our work in Indigenous communities.



OUR DAVID WIRRPANDA FOUNDATION MENTORS' STORIES

Kirby Bentley – Deadly Sista Girlz Mentor

(current All Australian AFL player, former netballer for West Coast Fever)

“The contribution of sport to Indigenous wellbeing and mentoring is challenging our values of a healthy lifestyle, commitment and the ability to showcase our strengths. It allows us to step out of our comfort zone enabling to build on confidence. Once someone has the confidence to build as a person/ athlete, their commitment will engage them in the healthy lifestyle contributing to eating healthier and setting a fantastic example for their family, mentoring them through living healthy, setting and achieving goals and overcoming challenges which can help in everyday life and values. Sports helps mould us as a people, helps us find a new meaning to fight for something, like playing in a grand final and knowing your team mate trusts in your ability to produce something amazing, to work hard and do the one per cent to achieve the ultimate, to contribute your time and effort and go the extra bit. Sometimes we don't feel that much acknowledgment in any other arena as much as we do when we play sport”.

Dale Kickett – Plan 2morrow 4 2day Mentor

(Former AFL Player for Fremantle FC, St Kilda FC, Essendon FC, West Coast Eagles FC, Fitzroy FC)

“The contribution sport has had on the Indigenous community can sometimes be underestimated in terms of breaking down barriers of equality, the impressions that either side of each(the Indigenous cultures and the wider community cultures has of each other), the obvious health benefits through being active physically, and mentally through the social interaction of being a player, coach, administrator or just a supporter. So there has been some Indigenous legends created through the interaction of themselves and sport but more importantly its opened doors to education, about each other's cultures, and created pathways for our young to follow”.

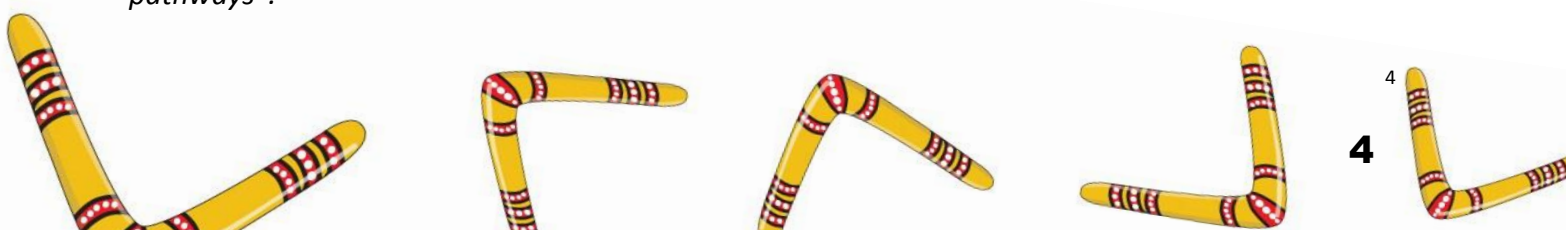
Alicia Janz – Plan 2day 4 2morrow Lifestyle Coordinator

(Former West Coast Fever netballer, current West Australian State netballer)

“The values you learn and adopt from being a part of sport helps throughout all areas of life. These values can influence anyone you meet whether its strangers, friends, family and influences the choices you make in life. Playing sport also gives you a sense of self-belonging and happiness. Being a part of a team and sharing the wins and losses of competitions and being a part of something that isn't just about you but everyone that enjoys it whether it's an opponent or a spectator, it brings everyone together.

Whether you're an Indigenous person from a community or the big city you can still play sport and have the positive influence and belonging it brings. Participating in sport whether it's at a grass roots level or the elite you always receive or give feedback. What you choose to do with it is up to you. This whole aspect of learning and teaching each other is similar to mentoring. Being able to understand where one person is coming from and where they want to go while being able to explain things in a way they understand. This is not limited to anyone and gives you the freedom and pride to help anyone without feeling judgement.

