Aboriginal Languages Trust Annual Report and Annual Review of the Implementation of The Strategic Plan

1 July 2023 – 30 June 2024

Aboriginal Languages Trust

NSW GOVERNMENT

Acknowledgement of Country

We begin this Annual Report with a heartfelt acknowledgment of the Custodians of the land on which we gather, work, and live. We pay our respects to the Aboriginal Peoples who have cared for this land and its Languages for time immemorial.

We acknowledge and honour the Elders past and present, and their enduring connection to their Countries. We recognise that sovereignty was never ceded, and we respect the ongoing power and wisdom of Aboriginal Peoples and Cultures.

The work of the Aboriginal Languages Trust is grounded in the understanding that Language is not only a means of communication but also an integral part of identity, Country, Culture, and Community.

We acknowledge the ongoing existence of Aboriginal Languages across New South Wales is a testament to Aboriginal People's deep connection to Country and unique Knowledge of their lands.

Cultural Advice

Aboriginal People are advised that this document may contain images or names of deceased people.

Explanation of Capitalisation

The Aboriginal Languages Trust capitalises words that have distinct meaning for Aboriginal People. We do this as a sign of respect and note that it may vary from capitalisation used in Standard Australian English. These words include: *Aboriginal, Indigenous, First Nations, Language, Culture, Community, Knowledge, Knowledge Holders, Country, Songlines, Lore/Law, Ancestors, Old People, Aboriginal People/s.*

Artwork Narrative
Voice of Country

'The Voice of Country' by Gumbaynggirr and Bundjalung artist Amy Allerton.

At the beginning of creation, the land gave birth to Language, a living force, spreading out far and wide, connecting us to our creator, our Ancestors, our Country and our Culture.

The voice of Country speaks to us through the water, the earth, the stars and the spirits of those past, present and future. The winds of Language travel through each tribe and Nation, it is diverse and yet it is one, bringing strength, Knowledge and healing.

"The Voice of Country" tells the intertwined story of Identity and sovereignty. It represents the foundation of Language which is ingrained in Culture, Community and Country across NSW, and speaks of the unyielding resilience of the world's oldest living Culture. It shows the inseparable nature of the physical, intellectual and spiritual manifestations of Language that shape the identity of Aboriginal Peoples and connects them to each other and the land.

"The Voice of Country" is an invitation for all peoples to come together in partnership to share in the dawn of a new, enriched and thriving future, where Language is heard, people are seen, connection is strengthened, and Culture is celebrated.

Dedication to Aboriginal Elders, Communities, Language Holders and Practitioners

We extend our deepest appreciation to the Aboriginal Language Knowledge Holders who have dedicated tireless efforts and resilience to reawakening, revitalising, nurturing, and growing Languages for generations.

Your unwavering commitment and exceptional efforts breathe life into Language and Culture, nurturing their existence against the turbulent tides of colonisation. Through your steadfast dedication, the legacy of Aboriginal Languages has been safeguarded, ensuring that future generations can proudly embrace their voices, Languages and Culture.

The revitalisation of Aboriginal Languages is an act of resilience, Cultural reclamation, and intergenerational healing. It is a testament to your ceaseless determination, love for Language and Culture, and deep reverence for Country.

We recognise that the flourishing of Languages is the flourishing of Community and Country, and we acknowledge and honour your extraordinary contributions, and stand committed to your ongoing efforts to revive and reclaim your Languages. We dedicate this report to you.

"This is a starting point, we have to acknowledge the strength of our Old People who were able to ensure that our Languages were still there and that our traditions, our Cultures and stories have been passed down"

- Catherine Trindall, Gomeroi Murri Yinnar
Language Yarns Round the Table YouTube series

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Message from the Chairperson and Deputy Chairperson

We are proud to introduce the Aboriginal Languages Trust ("the Trust") 2023-2024 Annual Report and Annual Review of the Implementation of the Strategic Plan 2022-2027 on behalf of the Board. This report reflects the significant achievements of the Trust in the past 12 months and progress toward achieving our objectives and functions as set out in the Aboriginal Languages Act 2017.

Language is central to our Culture and identity. It is intertwined with Country, and Cultural Knowledge. The reawakening and revival of our Languages impacts on our resilience, our health and our social and emotional wellbeing. It is work that is important not just for our Communities today, but for our Elders and those who went before them who had their Language silenced, and for future generations who will benefit immensely from access to this part of their Culture and identity.

Aboriginal Communities in NSW, supported by the Trust, continue to take Aboriginal Languages from strength to strength through their self-determined efforts. Over the past 12 months we have continued to deliver support to NSW Aboriginal Language Communities, and new organisations who are stepping up to lead this work for the first time. The growth and expansion of activities demonstrates the need for sustained support and funding, to ensure Communities who are at the beginning of their revitalisation journey have the support they need to start, and Communities who have established their vision and goals have the resources to achieve them.

This year's fantastic Languages Week Festival, celebrated in this report, illustrates the sheer pride and commitment our Communities take in their Language, and strengthens our resolve to see them recognised, reclaimed, and revived.

We and the Board recognise and acknowledge the dedication of the Executive Director and Trust staff who work tirelessly to achieve the objectives of our Strategic Plan while being a visible, engaged and trusted advocate for our stakeholders. We support the tabled report and continue to affirm our dedication to the Trust.

Yours sincerely,

Jason Behrendt
Chairperson
Aboriginal Languages Trust Board

Catherine Trindall
Deputy Chairperson
Aboriginal Languages Trust Board

Submission Letter to the Minister for Aboriginal Affairs and Treaty

The Hon. David Robert Harris MP
Minister for Aboriginal Affairs and Treaty
Minister for Gaming and Racing
Ministerfor Veterans
Minister for Medical Research
Minister for the Central Coast

52 Martin Place
Sydney NSW 2000

Dear Minister

I am pleased to submit the Aboriginal Languages Trust's 2023-2024 Annual Report and Annual Review of the Implementation of the Strategic Plan to you for presentation to the NSW Parliament.

This report includes the operations and performance of the Aboriginal Languages Trust including an Annual Review of the Implementation of the Strategic Plan, together with the financial statements for the period 1 July 2023 to 30 June 2024.

It has been prepared in accordance with the provisions of the Government Sector Finance Act 2018 and the NSW Aboriginal Languages Act 2017.

Yours sincerely

Clare McHugh
Executive Director
Aboriginal Languages Trust

Executive Summary

This report outlines our achievements and implementation of the Strategic Plan and celebrates the work of Communities revitalising Aboriginal Languages across NSW.

This year, our second under our current Strategic Plan, saw the Trust progress the delivery of programs and services while iterating and improving our offering in response to challenges, emerging opportunities and Community priorities. We continued to design and support place-based approaches to ensure Communities have the flexibility they need to achieve their Language revitalisation vision.

Through the Community Investment Program ("CIP"), the Trust awarded 77 grants for Community led projects totalling $4 million ($4,030,345) across six funding streams to nurture, sustain and grow Aboriginal Languages in NSW. The take up of grants by Communities engaging with the Trust for the first time illustrates the momentum behind Language revitalisation in NSW lead by Aboriginal Communities and Language Practitioners.

Our partnership with Museums of History NSW continued through the First Nations Access to Archives project which aims to improve Community-members' access to the 14 million items in the State Heritage Collection currently being explored for Aboriginal Language materials.

In the Policy and Research space, we completed and launched a multi-year research agenda to guide the Trust's focus for research from 2023-2028. Work commenced on the Access to Country and Language Centres and Hubs research projects, reflecting key priorities of the agenda.

The Trust benefited from spending time with a growing network of Aboriginal Language Practitioners and Language Communities at events, workshops and during On Country research trips. We provided support through resources, tools and facilitated workshops on Aboriginal Cultural and Intellectual Property workshops, grant writing and developing Community Language Plans. We attended the Puliima Indigenous Language and Technology Conference in Darwin, where we shared and promoted the nation-leading work our Communities are delivering in NSW.

Executive Summary

Our first Aboriginal Languages Festival during Languages Week was a huge success with crowds enjoying performances from Aboriginal artists including Barkaa and JK47, as well as workshops, yarns and stalls hosted by Community organisations, Language revitalisation supporters and artisans.

We connected with our growing audiences online through our website and social channels which disseminated high-quality communications campaigns to promote and celebrate Languages Week, grants and other activities throughout the year. The 'Language Yarns Round the Table' video series hosted by Nardi Simpson, Barkaa and Andy Saunders showcased powerful discussions on Language with diverse voices from across the state.

We continue to lead the NSW Government response to Closing the Gap Target 16 for Language and Culture, through the National Languages Policy Partnership formed under the National Agreement for Closing the Gap and delivery of the NSW Closing the Gap Implementation Plan for Target 16 . We are continuing our work on the Local Language Insights Project, which aims to build Language Communities' capabilities to collect, manage and report on their own Language growth data. This major project contributes to the ongoing development of a baseline data set for NSW Aboriginal Languages informed by Community voices, from which the NSW Government can measure progress against Target 16.

We commenced work on developing our impact measurement framework to support us to measure, evaluate and report on the impact of our work. Operational excellence is a top priority and goal of the Trust, and we continue to develop processes, policies and systems to ensure a high standard of probity, transparency and accountability to Aboriginal Language Communities and other stakeholders is maintained.

We continue to exceed our workforce representation target of 70% set in the Strategic Plan. This enables us to deliver work that is centred in and appreciates Aboriginal Language and Cultures, Knowledge and experiences and draws on diverse perspectives.

Across all teams and streams of work, the Trust has made significant leaps this year delivering against the goals set out in the Strategic Plan. We look forward to continuing to support and amplify the critical Language revitalisation efforts led by Communities across NSW.

Clare McHugh
Executive Director
Aboriginal Languages Trust

Truth-Telling: Aboriginal Languages

Country is home to a rich and diverse collection of over 250 First Nations Languages. These are a verbal manifestation of the world's oldest living Culture, shaping identity and connecting people to Country and Country to people since time immemorial, but they have been significantly impacted by colonisation.

The Aboriginal Languages Act 2017 ("the Act") became law in NSW on 24 October 2017. It was and remains the only legislation in Australia to acknowledge the significance of First Languages. By providing institutional recognition and support for the revival and reclamation of Aboriginal Languages by Aboriginal Communities, the Act seeks to address some of the harm caused by past government policies.

"The Languages of the First Peoples of the land comprising New South Wales are an integral part of the world's oldest living culture and connect Aboriginal people to each other and to their land.

As a result of past Government decisions Aboriginal Languages were almost lost, but they were spoken in secret and passed on through Aboriginal families and Communities.

Aboriginal people will be reconnected with their culture and heritage by the reawakening, growing and nurturing of Aboriginal Languages.

Aboriginal Languages are part of the cultural heritage of New South Wales.

It is acknowledged that Aboriginal people are the custodians of Aboriginal Languages and have the right to control their growth and nurturing."

– Preamble of the Aboriginal Languages Act 2017

Today, there are more than 35 Aboriginal Languages in NSW, many of which cross borders into other States. The 2021 Census showed that in NSW, 5,196 people reported using an Australian Indigenous Language at home (equivalent to 1.9% of the population), representing a noticeable increase from 1,791 individuals reported in 2016. Six of the top ten Aboriginal Languages experiencing revitalisation in terms of speaker numbers belong to NSW: Wiradjuri, Bundjalung, Gamilaraay, Gumbaynggirr, Yorta Yorta, and Paakantyi.

Local and regional programs and initiatives remain central to the revitalisation of Languages and Cultures across NSW.

Photo: Gamay Dancers at the 2023 NSW Aboriginal Languages Festival

SECTION 1:

Overview

Our Board and Executive

Mr Jason Behrendt

Chairperson | Yuwaalaraay
Managing Director, Chalk and Behrendt, Lawyers & Consultants.

Mr Jason Behrendt is a Director of Chalk & Behrendt Lawyers, with an extensive career working with Aboriginal Peoples across administrative, land rights, native title, and environmental planning and culture and heritage laws. He is also a member of the Indigenous Issues Committee and the Law Society of NSW. In 2019 Jason was awarded the Law Society of NSW's President's Medal for his contribution to the development of law and policy affecting Indigenous Australians during the past two decades.

Ms Catherine Trindall

Deputy Chair | Gomeroi Murri Yinnar

Catherine Trindall has had a distinguished career as an educator for over 38 years. She is primary-trained teacher who has worked extensively across NSW Department of Education and the NSW Education Standards Authority, with a Master of Indigenous Education Languages from the University of Sydney, amongst other educational qualifications. Catherine is a Life member of the NSW Aboriginal Education Consultative Group (AECG) Incorporated and up until recently held the role of the President. She is the Chair of the Tamworth Aboriginal Medical Service – Aboriginal Corporation, a role elected duly by members of the Tamworth Aboriginal Community and has held this role for many years.

Prof Lindon Coombes

Yuwallaraay
Director, Jumbunna Institute for Indigenous Education and Research, University of Technology, Sydney.

Professor Lindon Coombes has worked in Aboriginal Affairs for over 25 years and held leadership positions in Indigenous organisations including as the inaugural CEO of the National Congress of Australia's First Peoples and CEO of Tranby Aboriginal College. He is currently the Director of the Jumbunna Institute for Indigenous Education and Research at the University of Technology, Sydney.

Our Board and Executive

Ms Patricia Ellis

Brinja-Yuin
Business Enterprise Owner/Operator, Minga Aboriginal Cultural Services.

Ms Patricia Ellis OAM is a respected Brinja-Yuin woman from Moruya and teacher of the Dhurga Language, who has been teaching and advising on local Aboriginal Culture for over 39 years. She is currently Chairperson of the Eurobodalla Shire Council Aboriginal Advisory Committee and has represented her Community in many different capacities over the past four decades. Patricia along with her siblings Kerry Boyenga and Waine Donovan are the proud authors of the published "Dhurga Dictionary and Learner's Grammar – A South East Coast NSW Aboriginal Language".

Mr Raymond Ingrey

Dharawal
Chairman, Gujaga Foundation.

Mr Ray Ingrey is a Dharawal man from the La Perouse Aboriginal Community where he has been leading the reclamation of Dharawal Language for over 23 years. He is the founding Chairman of Gujaga Foundation that leads the delivery of Language and Culture programs in coastal Sydney, southwest Sydney and southern Sydney. Ray is currently president of the NSW AECG. Ray has extensive experience working in Aboriginal community-controlled organisations and the NSW Government, particularly focusing on Aboriginal education, Aboriginal Languages and Aboriginal affairs.

Ms Fiona Kelly

Barkindji/Ngiyampaa
Executive Principal of Menindee Central School.

Ms Fiona Kelly is a teacher from Menindee, where she is Executive Principal at Menindee Central School. Fiona sits on a number of education, Language and Community boards and committees, including the Menindee Community Working Party and the Menindee Local and Western 3 Regional AECG.

Dr Raymond Kelly

Dhangatti/Gumbaynggirr
Chairperson and Regional Councilor for the Sydney/Newcastle Region NSWALC.

Dr Raymond Kelly Snr was born and raised in Armidale in Northern NSW, and he maintains Cultural affiliation with several 'First Peoples Groups' including the Dhangatti, Gumbaynggirr, Anaiwan and Kamilaroi. Ray continues to be active in preserving and promoting the Cultural heritage of his family and Community and is well respected for his skills as a storyteller, he regularly combines dance and song making into his theatre practice.

Our Board and Executive

Dr Lynette Riley

Wiradjuri/Gamilaroi
Senior Lecturer, Sydney School of Education and Social Work,
University of Sydney.

Dr. Lynette Riley is a Wiradjuri and Gamilaroi woman from Dubbo and Moree. She has a career spanning more than 40 years in Aboriginal Education across primary, secondary and tertiary institutions, and is a senior lecturer and Chair for Aboriginal Education and Indigenous Studies, at Sydney University's School of Education and Social Work. Dr Riley is passionate about Language and its role in the social and economic empowerment of Aboriginal People.

Mr Clark Webb

Gumbaynggirr/Bundjalung
CEO and founder of Bularri Muurlay Nyanggan Aboriginal Corporation.

Mr Clark Webb is a Gumbaynggirr and Bundjalung man from Coffs Harbour and is a passionate advocate for education and the preservation of Language. He is the CEO of Bularri Muurlay Nyanggan Aboriginal Corporation, which supports young people to engage with Language and Culture through education and is the owner/operator of Wajaana Yaam Gumbaynggirr Adventure Tours. Clark is leading the establishment of the Gumbaynggirr Giingana Freedom School, opening in 2022, as the first bilingual School of an Aboriginal Language to be established in NSW. Clark was previously the Chair of the Galambila Aboriginal Health Service.

Clare McHugh

Gamilaroi/Dhungutti
Executive Director

The Aboriginal Languages Trust is led by Ms Clare McHugh, a Gamilaroi and Dhungutti woman who has strong associations with both the Redfern and La Perouse Aboriginal Communities. She has held leadership roles in local, state and national Aboriginal community-controlled and not-for-profit organisations, including within the NSW Land Rights network and as the CEO of the National Centre of Indigenous Excellence. Clare brings a wealth of leadership experience and community knowledge to the work of the Trust.

The Agency

The Trust is an Aboriginal-led agency established under the Act to provide a focused, coordinated, and sustained effort in relation to Aboriginal Language activities at local, regional and state levels.

The functions of the Trust are set out in the Act and include to:

- Promote effective Aboriginal Language activities

- Identify priorities for Aboriginal Language activities

- Manage the funding for, coordination of and investment in Aboriginal Language activities at local, regional and State levels

- Promote education and employment opportunities in Aboriginal Language activities

- Develop resources to support Aboriginal Language activities

- Provide guidance to the Government and its agencies on Aboriginal Languages

- Liaise with the Geographical Names Board on the use of Aboriginal languages in the naming of geographical places

- Encourage the wider use and appreciation of Aboriginal Languages.