Sport has pathways to help someone get from where you are to an elite level. It provides small goals or stepping stones of getting from one place to another. It's similar in life in everyone has goals but don't quite know where to go or how to get there. It allows people to have a dream and know they can get there. It helps with wellbeing in knowing you can dream and achieve those dreams. It also helps with mentoring in creating new pathways and helping others to create pathways”.



Jarrad Oakley-Nicholls – Plan 2day 4 2morrow Mentor

(Current East Perth Footballer, former Richmond Tigers and West Coast Eagles Footballer)

“Sport is somewhere we can go and not have to worry about all the rest of the things that are going on at home for a few hours. It break down barriers between Aboriginal and non Aboriginal people. It brings brings families together and helps with physical and mental issues”.

Josie Janz – Deadly Sista Girlz Program Coordinator

(Current player for West Coast Fever netball club, State netballer)

“Growing up in a small town there wasn’t a lot to do, I always looked forward to playing sports throughout the week whether it was training or a game. We were like a little family, most of my group of friends combined to make a team and we used to compete in a range of sports together like netball, basketball, volleyball and athletics. We were able to be competitive in a safe environment whilst also having fun and being social with other community members. Playing sports, namely netball, taught me a lot about my strengths, how to work with other people, having good communication and self-discipline. Sport allowed me to connect with my community and feel proud to play and represent our town or region. In Derby where I grew up there was no ‘shame’ in playing sport and being good at it”.

Ken Maley – Chaplain, Toll Group

(DWF Partner)

“I am currently working with an Indigenous woman who has made spectacular progress in a short space of time, in lifting herself from a tragic past of crime and abuse, to have recently been awarded as a top 3 finalist in the National Employment Services Awards, for her achievement. Having given herself permission to see herself as a success, for the first time in her life, she is now burning with a desire to become an inspiration for others who share her background.

She attributes much of her success to her prime focus that she has built in the past year to martial arts, namely Muay Thai, and sees the sport as the means to her new found health and discipline. I would love to help her to put her enthusiasm to good use, and so am looking for opportunities by which she may be helped to do this.”

Troy Cook – Troy Cook Health & Leadership Program Manager

(Former AFL footballer for Perth Football Club, Fremantle Dockers FC and Sydney FC)

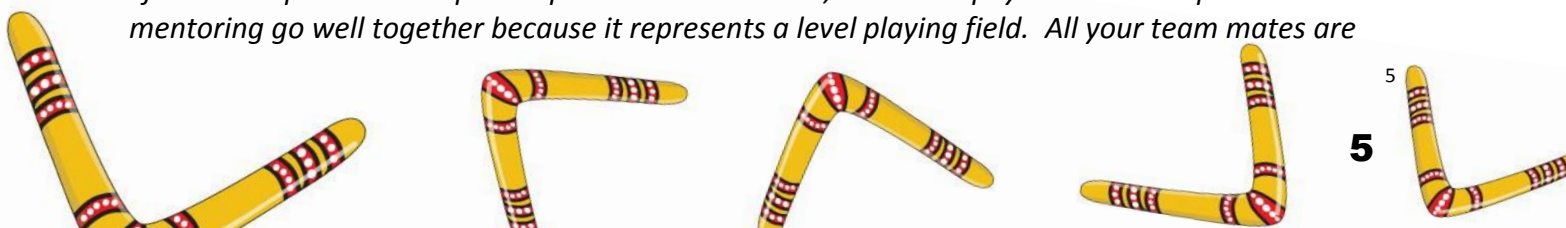
“Sport is an important aspect and vital for Indigenous people. They have the opportunity to showcase their talents in their chosen sport, make friends, stay healthy physically and mentally and become role models for their family, friends and community. In regards to mentoring, the more experienced players can guide a mould the younger generation to become successful at their chosen sport by passing on their stories and experiences. Identifying the do's and don'ts and encourage them through tough times when it's needed”.

Ashley Walley – Administration Officer

“Sport contributes to indigenous self esteem and wellbeing. It allows Aboriginal people to participate in community activities and development. Aboriginal wellbeing is enhanced by the mere fact that healthy bodies and healthy minds equal healthy families and communities”.