The Board of the Trust report to the Minister for Aboriginal Affairs and Treaty, who is responsible for administering the Act. The Trust sits in the Aboriginal Affairs Group within the Premier's Department. The Trust's staff are employed by the Premier's Department for the sole purpose of enabling the Trust to deliver its functions.

The Trust must conduct its activities in accordance with its approved five-year Strategic Plan for the growth and nurturing of Aboriginal Languages and any direction by the Minister, so long as this direction is consistent with the approved Strategic Plan.

The Trust is structured to maximise operational independence, particularly with respect to the Trust's purpose to promote, nurture and grow Aboriginal Languages across NSW.

Photo: Dancers at the 2023 NSW Aboriginal Languages Festival

Management and Structure

Community Engagement and Investment

Community Engagement and Investment develops and implements targeted solutions to respond to Aboriginal Communities' Language needs and aspirations. They foster genuine relationships between the Trust and Languages stakeholders and Aboriginal Communities, design and deliver the Trust's grants programs and map Language activities. They also support local and regional initiatives such as Community Language Planning, deliver training to strengthen capabilities, and support the establishment of formalised Languages partnerships and networks within Communities.

Executive Officer

Executive Officer provides high level advice and support to the Executive Director and Board on major initiatives, Ministerial Executive Support, and oversees the Trust's response to Government reporting obligations.

ALT staff at a development day focused on the Impact Measurement Framework.

Management and Structure
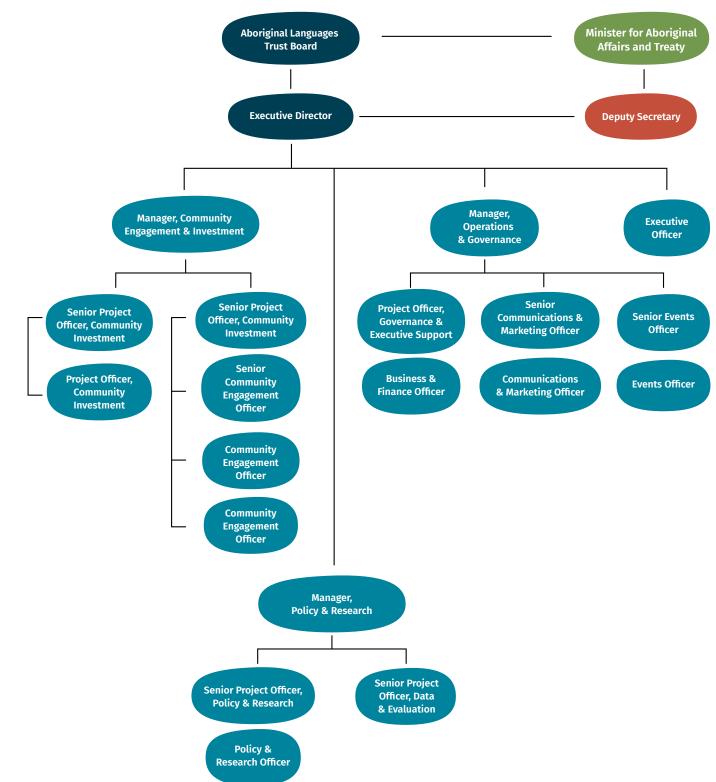
Policy and Research

Policy and Research leads the implementation of the Trust's strategic policy and advocacy agenda. They identify high impact research priorities, including the design and implementation of a multi-year research agenda, monitor and respond to current and emerging issues which impact Aboriginal Languages to inform policymaking. They also develop Language resources and materials for publication and oversee the development of the Trust's impact measurement framework as well as its commitments under Closing the Gap Target 16 for Languages and Culture.

Operations and Governance

Operations and Governance provides strategic and business support to enable the Trust to achieve its vision and purpose. They oversee several areas of the Trust's business operations, corporate governance, finance management support, strategic partnerships, media, marketing and communications, events and promotional campaigns, Board governance secretariat support services, staff development and Cultural capability. They also support corporate governance and risk management, contract management and procurement, operational and strategic reporting, and the design and implementation of the Trust's online Languages portal and other digital platforms such as the Customer Relationship Management (CRM).

Staff Structure

Aboriginal Languages Trust Board ——— **Minister for Aboriginal Affairs and Treaty**

Executive Director ——— **Deputy Secretary**

Manager, Community Engagement & Investment

- Senior Project Officer, Community Investment
  - Project Officer, Community Investment
- Senior Project Officer, Community Investment
  - Senior Community Engagement Officer
  - Community Engagement Officer
  - Community Engagement Officer

Manager, Operations & Governance

- Project Officer, Governance & Executive Support
  - Business & Finance Officer
- Senior Communications & Marketing Officer
  - Communications & Marketing Officer
- Senior Events Officer
  - Events Officer

Executive Officer

Manager, Policy & Research

- Senior Project Officer, Policy & Research
  - Policy & Research Officer
- Senior Project Officer, Data & Evaluation

Timeline

- **May-July 2017** Aboriginal Languages legislation NSW Community Consultations saw 16 workshops across NSW attracted 269 participants. A second round of consultations looped back to all previously visited locations.

- **October 2017** Aboriginal Languages Bill passed through Parliament and became law.

May 2019 first NSW Aboriginal Languages Gathering "Ngamuru" attracted approx. 150 participants. Survey and feedback gathering during conference informed the first draft of the Strategic Plan.

2016 2017 2018 2019 2020

- AANSW multi-disciplinary First Languages team is established to drive the development of Languages legislation.

- NSW Aboriginal Languages Reference Group made up of NSW Aboriginal Community members with Languages experience was formed.

- Discussion Paper and Draft Languages Bill are developed.

- **April 2018 - Sept 2019** Aboriginal Languages Establishment Advisory Group ensured that Community voices guided the establishment of the Trust.

March 2020 the Trust is established as a new entity and the Board is appointed for a 5-year term.

Timeline (continued)

- **June 2022** the Trust- Sydney Living Museums formal partnership to increase First Nations content and programming in First Government House is established.

- **June 2022** $1,065,356 is provided to 41 Community organisations/ groups to support local Languages activities across NSW under the Trust's Community Investment Program.

- **July 2022** the Trust secures a forward 10 year budget commitment of $138m.

- **July 2022** Inaugural 5-year ALT Strategic Plan commences.

- **October 2022** 5-year anniversary of the Aboriginal Languages Act passing into law.

- **November-December 2022** NSW Aboriginal Languages Gathering is held at Terrigal.

- **January 2024** completion and launch of a multi-year research agenda to guide the Trust's focus for research over several years (2023-2028).

- **March 2024** the Trust's first Annual Report tabled in NSW Parliament and published.

- **June 2024** the Trust awarded 77 grants for Community led projects totalling $4 million ($4,030,345) across six Community Investment Programs to nurture, sustain and grow Aboriginal Languages in NSW.

2021   2022   2023   2024

- **April 2021** the Executive Director is recruited to manage the operations and support the Board to achieve its functions.

- **April-Dec 2021** the Draft Strategic Plan is released for consultation which attracted 394 participants/ responses of which 81% were Aboriginal.

- **June 2021** $860,602 is provided to 19 Community organisations/groups to support local Languages activities across NSW under the Trust's Community Investment Program.

- **July 2021** the Trust becomes the Government lead, alongside the AECG as Coalition of Aboriginal Peak Organisations (CAPO) lead, for the NSW Government's Commitment to Closing the Gap on socio-economic outcome (SEO)16 Languages & Culture.

- **December 2021** the Trust's Strategic Plan 2022-2027 is approved by the Minister for Aboriginal Affairs.

- **May 2023** the Trust's new website and YouTube channel is launched, complementing the emerging suite of social media platforms already developed.

- **June 2023** $3,913,297 is provided to 58 Community organisations/groups to support local Languages activities across NSW under the Trust's Community Investment Program.

- **June 2023** the Trust's-Museums of History NSW formal partnership to improve Communities access to archived materials for Languages revival is established.

- **October 2023** NSW Aboriginal Languages Week celebrated; first Languages Festival took place on 22-29 October 2023.

SECTION 2:

Strategy

Strategic Plan 2022 – 2027

This Report reflects this year's progress toward meeting the goals and objectives set out in the Trust's Strategic Plan 2022-2027.

The Strategic Plan was developed through extensive engagement with Aboriginal Languages stakeholders and Communities across NSW in 2021.
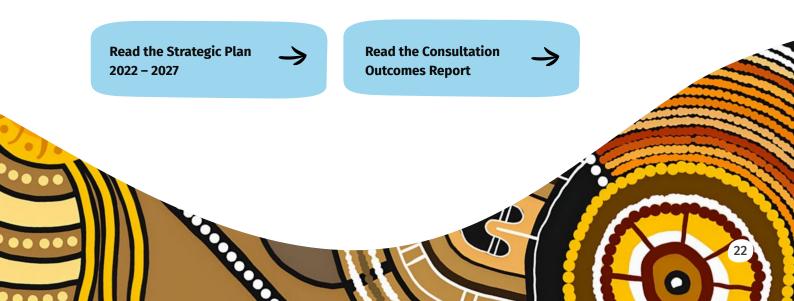
The approved Strategic Plan builds on the foundations of the Languages legislation in that it recognises Aboriginal Peoples are the Custodians of their Languages, and that the role of the Trust is secondary to the work carried out on the ground by Communities.

There are five focus areas set out by the Strategic Plan: *Nurture and Grow; Connecting Communities; Celebrate and Promote; Sustainable Futures; and Operational Excellence.*

The first four focus areas are about supporting NSW Aboriginal Communities to revitalise and grow their Languages. The fifth focus area is about the Trust establishing strong foundations to enable it to be a model agency capable of responding to our stakeholders' needs.

Throughout the implementation of the Strategic Plan, we continue to consult with Communities and stakeholders to ensure our activities and approaches meet their needs and enable them to achieve their goals.

Photo: Community members at the 2023 NSW Aboriginal Languages Festival.

Read the Strategic Plan 2022 – 2027 →

Read the Consultation Outcomes Report →

Strategic Plan 2022 - 2027

Our Vision

All NSW Aboriginal Languages
are strong and healthy.

Our Purpose

We aid in the growth and nurturing of NSW
Aboriginal Languages by responding to the
aspirations of Communities and participating
in their self-determining work to reclaim and
reawaken their Languages.

Our Principles

- Language belongs to Country and as
  Custodians, Communities determine their
  Language needs and priorities.

- Language thrives when we share
  Knowledge and learnings.

- Language weaves Kinship, Country and
  stories together.

- Language is central to identity and
  wellbeing and it must be invested in.

Baiame's Ngunnhu Festival Opening Ceremony Corroboree 2024.
Photo by Jarrahmindi Bill.

SECTION 3:

Operations & Performance

Operations and Performance

Annual Review of the Trust's Strategic Plan implementation for FY2023-24

The Aboriginal Languages Act 2017 provides that the Trust is to conduct an Annual Review of the progress made to implement its approved 5-year Strategic Plan. The Trust is to submit a report of this review to the Minister for Aboriginal Affairs and Treaty. This section of the Annual Report deals with these provisions.

The NSW Government delivered on the promise made through Languages legislation with a forward commitment of more than $138 million dollars over 10 years as announced in the 2022 budget. This funding commitment supports the delivery of the Trust's Strategic Plan and secures the future for the Trust so that it may continue to aid Communities in their self-determining efforts to revive and reclaim Aboriginal Languages.

Overall, the Trust has achieved significant and meaningful progress towards achieving the objectives and delivering on the functions set out in the Act through our implementation of the Strategic Plan in this reporting period.

Photo: ALT staff at the at the 2023 NSW Aboriginal Languages Festival.

Measuring Performance

In reviewing our accomplishments, we used a combination of output and effectiveness measures. To measure our performance, we used a mix of qualitative and quantitative methodologies, drawing data from sources of reporting from across the operations of the Trust. These information sources and methods will continue to be developed as the Trust implements their impact measurement framework.

Our current performance reporting framework outlines the approach used to track progress towards achieving our purpose. It identifies the following details:

✓ **Activity** – the work we do to deliver on our goals and fulfil our purpose.

✓ **Action** – the impact we want to achieve through the activities we perform.

✓ **Measures** – how we will measure and assess the progress towards the intended result.

Results Category	Definition
Achieved	In the 2023-24 reporting period, the Trust delivered the performance measure under the strategic goal.
In Progress	In the 2023-24 reporting period, the activity has commenced and is on track.
Not yet commenced	In the 2023-24 reporting period, the performance action and measure have not yet commenced, they are scheduled to commence in a later reporting period.

It should be noted there are no strategic initiatives and deliverables that are behind schedule.

Measuring Performance

Activity	Action	Measure	Result
Nurture and Grow $4 million invested directly into Aboriginal Community organisations and groups for local Languages activities through the Community Investment Program.	1.1	1a, 1b	Achieved
Nurture and Grow Accelerated Second Language Acquisition Training delivered to Communities in partnership with Dr. Neyooxet Greymorning.	1.1	1c, 1d	Achieved
Nurture and Grow Progressed the Language Planning Literature Review and toolkit development.	1.1	1c, 1d	In Progress
Nurture and Grow Delivered Aboriginal Cultural and Intellectual Property (ACIP) Workshop for Languages Practitioners in Wagga Wagga on Wiradjuri Country.	1.2, 1.3	1c, 1d	Achieved
Nurture and Grow Commenced phase one of the First Nations Community Access to Archives Project in partnership with NSW State Archives.	1.3	1c, 1d	In Progress
Nurture and Grow Partnered with Museums of History NSW to support Aboriginal Communities access to NSW State Archives for Languages revitalisation.	1.3	1c, 1d	In Progress
Nurture and Grow Work commenced on the "Improve Aboriginal Communities Access to Country for Languages learning and education" research project.	1.4	1c, 1d	In Progress
Connecting Communities Built relationships with Aboriginal Languages stakeholders by delivering, attending, participating in various forums.	2.1, 2.2	2a, 2b	Achieved
Connecting Communities Maintained the Trust's website and social media platforms to celebrate and promote NSW Aboriginal Languages.	2.2	2d	Achieved
Connecting Communities Launched two "Community Language Stories" videos.	2.2	2d	Achieved
Connecting Communities Work commenced on identifying local Languages Communities of Practice and establishing Community-led regional Languages networks.	2.1, 2.2	2a, 2b	In Progress
Connecting Communities Delivered several in-person events to share information and connect NSW Aboriginal Languages stakeholders and Communities.	2.3	2c	Achieved

Measuring Performance

Activity	Action	Measure	Result
Connecting Communities Pilot partnership with seven NSW Aboriginal Community controlled Languages organisations were established to better understand place-based approaches to Language Hubs and Language Centres.	2.4	2e	In Progress
Connecting Communities Commenced Language Centres Research.	2.4	2e	In Progress
Celebrate and Promote Published a multi-year research agenda to guide the focus for research by the Trust over the next five years.	3.1	3b	In Progress
Celebrate and Promote Continued the the partnership in the Gumbaynggirr Daari Longitudinal Study.	3.1	3b	In Progress
Celebrate and Promote Aligned the Trust's work to the "Principles for respecting Aboriginal Community data" which underscore the research and data work carried out by the Trust.	3.2	3a	Achieved
Celebrate and Promote Launched the Aboriginal Languages Week campaign which included the release of the "Language Journeys" film series and the "Language Yarns" round table series.	3.5	3d	Achieved
Celebrate and Promote Published several NSW Aboriginal Languages resources and materials.	3.3, 3.4	3a, 3c	Achieved
Celebrate and Promote Made submissions in response to policy matters, including "Australian Standard Classification of Languages" and the "Australian Curriculum Review".	3.4	3c	Achieved
Celebrate and Promote Co-lead with AECG, responsible for the delivery of the Closing the Gap NSW Implementation Plan 2022-24.	3.4	3c	In Progress
Celebrate and Promote Represented the interests of NSW Government on the National Languages Policy Partnership.	3.4	3c	Achieved
Celebrate and Promote Launched a dedicated NSW Aboriginal Languages Week in October 2023.	3.5	3d	Achieved
Celebrate and Promote Attended the *Puliima 2023 Indigenous and Technology Conference* in Darwin.	3.5	3c	Achieved

Measuring Performance

Activity	Action	Measure	Result
Sustainable Futures Continued work on overcoming the barriers associated with increasing the number of Aboriginal Language teachers in schools.	4.1	4a	In Progress
Sustainable Futures Provided grant writing support services to Aboriginal Languages practitioners and Communities.	4.2	4b	Achieved
Sustainable Futures Partnered with Gumbaynggirr Giingana Freedom School to support three Gumbaynggirr speakers undertake undergraduate teaching degrees.	4.2	4b	In Progress
Sustainable Futures Work on building sector partnerships to support the development of training and job pathways for Aboriginal Peoples will commence in the next reporting period.	4.3	4c	Not Yet Commenced
Operational Excellence Actively worked to build the Trust's brand awareness.	5.1	5a	Achieved
Operational Excellence Continued working on the Local Language Insights Program to develop a baseline data set for NSW Aboriginal Languages to support the measurement by NSW Government of Closing the Gap Target 16.	5.2	5b	In Progress
Operational Excellence Continued working on the development of an impact measurement framework.	5.3	5c	In Progress
Operational Excellence Met/exceeded the target of having no less than 70% Aboriginal workforce, with 73.6% of staff employed during this reporting period being Aboriginal.	5.4	5d	Achieved
Operational Excellence Supported a culture where staff operated effectively, ethically and lawfully.	5.4	5d	Achieved
Operational Excellence Staff had access to additional tailored trauma-informed supports during this reporting period.	5.5	5e	Achieved
Operational Excellence Work on a Workplace Cultural Capability Framework will commence in the next reporting period.	5.5	5e	Not yet commenced
Operational Excellence Developed and maintained systems and processes which supported high standards of probity, transparency and accountability.	5.6	5f	Achieved

Performance Report

Goal 1: Nurture & Grow

Aboriginal Communities are diverse and complex and each Community's Language journey is unique. There is no 'one size fits all' when it comes to the work being done by Communities to reawaken, nurture and grow Languages. We will take a place-based approach to work alongside and invest in Aboriginal Communities so that their Language needs and aspirations can be realised.