Shannon Maguire – Moorditj Mums Program Manager

“Sport is a way of community, being apart of a club can give you a sense of belonging. The friendships made through sport are mostly positive, meaning that you positive influences in your life and it is proven that sport improves mental health, as well as physical health. Sport and mentoring go well together because it represents a level playing field. All your team mates are



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equal (no matter their strengths) and just as important as each other. Being a mentor, this allows you to be seen as equal to your mentee, which opens up doors. Sport lets you forget about the problems of the world for a little while and just focus on the ball; it's a great way to just let things go".

Annie Dann – Deadly Sista Girlz Mentor

"Sport has helped me build my confidence to speak with people I may be too shy otherwise to speak too (As I am a shy person). It helps me to relieve stress therefore I am a much happier person. It helps to make friends. I have seen certain sports help others get back on track, as this gives them confidence as they are good at that particular sport".

DAVID WIRRPANDA FOUNDATION COMMENTS ON SUBMISSION TERMS OF REFERENCE

Focus 1 - Increasing Indigenous participation, including opportunities for Indigenous women

Gwabba Yorga, Gabba Warra (GYGW)

The GYGW program is an innovative, pilot program, aimed at engaging Indigenous girls between 12 and 17 years. The program focuses on increasing awareness about the effects of binge drinking, reducing involvement in this activity and ultimately preventing binge drinking altogether. Teaming with Netball WA and their positive role models enables us to attract and engage girls in a healthy activity and couple this with the anti-binge drinking message.

Netball is the ideal vehicle to engage Indigenous girls. It has the highest participation for female team sports, with ~1 million participants. Netball is played in most regional towns in WA and is very popular among Aboriginal communities. And elite netballers, such as Bianca Giteau (nee Franklin), Josie Janz, Stacey Mourish, Kelly Headland, Alicia Janz and Kirby Bentley have worked with DWF and are excellent role models for young Indigenous girls.

Over 140 young girls are directly targeted by this program. By using annual netball events, the anti-binge drinking message is extended into the broader community, with up to 5,000 girls and their families and friends reached. Young people look to adults, their parents, older siblings, sports stars and the media for role models. The GYGW program provides positive role models, mentors and tools to help girls understand that they don't have to drink to have a good time when they go out.

Benefits to the community include:

- Active involvement of young girls in a healthy activity (netball) – less anti-social behaviour and higher levels of personal fitness and self esteem
- Greater awareness of binge drinking and its effects – ultimately reducing this behaviour and associated problems, such as criminal activity, truancy, violence, health issues etc
- Includes rural and metro areas – a direct response to rural communities that are in desperate need for programs for Indigenous girls
- Extends to families and the broader community – through various netball carnivals and events. This enables the anti-binge drinking message to be communicated to influencers outside the target group, resulting in less alcohol related anti-social behaviour and positive health benefits
- Builds skills and capacity – coaches, mentors and support staff will be trained in how to raise awareness on binge drinking, reduce involvement in this activity and increase girls' personal responsibility



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- Pilot program can be easily transferred into other areas – the program can be used by communities throughout Australia, with key learnings and successes used to implement programs for boys, other sports and with other partners.
- Reinforces the importance of women and their leadership and influence in the community; empowering young girls to create brighter, healthier futures for themselves, their families and their communities.

Deadly Sista Girlz

Using netball to engage Indigenous girls is a successful strategy. The Deadly Sista Girlz (DSG) Netball Program (formerly Dare to Dream) is designed to build self-esteem and confidence in young disadvantaged women and it engages, inspires and empowers the young women to become leaders in their families, schools and communities. The program combines netball and 'life skills' while mentoring young women about how to improve their health, education and employment outcomes.

Participants were selected by the Aboriginal and Islander Education Officers, Welfare Teachers and Year Coordinators and then invited to participate in the NSNP DSG Netball Program. Invitations to the program were given to the girls who had poor attendance and/or behaviour outcomes and who were considered at risk of disengaging and/or engaging in risky behaviours. Approximately 80% of the participants do not play netball and many had never played before. DWF partners with Netball Australia, delivering the Deadly Sista Girlz program under DEEWR's 'No School No Play' initiative. Netball is used as a medium in five schools to engage girls and encourage them to attend school. Identity, goal setting, communication, learning styles, leadership, healthy relationships, sexual health, nutrition, drugs and alcohol, financial literacy and personal hygiene are also covered. Results include positive growth and development in the girls, and high engagement and retention rates.