> **1.1** Resource and promote Community designed and led Languages events and activities, including the development and implementation of Community Language plans.

Aboriginal Languages Community Investment Program (CIP)

The Trust manages funding for the coordination of, and investment in, Aboriginal Language activities at local, regional, and State levels. These grant programs are collectively referred to as the "Community Investment Program" (CIP). During this reporting period the Trust expanded the Community Investment Program to six categories to support the breadth and diversity of Languages activities happening within Communities across NSW.

Aboriginal Languages Revival Program

The Aboriginal Languages Revival Program provides one-off funding to eligible Aboriginal Community organisations and groups to support them in starting or building on smaller-scale Language revival projects. This open and competitive grants program aims to promote and raise awareness of Aboriginal Languages in communities across NSW.

- Funding Range: $1,000 - $25,000
- Total Allocation: $650,000
- Total Funded: $538,447 to 22 Aboriginal Community organisations and groups
- Language Groups: Wiradjuri, Bundjalung, Gumbayniggirr, Gathang, Gamilaroi, Dhurga, Gamilaraay, Murrawarri, Baakantji, Yugambul, Ngemba, Wayilwan

Goal 1: Nurture & Grow

Aboriginal Languages Sustainable Funding Program

The Aboriginal Languages Sustainable Funding Program offers funding to Aboriginal Community organisations and groups that were successfully funded under the same program in 2021-2023. This closed round grant program supports the continuation and growth of successful Language projects.

- Funding Range: $25,000 - $60,000

- Total Allocation: $990,000

- Total Funded: $654,390 to 11 Aboriginal Community organisations and groups

- Language Groups: Dunghutti, Gomeroi, Wiradjuri, Biripi, Baakantji, Yorta Yorta, Gumbaynggirr, Yuin, Wailwan, Wonnarua, Yaegl, Murrawarri, Gathang, Biripai, Dharawal, Ngemba

Aboriginal Languages Small Grant Program (SGP)

The SGP provides grants for time-critical Language activities to eligible NSW Aboriginal not-for-profit Community organisations, groups, and Aboriginal sole traders, consistent with the Aboriginal Languages Act 2017 (NSW). This program offers open, non-competitive grants.

- Funding Range: $1,000 - $15,000

- Total Allocation: $146,000 for 2023-2024

- Total Funded: $131,600 to 10 Aboriginal organisations, groups and sole traders

- Language Groups: Ngemba, Murrawarri, Gomeroi, Bundjalung, Wiradjuri, Dharawal, Awabakal, Dhurga, Paakantyi

NSW Aboriginal Languages Week Grant Program

The NSW Aboriginal Languages Week Grant Program provides one-off funding to eligible Aboriginal organisations and groups to host activities and events during NSW Aboriginal Languages Week. These activities celebrate Aboriginal Languages across NSW.

- Funding Range: $1,000 - $5,000

- Total Allocation: $250,000

- Total Funded: $78,620 to 16 Aboriginal Community organisations and groups

- Language Groups: Bundjalung, Dhurga, Awabakal, Yaygirr, Gumbaynggirr, Yaegal, Wiradjuri, Dharawal, Wongaibon, Dunghutti, Gathang

Aboriginal Languages Educational Scholarship Grant Program

The Aboriginal Languages Educational Scholarship Grant Program provides open, competitive grants ranging from $1,000 to $50,000 to support individuals who are undertaking training or education related to learning or teaching an Aboriginal Language.

- Funding Range: $1,000 - $50,000

- Total Allocation: $200,000 for 2023-2024

- Total Funded: $157,998 to 6 individuals

- Language Groups: Gumbaynggirr, Gathang, Wiradjuri and Paakantyi

Goal 1: Nurture & Grow

Aboriginal Languages Partnership Program (PFP)

The Aboriginal Languages Partnership Program (PFP) is a targeted grant program supporting Aboriginal Language Communities and groups to continue and build on successful language activities. Eligible applicants were invited to apply for significant funding to revive, grow, and nurture Aboriginal languages across NSW

- Funding Range: $60,000 - $500,000

- Total Allocation: $2,600,000 for 2023-2024

- Total Funded: $2,469,290 to 12 Aboriginal Community organisations, groups and individuals

- Language Groups: Gamilaraay, Ngiyampaa Wangaaypuwan, Barkindji, Wiradjuri, Anaiwan, Wamba Wamba Perrepa Perrepa, Gumbaynggirr, Yuwaalaraay, Gamilaraay, Gomeroi, Murrawarri, Yaygirr, Bundjalung, Wiradjuri

Accelerated Second Language Acquisition Training

The Trust partnered with Dr. Neyooxet Greymorning to deliver an Accelerated Secondary Language Acquisition (ASLA) workshop on 12 and 14 July 2023 for Language practitioners from across NSW. The workshop aimed to strengthen the Trust's relationships with Language practitioners and to provide them with comprehensive information about ASLA for their respective Community Language Programs. Among the 28 registered workshop participants, Language groups represented included Gumbaynggiirr, Bundjalung, Gamilaraay, Wonnarua, Yuwaalaraay, Ngiyampaa, Dharug, Yuin, Wiradjuri and Gathang.

Workshop participants engaged in intensive sessions designed to enhance their knowledge, understanding and application of ASLA techniques. The outcomes of the workshop were positive, with participants reporting increased confidence and understanding of Language revitalisation teaching techniques. The workshop marked a significant step toward supporting Communities in their efforts to determine and control the use, growth and Cultural integrity of their Languages.

"An inspirational 3-day workshop that will foster growth in sovereign Community Languages"

- Anonymous survey respondent, ASLA Workshop

32

Goal 1: Nurture & Grow

Language Planning Literature Review and Toolkit Progress

The Trust partnered with the Wollotuka Institute to carry out an in-depth review of national and international Language planning practices. The Literature Review seeks to answer the following questions:

1. What are the different types of Community Language Planning activities, tools and/or frameworks that have been developed both nationally and internationally for the purpose of revitalising Indigenous Languages?

2. How were those tools developed and who developed them?

3. Where, how and to what extent have those tools been utilised by Indigenous Communities for the purpose of revitalising their Languages?

4. Where data exists, what has been the impact of each tool?

Preliminary findings indicate that Indigenous Language planning is done using a variety of methodologies and approaches and Language plans are developed by local Communities. Often Community Language plans incorporate Cultural frameworks and Knowledge of Country and Kinship to map Community Language goals and activities.

Once published, the literature review will inform development of a Language planning toolkit and facilitation method to support Aboriginal Language Communities developing Language plans.

Baiame's Ngunnhu Festival Opening Ceremony Corroboree 2024.
Photo by Jarrahmindi Bill.

Case Study

Moogahlin Performing Arts

Moogahlin Performing Arts is New South Wales' leading First Peoples performing arts company. They develop, produce, and present new works by, with, and for First Peoples communities. Committed to supporting First Peoples arts practitioners locally, regionally, and nationally, Moogahlin builds platforms for both emerging and established artists. This not-for-profit incorporated association operates from Gadigal Country in Redfern and Ngemba Country in Brewarrina.

Founded in November 2007 by First Peoples artists, educators, and community workers Lily Shearer, Liza-Mare Syron, and Frederick Copperwaite, Moogahlin Performing Arts honors the request of the late Kevin Smith and the legacy of the National Black Theatre's founding members.

Moogahlin consists of a dedicated team of artists and arts administrators, operating as a resident company of Carriageworks in Redfern and from the Yarruu Hub in Brewarrina. Their vision is transformation through cultural arts.

Moogahlin Performing Arts exists to:

• Develop and produce distinctive cross-Cultural and interdisciplinary new performance work by First Peoples for First Peoples.

• Support emerging and established First Peoples practitioners in creating innovative and stimulating work.

• Build audiences by presenting and touring new work.

• Shape a sustainably resourced organization.

Their aim is to support emerging and established First Peoples creative practitioners, empower communities, and provide sector leadership. This is achieved through audience engagement, artist and sector development, and fostering new talent in key creative, administrative, and production roles.

Funded Projects

• 2021/2022: $50,000 for a Gathering on Yuwaalaraay Country in February 2023

• 2022/2023: $60,000 for a Gathering on Murrawarri Country in 2024

• 2023/2024: $66,000 (inc GST) Gathering on Ngemba Country for Baiame Ngunnhu Festival in 2025

Moogahlin Performing Arts continues to thrive, driven by a commitment to cultural transformation and the empowerment of First Peoples through the arts.

Case Study

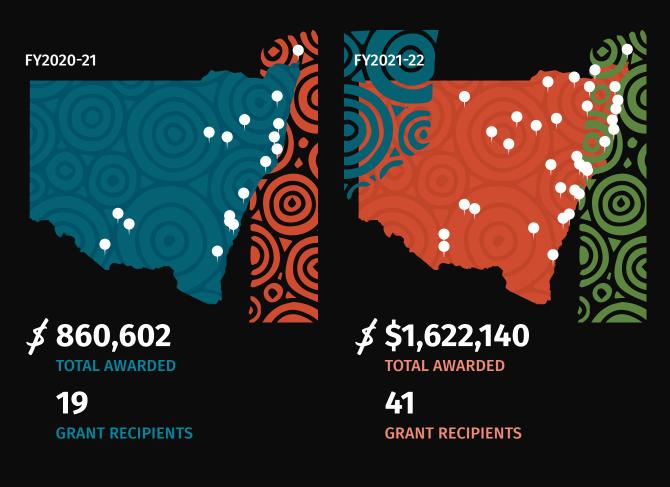## Baiame Nguunhu Festival

The Trust is dedicated to promoting and sharing Language activities across New South Wales. In April 2024, the Trust team participated in the Baiame Nguunhu Festival in Brewarrina, NSW. Held on the banks of the Barwon River beside the Ancient Fish Traps, this festival is a social impact project that brings together artists, food vendors, and community groups to celebrate and share Culture, with a special focus on honouring the Fish Traps.

Five staff members from our team engaged with the local Community, grant applicants, and Language practitioners. They shared information about the Trust and our grants program, promoting Language revitalisation efforts to gain Community interest. Our team set up a stall as a connection point, facilitated a Community mural artwork, and regifted the artwork to the Local Aboriginal Land Council. The high level of community engagement and connection will inspire us to return next year, continuing to support revitalisation efforts and the Community's remarkable work to keep their Culture alive and thriving.

Baiame's Ngunnhu Festival Opening Ceremony Corroboree 2024. Photo by Jarrahmindi Bill.

Grant Recipients

FY2020-21

⚡ 860,602
TOTAL AWARDED

19
GRANT RECIPIENTS

FY2021-22

⚡ $1,622,140
TOTAL AWARDED

41
GRANT RECIPIENTS

FY2022-23

⚡ $3,913,297
TOTAL AWARDED

58
GRANT RECIPIENTS

FY2023-24

⚡ $4,030,345
TOTAL AWARDED

77
GRANT RECIPIENTS

36

Goal 1: Nurture & Grow

1.2 Support Communities in their efforts to determine and control the use, growth and Cultural integrity of their Languages.

Aboriginal Cultural and Intellectual Property Training

In May 2024, Terri Janke and Company, and the Trust held a workshop on Aboriginal Cultural and Intellectual Property Rights (ACIP) on Wiradjuri Country in Wagga Wagga where we saw a full room of Language speakers and Community members come together. This workshop is specifically designed for Language practitioners and teachers to better understand their rights and responsibilities regarding Aboriginal Languages. ACIP recognises the value and importance of Intellectual Property for businesses, organisations artists and individuals focusing on protecting the rights of Aboriginal Peoples and their traditional Knowledge and Cultural expressions.

Language Use Advice

The Trust continued to provide advice to Government and corporate stakeholders seeking to engage with Aboriginal Languages. The Trust advocates for the respectful use of Aboriginal Languages content with permission and instruction from the relevant Language Community. Advice provided included:

- Advice on place naming policy
- Advice on office naming
- Advice on existing Aboriginal placenames
- Advice on naming staff reference groups and gatherings
- Advice on respecting Community pronunciation
- Advocacy on behalf of Language elders

Goal 1: Nurture & Grow

1.3 Work with Communities, government and non-government institutions to improve Community access to and ownership of archival material, as well as the storing of Languages Knowledge, resources and teaching materials.

First Nations Access to Archives Project

Phase one of the First Nations Community Access to Archives Project continued the search and discovery of Language Cultural materials held in the NSW State Archives collection. This year the project stood up a First Nations archival team at Museums of History NSW, dedicated to searching archival records for First Nations Language materials. A First Nations Archivist support framework was developed to ensure the team's wellbeing is prioritised during their search and discovery work.

To support future access to identified materials, the team designed a First Nations indexing approach. The approach guides tagging of materials to indicate the levels and types of Cultural sensitivity or violence in the material and identifies Knowledge Holders, authors, geographical locations and other relevant information that would benefit accessibility for Language Communities. To date the team have identified and indexed 156 items, turning a total of 6364 pages since commencing the page turn in May. 106 items have been identified in scope with Language and Cultural materials located in NSW and 40 out of scope First Nations materials which include Language and Culture content from other jurisdictions or population/blankets lists. 37 NSW languages have been identified in the materials to date.

Materials identified have surfaced significant records of: translations of creations stories, First Nations astronomy, descriptions of burial ceremonies, information about carved trees, bora grounds and rock engravings, words lists for place names (mountains, rivers, creeks, ranges etc.), rich descriptions of landscapes and native flora/vegetation, extensive descriptions of river systems, information relating to diet and food systems; descriptions of customs, Language boundaries and diplomatic relationships and gatherings between neighbouring nations/tribes, sketches and descriptions of weaponry and modes of warfare and men's and women's business. Translations we are finding vary from single words, word lists and paragraphs, to complete translations of creation stories and bible verses.

FNCAA team members Jasmyn Irwin and Alinta Trindall. Photo by Joshua Morris for MHNSW.

Goal 1: Nurture & Grow

1.4 Raise awareness and promote opportunities for Aboriginal Communities to gain access to technology and Country for Language education.

Access to Country Research

As part of the NSW Closing the Gap Implementation Plan for 2022-24 the Aboriginal Languages Closing the Gap Target 16 Officer Level Working Group (OLWG) committed to producing a research paper on Access to Country for Language teaching and learning for NSW Aboriginal Language Communities.

What was highlighted in the research report was the importance of accessing Country as an integral learning environment and the benefits of Country for Language teaching and learning for Language teachers, learners, Country and Language itself.

The Trust consulted with six NSW Language Aboriginal communities and ran case studies on how they are currently accessing Country for Language teaching and learning. From the findings it was highlighted for Language teachers have a greater curriculum to draw from Country compared to when teaching in a classroom environment. Language teachers reported the significance of being on Country and that Language learners felt an increasing depth of connection to the land was important to their Language practice.

The next phase of the Access to Country research will see the development and implementation of a strategy driven by the findings and recommendations from the report. Practical community resources will be developed to assist NSW Aboriginal Language communities to provide information on how NSW Aboriginal Language communities are and can access Country for Language teaching and learning practices.

Womens on Country workshop in Brewarrina. Photo by Ngungilahna.

"We get our strength from our Old People and when we are on Country learning."

- Maddy Hope-Hodgetts
Wangaaypuwan Ngiyampaa Wiradjuri
Access to Country research project

"Being able to walk on that Country and hear the stories that have been passed down has been significant for our Language Educators."

– Bradley Hansen, Dharawal
Access to Country research project

LLIP Workshop in Sydney at AH&MRC at Little Bay.

Goal 2:
Connecting Communities

The dedicated and collective effort of many is needed to help grow and sustain NSW Aboriginal Languages, including Aboriginal Communities and Language speakers, governments, and institutions, volunteers and workers in the Languages sector, the business Community and corporate and philanthropic supporters. We will build strong relationships and promote and grow active and engaged networks to nurture NSW Aboriginal Languages.

2.1 Foster genuine and respectful partnerships with Aboriginal Communities and Languages stakeholders at all levels, to support Communities to achieve their Languages aspirations.

Build Relationships with Languages Stakeholders and Communities

Sydney Workshops: In 2024, Community-based researchers from six NSW Aboriginal organisations came together to attend two impact measurement workshops at the Aboriginal Health and Medical Research Council of NSW (AH&MRC) training centre in Little Bay, Sydney. These workshops were delivered as part of the Local Language Insights Project (LLIP) and were run by impact measurement consultant, Ms Mel Harwin (Harwin Consulting Pty Ltd).

The inaugural two-day LLIP workshop, '*Understanding Impact*' was held from the 10-11 April 2024 with seven participants in attendance. The workshop included sessions focused on developing program logic, and a Dharawal Language Lesson provided by Jamie-Lee Rooke and Amber Sait from the Gujaga Foundation.

The second LLIP workshop '*Implementing your Local Language Insights Plan*' was held from the 4-5 June 2024. In this two-day workshop participants practiced different techniques to collect Language data. This included the use of different story-based collection methods. Additional sessions focused on identifying different types of stakeholders and data sources.

As part of LLIP, two workshops remain for 2024-2025 with participants to be hosted on Country by participating NSW Aboriginal organisations.

Goal 2: Connecting Communities

LLIP on Country Workshops: One on one workshops between the Trust and six NSW Aboriginal organisations participating in LLIP were run on Country between March – July 2024. These workshops were run by impact measurement consultant, Ms Mel Harwin (Harwin Consulting Pty Ltd), who took key members of each organisation through mapping their Language activities and future aspirations.