The Mentors are working weekly with the girls in the program and have really started to notice changes in girls' attitudes, behaviours and engagement. It has been wonderful to see the older students, or returning girls to start to lead the younger participants, *"The girls from last year really stepped up and I've buddied them up with the year 7/8 girls for our sessions as some of the younger girls are very shy (and 2 are actually illiterate) so I thought that would help out. It was also really great hearing the older girls talking to the younger ones about the program and their experiences; they have really matured this year which was great to see"*. The older girls are providing strong role models for the younger girls and are starting to influence them beyond the program sessions, *"We talked about fighting in the school and community, we still have a few year 8 (girls) that are causing a lot of trouble with other students in the school. Some of the older girls in the group talked about the need to make good friends in the school and not bully other kids into fearing them"*.

The Mentors meet with the Aboriginal Education Officers, or Deputy Principals, before or after each session to gain some insight into some of the issues or events that has happened since their last session. The weekly delivery is providing is helping to provide a much more stable environment and a consistent behaviour management program. Some of the schools have used 'removal of the program' as a punishment for girls who have not been behaving. In these cases, the Mentors spend some one on one time with the students, talking to them about their actions and behaviours. *"(One of the) girls' had a meeting with the deputy and was banned for a week from (the) program....The girls were well behaved in the second week after a discussion about (their) behaviour the week before"*



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Communication and relationships are improving between each other, their peers and their teachers, this is driven by the mentors facilitating discussions around improving communication. *"We then had a round table discussion on the difficulties of communicating in a classroom setting and some of the things we can do to overcome those (making eye contact, speaking clearly, using palm cards, being prepared and listening when someone else is talking)".*

The girls' confidence and pride has really developed throughout the program: *"One of our girls, Chloe Harvey spoke about reconciliation and what it means to her personally along with the reading of a poem. Quite a few of the staff faculty commented on the wonderful attendance of the Aboriginal girls and how fantastic it was to hear one of them speak".*

The girls are communicating better with their teachers and the activities have helped to build and create this interaction *"The other really great thing to report on was the fantastic interaction between the girls and the teachers in an informal setting. The teachers showed a lot of interest and gave the girls a lot of positive praise for the coffee shop. I also heard quite a lot of teachers congratulating Kiah on her athletic achievement last week"*

MOUs were developed and completed for each school. A consistent point of contact was developed at each school, which made it easier for communication about the program.

DWF Operations Manager has had regular contact with the schools, are they are extremely happy with how the program is going and the outcomes the program is having. DWF collects weekly attendance data and feedback from the participants and schools. We also collect written feedback through surveys a couple of times per year.

The Deadly Sista Girlz program, was earlier this year, recommended as a best practice project by the Western Australian Commissioner for Children and Young People.

The Foundation are currently in the initial stages of a Social Return on Investment of the Deadly Sista Girlz Broome program.

Troy Cook Health & Leadership

The aim of this program is to build healthy and active lifestyles for our future generation. Troy Cook has developed a program including health, mental wellbeing and substance abuse. Troy's program is a ten week program designed to provide the opportunity to experience the life of a professional athlete by participating alongside the program mentors. The program empowers the participants, in secondary school and in our pre-employment programs, to evaluate opportunities and challenges associated with day to day living in society and teaches them how to take action to lead a healthy lifestyle, to avoid injury, make socially and personally responsible decisions and reduce threats to your health and well being.

The Troy Cook Health & Leadership/Peel Health Campus Indigenous Football Program has been developed to engage, support and mentor Aboriginal boys aged 13-15 years of age. The participants are invited to attend the program based on their football potential and their level of disengagement from education and community. This program, as all of our programs, is delivered by strong Aboriginal mentors in a culturally inclusive and engaging way.