This included discussions on current Language activities, indicators of success and the most-significant change. Information shared during these sessions are guiding development of Local Language Insight Plans, supporting participating organisations to report their impact from Language revitalisation activities occurring in their Community.

- Language Centres Network Day - 14 May 2024
- Gumbaynggirr Daari Research Project Steering Committee meetings - 17 April 2024, 16 Feb 2024, 6 October 2023, 14 July 2023
- Meeting with Bularri Muurlay Nyanggan Aboriginal Corporation to discuss funding needs for the Gumbaynggirr Giingana Freedom School - 18 April 2024
- Policy & Research team visit to Newara Aboriginal Corporation's bush block Nyambinga Kyuna - 14 & 15 March 2024
- Interview with Uncle Ivan Johnson and Uncle Warren Clark (Baakantji Language & Culture Practitioners) for Access to Country project - 17 February 2024
- Interview with Gujaga Foundation for Access to Country project - 31 January 2024
- Interview with Newara Aboriginal Corporation for Access to Country project - 12 December 2023
- Interview with Aunty Michelle Perry & Sharon Edgar-Jones (Gathang Language Practitioners) for Access to Country project - 7 December 2023
- Interview with Lacey Boney & Maddy Hope-Hodgetts (Ngiyampaa Language Practitioners) for Access to Country project - 10 November 2023
- Interview with BMNAC/Ngiyambandigay Wajaarr Aboriginal Corporation for Access to Country project - 6 October 2023
- University of Queensland - Gumbaynggirr Daari Literature Review presentation to Steering Committee - 31 July 2023

Language Centres and Hubs Network Day

Goal 2: Connecting Communities

2.2 Identify and promote networks to aid in reawakening, growing and nurturing NSW Aboriginal Languages, including harnessing technology to share information and resources.

Language Centres Network

The Trust undertook research on Aboriginal Community Language Centres and Hubs to better understand the aspirations, benefits and challenges of Community-led Language Centres.

All Language Centres and Hubs that participated in the research project told us that they wanted the opportunity to connect, share and learn from each other. Fourteen representatives from NSW-based Language Centres and Hubs came together in Condobolin on 14 May 2024 for the first NSW Aboriginal Language Centres and Hubs Network Day. Participants were able to review the findings of the research project and provide feedback on a Language Centres Community Handbook resource. Business sustainability was a key topic arising, including the need for ongoing funding, strategic planning and attracting and retaining staff. Language Centres and Hubs were recognised and celebrated for their important work.

Language Centre representatives also expressed a strong interest in making the Network Day a regular event, open to all NSW Language Centres and Hubs. A key outcome was the decision to pursue further discussions on a formal Language Centres and Hubs network, to represent the sector and the interests of community-controlled Language Centres and Hubs.

Photos: Language Centres and Hubs Network Day.

Goal 2: Connecting Communities

Regional Language Networks

During consultations on the Trust's draft Strategic Plan, we heard that Communities wanted to create regional Language networks that are Community owned and operated. These networks would serve as platforms for Language teachers, Community members, and Language practitioners from various Language groups to collaborate and share important Language resources.

In March 2024, The Trust engaged in initial discussions with Barkindji Wiimpitja about their specific aspirations for a Regional Language Network. Over three days, Trust staff visited Broken Hill, Menindee, Dareton and Mildura to speak with local Language Practitioners and Knowledge Holders. These discussions were crucial for the Trust to understand the goals and needs of the Barkindji Language Community regarding their regional Language network.

Language Insights Network

Language Insights Network development (CBR Network): As part of the Local Language Insights Project (LLIP), a state-wide network of Community researchers has arisen.

This network consists of representatives from Bularri Muurlay Nyanggan Aboriginal Corporation (BMNAC), the Gujaga Foundation, Nēwara Aboriginal Corporation, Wiradjuri Condobolin Corporation, Woganurra Aboriginal Corporation and the Yarkuwa Indigenous Knowledge Centre Aboriginal Corporation. This community of practice fosters idea sharing and cross-organisational support.

LLIP Workshop in Sydney at AH&MRC at Little Bay.

"If I started speaking Baakantji Language the system would have taken me away."

- Uncle Warren Clark, Baakantji
Access to Country research project

Goal 2: Connecting Communities
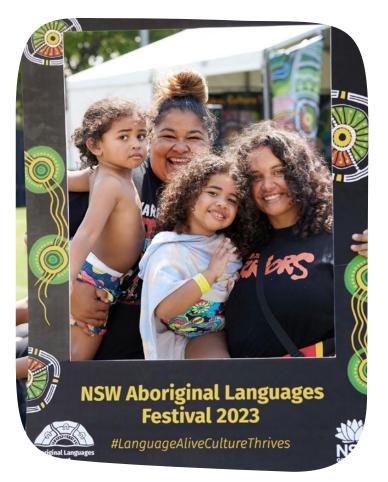
Website and social media platforms

This year the Trust used social media channels including YouTube, Facebook, Instagram and LinkedIn and the Trust's website to promote our work and events, educate audiences and amplify Community voices and their Language revitalisation activities.

To promote the first ever NSW Aboriginal Languages Week and Languages Week Festival in October 2023, the Trust delivered a sophisticated campaign across social channels. Core to the campaign was a long-form YouTube video series called 'Language Yarns Round the Table'. The yarns, which have been viewed hundreds of times each, captured insightful and moving discussions from panellists of different ages from different Communities who brought diverse perspectives.

Aboriginal Languages Week promotion also included capturing and sharing the stories of our Language Ambassadors Barkaa and Andy Saunders who participated in Language activities with the Trust and were powerful advocates of revitalisation.

This year we continued to grow the Trust's website as a resource for Community to connect and learn, adding additional research papers, resources, guides and event information.

Social media post sharing the fun had at NSW Aboriginal Languages Week.

Social media tile with Priscilla Strasek promoting Language Yarns Round the Table Series on Youtube.

Language Yarns Round the Table | Hosted by @Barkaa

412 views • 10 months ago

Case Study

Aboriginal Community Language Centres and Hubs Network Day

Aboriginal Language Centres and Hubs are critical for the growth and revival of Aboriginal Languages and play an essential role in the Communities that they service.

The Trust undertook research on Aboriginal Community Language Centres and Hubs to better understand the aspirations, benefits and challenges of Community-led Language Centres. All Language Centres and Hubs who participated in the research project told us that they wanted the opportunity to connect, share and learn from each other.

In response to this the Trust hosted a NSW Aboriginal Language Centres and Hubs Network Day. Fourteen representatives from NSW-based Language Centres and Hubs came together in Condobolin on 14 May 2024 to review the findings of the research project and provide feedback on a Language Centres Community Handbook. Business sustainability was a key topic raised by participants, including the need for ongoing funding, strategic planning and attracting and retaining staff.

Participants also expressed a strong interest in making the Network Day a regular event, open to all NSW Language Centres and Hubs. A key outcome was a decision to pursue further discussions around formalising a Language Centres and Hubs Network, to represent the sector and the interests of community-controlled Language Centres and Hubs in NSW. Many connections and relationships were built throughout the day and Language Centres and Hubs were recognised and celebrated for their important work, with one participant commenting, "when we came here, we felt valued".

Photo: Language Centres and Hubs Network Day.

Case Study

Revitalising Baakantji Language on Lake Mungo

Mungo National Park, part of the Willandra Lakes region, is a place of Cultural significance as it provides a unique window into the changing climate and Aboriginal People's relationship with the environment and land over many thousands of years.

The discovery of the ancestral remains of Mungo Man and Mungo Lady in 1968 and 1971 provided some of the earliest evidence of Cultural practice of the oldest cremation and ceremonial ritual burial in the world.

Here on Country, Uncle Ivan Johnson and Uncle Warren Clark, both proud Baakantji men, are seeing that Baakantji Language and Culture is being passed down to younger generations. Uncle Warren spoke about Elders who held and passed down dreaming stories. Those stories connecting to ancient Ancestors walking together with the giant megafauna which existed in the area and how Aboriginal People had "campfires on the river – to keep the giant animals away". Uncle Ivan and Uncle Warren now want to ensure these stories are told by their people forever.

As the Discovery Guide, Uncle often takes primary school students out to Lake Mungo to teach them Language from that Country and the deep Cultural significance and history that it holds. Through his teaching on Country, Uncle Ivan has observed how kids can relate to Country better as they can see, touch, and feel the environment around them. Uncle Ivan told us about the time he took a group of year 7 students out on a tour of Lake Mungo and one of the students the following week came up to Uncle Ivan and said, "Mr Johnson I took my mother and father out here and showed them everything you taught me". It's the importance for learning Language on Country for that continuous learning to happen within the students' homes, to share the Knowledge with their families. "He wouldn't have done that if he was just sat at in a classroom environment", Uncle Ivan explains.