Focus 2 - Utilizing sport as a vehicle to improve outcomes for indigenous people

Deadly Sista Girlz

- Our Deadly Sista Girlz program is run in partnership with Netball Australia



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- All of the sessions are delivered by Aboriginal and Torres Strait Islander role models and the majority of the programs are also delivered by elite netballers such as Melbourne Vixens and West Coast Fever players
- We use netball as a 'magnet' to engage the participants. The first hour of our weekly program includes sessions on communication, goal setting, sexual health, financial literacy etc, and in the second hour we take the girls for a netball or physical activity session. This keeps the girls engaged and motivated to attend our sessions, and encourages team work and confidence
- All girls are mentored by our dedicated Aboriginal role models who have all completed completed Senior First Aid, Food Cents course, Certificate 3 in Drug and Alcohol Counselling training, Suicide Prevention training, Nuts and Bolts, and Moorditj Training (sexual health).

Gwabba Yorga, Gabba Warra

- Gwabba Yorga, Gabba Warra is delivered in partnership with Netball WA
- We use netball as an engagement tool to attract Aboriginal girls to the program (netball sessions and carnivals) and after some netball and physical activity, we deliver sessions around binge drinking and the risks associated with this
- All girls are mentored by our dedicated Aboriginal role models who have all completed completed Senior First Aid, Food Cents course, Certificate 3 in Drug and Alcohol Counselling training, Suicide Prevention training, Nuts and Bolts, and Moorditj Training (sexual health).

Troy Cook Health & Leadership

- Troy Cook Health & Leadership is delivered in the Peel region of WA in partnership with Peel Thunder Football Club
- Football is used heavily as an engagement tool. Many of the secondary aged boys who attend this program only attend school on the days in which we deliver as they are so passionate about football and sport, however are disengaged from school. Our Aboriginal mentors (current and former AFL footballers) work closely with the schools to re-engage the boys back into education, using this program as a 'magnet'
- All participants are mentored by our dedicated Aboriginal role models who have all completed completed Senior First Aid, Food Cents course, Certificate 3 in Drug and Alcohol Counselling training, Suicide Prevention training, Nuts and Bolts, and Moorditj Training (sexual health).

Wirra Club

- The Wickham Wirra Club Homework centre is a rewards based program, and its focus is keeping Indigenous children in school and improving standards of behaviour and achievement
- It is the provision of an educational and social meeting place, prioritising physical activity sessions provided by role models and mentor sessions
- The Primary School participants really enjoy attending; they all get stuck into their homework without being prompted most days, and try to do the very best they can, so they can then go and play sport and other activities with their peers as a reward. Sport is again used as an engagement tool in this program.

P242 Indigenous Employment Program

- Plan 2day 4 2morrow focuses on Indigenous people who are keen to enter the workforce and require some extra support. In partnership with Central Institute of Technology we



have created a unique program which includes technical skills and the special life skills delivered by DWF.

- The program is delivered by well known elite Aboriginal AFL footballer and netballer role models, who motivate the participants to attend and participate. Sport is used to attract the participants initially
- An important component of the program is physical activity and healthy lifestyles. Once a week, the participants have a sport afternoon, where they get to play football/basketball/netball etc with our athlete mentors. This day always has the most participants, as all of them are engaged by the prospect of playing sport.
- All participants receive 1:1 mentoring as part of the program

Focus 3 - The contribution of Indigenous sporting programs to closing the gap targets

Closing the Gap is a commitment by all Australian governments to improve the lives of Indigenous Australians, and in particular provide a better future for Indigenous children. A national integrated *Closing the Gap* strategy has been agreed through the Council of Australian Governments (COAG), the peak intergovernmental forum in Australia. COAG brings together the Prime Minister, State Premiers, Territory Chief Ministers and the President of the Australian Local Government Association.

The David Wirrpanda Foundation's mission and aims are closely aligned to the following Closing the Gap targets;

COUNCIL OF AUSTRALIAN GOVERNMENTS CLOSING THE GAP BUILDING BLOCK	CLOSING THE GAP TARGET	WHAT DWF ARE CURRENTLY DELIVERING
Early Childhood; providing a good start in life	Help people be good parents	- Moorditj Mums & Bubs program for Aboriginal Women
	Look after mothers' and babies' health	- Moorditj Mums & Bubs program for Aboriginal Women
	Provide more and better services for young children including crèches	- Moorditj Mums & Bubs program for Aboriginal Women (Leederville TAFE crèche 1 day per week)
	Help people in certain areas to manage their income – so there is more to spend on kids	- Delivery of culturally appropriate financial literacy course 'My Moola'
Schooling – Expecting great things of children at school	Make sure children go to school	- Key message in Troy Cook Health & Leadership and Deadly Sista Girlz program (aimed at increasing school attendance and retention rates)
	Train more Indigenous people to work in education	- Training our Aboriginal and Torres Strait Islander mentors
	Provide special literacy and numeracy programs and personalised learning plans	- Currently deliver Wirra Club in Wickham, and proposed Deadly Kulungas literacy and numeracy program
	Make sure parents are involved with their children's schooling	- Key themes in Moorditj Mums and Solid Futures programs. Community consultations with parents in all programs
	Help children from remote areas to finish their education	- Deadly Sista Girlz and Wirra club programs in Narrogin, Broome, Wickham, Roebourne and Karratha
	Support the transition from school to	- Key theme in Deadly Sista Girlz, Troy



COUNCIL OF AUSTRALIAN GOVERNMENTS CLOSING THE GAP BUILDING BLOCK	CLOSING THE GAP TARGET	WHAT DWF ARE CURRENTLY DELIVERING
	work.	Cook Health & Leadership. Plan 2day 4 2morrow pre-employment programs Solid Ground and Solid Futures intensively target this
Health – Living longer and healthier	Look after children’s health	- Key themes in Wirra Club, Deadly Sista Girlz, Troy Cook Health & Leadership, P242 and Moorditj Mums.
	Help people who abuse alcohol or other substances	- P242 Solid Futures and Solid Ground programs include drug & alcohol testing and counselling. Deadly Sista Girlz and Troy Cook Health & Leadership programs include drug and alcohol education sessions
Healthy Homes – Having a good place to live and grow	Get jobs for local Indigenous people in building and maintaining houses	- P242 Solid Ground and Solid Futures programs
	Help families to own their homes, where they can	- Delivery of culturally appropriate financial literacy course ‘My Moola’
Safe Communities – Living in safe community	Tackle alcohol abuse across Australia	- P242 Solid Futures and Solid Ground programs include drug & alcohol testing and counselling. Deadly Sista Girlz and Troy Cook Health & Leadership programs include drug and alcohol education sessions
Economic Participation – Creating jobs and helping Indigenous businesses	Help Indigenous job seekers with support, training and life skills	- P242 Solid Ground and Solid Futures programs
	Encourage businesses to train and employ Indigenous people	- P242 Solid Ground and Solid Futures programs
	Provide real jobs in local communities help families to manage their money.	- P242 Solid Ground and Solid Futures programs
Governance and Leadership – Strengthening leadership and taking responsibility	Train leaders and encourage strong leadership in communities	- All of our program mentors are local strong, positive Aboriginal and Torres Strait Islander role models
	Build better relationships with Indigenous communities	- We have a strong reputation with a vast amount of Aboriginal and Torres Strait Islander families and organisations in the communities in which we operate
	Support Indigenous strengths and ideas	- All of our program mentors are local strong, positive Aboriginal and Torres Strait Islander role models who help us to shape our programs. Our founding Director, David Wirrpanda, is the 2012 Person of the Year, and assists us in shaping our programs to best promote positive and healthy lifestyles to young Indigenous people.
	Encourage personal responsibility as the way to healthy and prosperous families and communities	- Key messages in every one of our programs



COMMENTS AND RECOMMENDATIONS FOR ACTION

- Include David Wirrpanda Foundation staff members and Aboriginal role models in any on-site inspection or public hearing plans
- Consider David Wirrpanda Foundation as an experienced professional partner in the contribution of sport to Indigenous wellbeing and mentoring