Uncle Ivan also teaches young people Cultural Knowledge such as identifying animal tracks, different types of vegetation and the importance of caring for Country. All this Knowledge is intertwined with Baakantji words, making Lake Mungo a significant place for Language to be brought back into regular use.

> **"I'd rather take the kids out on Country so they can see, hear and feel what I am teaching them."**
>
> - Uncle Ivan Johnson, Baakantji
> *Access to Country research project*

Goal 2: Connecting Communities

2.3 Create in-person events to connect NSW Aboriginal Language Communities and stakeholders and to share and learn.

The Trust proudly launched the inaugural NSW Aboriginal Languages Week, held from Sunday, 22 October to Sunday, 29 October 2023.

The theme for 2023, "Languages Alive, Culture Thrives," highlighted the vital role of revitalising and reclaiming Aboriginal Languages as essential components of Culture.

Throughout the week, the Trust hosted a series of events designed to shine a spotlight on NSW Aboriginal Languages and celebrate the efforts of Aboriginal communities across the state in maintaining their Languages. The introduction of the NSW Aboriginal Languages Week Grant provided financial support to Aboriginal Community organisations and groups, enabling them to host events that celebrate and promote their Languages.

The 2023 theme underscored the importance of Aboriginal Languages, which are safeguarded under the Aboriginal Languages Act 2017. These Languages not only embody Cultural Knowledge and identity but also strengthen connections among Aboriginal Peoples, their Ancestors, and Country. Across NSW, local Aboriginal Communities are actively engaged in reclaiming, revitalising, and integrating their Languages into educational programs to support nurture and growth of their Languages.

The Trust's launch of NSW Aboriginal Languages Week, the first event of its kind in Australia, coincided with the anniversary of the NSW Aboriginal Languages legislation passed on 24 October 2017.

Through significant initiatives and successful event delivery, the Trust has effectively promoted and celebrated Aboriginal Languages across NSW. These events have and will continue to raise awareness, foster appreciation among diverse audiences, and provide vital platforms for Aboriginal Communities to showcase their linguistic and Cultural Knowledge. The Trust's ongoing support reflects its commitment to revitalising Aboriginal Languages, reinforcing their importance to Cultural identity and Communities connections.

Dancers at the 2023 NSW Aboriginal Languages Festival.

First Nations Speaker Series.

First Nations Speaker Series

The inaugural event featured a panel discussion as part of the First Nations Speaker Series, showcasing diverse perspectives on Language revitalisation and Cultural impact. Ambassadors like Barkaa and Andy Saunders shared personal insights into how Language has shaped their identities and careers. Barkaa, known for her influential music and advocacy, emphasised the power of Language in expressing societal truths and addressing First Nations issues, earning accolades such as ARIA nominations and FBi SMAC Awards. Andy Saunders, a renowned comedian, used his talent to break stereotypes and promote understanding through humour, reflecting his commitment to Cultural education.

Joining them were well respected and connected members from Community. During the discussion speakers, underscored the profound familial and community ties fostered through Language, emphasising its role in passing down Cultural Knowledge and strengthening Community bonds. Together, they highlighted the transformative impact of Language revival efforts facilitated by the Trust, which plays a crucial role in supporting communities across NSW in reclaiming and revitalising their Languages.

The panel discussion not only celebrated the resilience of Aboriginal Languages but also illuminated the ongoing challenges and triumphs in their preservation. It served as a platform for dialogue among leaders and advocates dedicated to ensuring that Aboriginal Languages remain vibrant and integral to Australia's cultural landscape. Through personal stories and professional achievements, the speakers reinforced the importance of Cultural continuity and the imperative of ongoing support for Language revitalisation initiatives. The event exemplified the spirit of NSW Aboriginal Languages Week, affirming that when Languages thrive, Culture thrives, enriching the broader community with diversity and stories of resilience.

Parliamentary Information Session

During the inaugural Aboriginal Languages Week, Trust staff and Board members gathered at Parliament House NSW. Our Executive Director, Clare McHugh, delivered a presentation to parliamentarians, outlining the Trust's mission, activities, and the significance of our agency for NSW Aboriginal Communities. The session was followed by a Q&A with the Trust Board, where the questions and feedback provided were insightful and reflective.

Goal 2: Connecting Communities

2.4 Work with Communities to explore the role of Aboriginal Language centres in growing and sustaining Languages.

Language Centres Research

During the Trust's comprehensive consultation on its Strategic Plan in 2021, Aboriginal Language Communities expressed the need for more Language Centres that would be Community owned and run, with sustainable government funding. Communities also showed interest in successful operating models for Language Centres so they could be replicated. The Language Centres Research Project aims to support Communities to achieve their Languages aspirations through providing research which will help them to better understand the options, benefits and challenges of Community-led Language Centres and networks based on an exploration of governance, operating and funding models.

In partnership with Aboriginal Consulting firm Thirriwirri, interviews were undertaken with eight Language Centres and Hubs from across NSW in 2023 and early 2024. The research found that successful Aboriginal Language Centres and Hubs are Community-led, owned and governed; have access to Country for Language teaching and learning and have access to archival resources. Common challenges and barriers for Language Centres and Hubs included access to resources (sustainable funding, lack of expertise, Language and Knowledge Holders, archival records) and capacity to undertake strategic and succession planning. The full research report and Community Handbook will be published in late 2024.

Language Centres and Hubs Growth and Support Pilot Partnerships

Pilot partnerships were established with seven NSW Language Centres and Language Hubs. The goal of the partnerships is to support business development and growth for Language Centres and Hubs in NSW and build the NSW Languages sector through job pathways.

The partnerships established 14 new positions across the seven partner organisations. Six positions targeted business development and growth with additional business administration support staff for Language Centres and Hubs. Eight positions focused on expanding Community Language services with additional Language support staff.

Language Centres and Hubs Network Day.

NSW Aboriginal Languages Festival

Aunty Sharon Edgar-Jones
watching the burn at Biyan Biyan.

Goal 3:
Celebrate And Promote

Aboriginal Languages across NSW have been spoken for time immemorial, but their value has not always been recognised. Languages help maintain and strengthen Aboriginal wellbeing and identity.

They also enrich the culture and identity of NSW. We will celebrate Aboriginal Languages and build and promote a strong NSW-centric evidence-base to transform how Aboriginal Languages are recognised and valued.

3.1 Work with Communities to set high-impact research priorities that help grow and nurture NSW Aboriginal Languages.

Multi-year Research Agenda

The Trust published a five-year research agenda to resource and inform growth in the Aboriginal Languages of NSW. The agenda was developed out of the Trust's Community consultations and identifies four priority research areas. The agenda focuses on setting a strong foundation through research projects that explore the impact of Language use and revival, a Language data baseline, Language teaching techniques and a NSW Languages map. To share Community expertise the Trust will research methods of Language engineering, Community engagement in Language learning and revival, and Language teaching as an integrated practice.

The agenda seeks to improve access for Communities through research into Aboriginal Language centres, access to Country for Language learning and teach and access to archives. Finally the agenda seeks to influence policy through research activities focused on First Nations Language education, the Languages workforce sector, investment in Languages, place-naming and removal of offensive placenames, guidelines for Language use and the connection between Language, biodiversity and environmental sustainability.

"It would be good to get our kids to that fluency stage where they're able to communicate with each other, and we'll get there."

- Ray Ingrey, Dharawal
Language Yarns Round the Table YouTube series

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Goal 3: Celebrate And Promote

Gumbaynggirr Daari Longitudinal Study

The Gumbaynggirr Daari ("Gumbaynggirr strong") study examines the impacts of the First Nations education model currently in place on Gumbaynggirr Country on the Mid North Coast of NSW for children, families, staff and the Community. The design of the project has been led and informed by the Gumbaynggirr Community from the outset, and is governed by a Steering Committee made up of representatives from the local Community.

In September 2023, the University of Queensland completed a literature review on First Nations education models, to inform the longitudinal study. In January 2024, Western Sydney University were brought on board as the longitudinal study research partner. Now that ethics approval has been granted for the study, phase one has commenced with information being collected towards comprehensive case study of Gumbaynggirr Language and Culture revival and the current education model in place. The study will also include development of a culturally-responsive tool to measure "Gumbaynggirr Daari" and tracking the impact of the Gumbaynggirr education model over 10 years.

Aunty Sharon Edgar-Jones and Aunty Michelle Perry participated in the Access to Country research.

> "Hearing the humming and singing through the smoke, makes you feel emotional. Those are the experiences you can only have on Country with Language."
>
> - Aunty Sharon Edgar-Jones
> Wonnarua Gringai
> *Access to Country Research Project*

Language Centres Research

The Language Centres Research Project aims to support Communities to achieve their Languages aspirations through providing research to help them to better understand the options, benefits and challenges of Community-led Language Centres and networks based on an exploration of governance, operating and funding models.

A research report and Community Handbook are currently in development and will be available in late 2024. Alongside this, an animation has been developed to explain the important role of Aboriginal Language Centres and Hubs in NSW and encourage Language groups to reach out to the Trust for support in starting their own Language Hubs.

Goal 3: Celebrate And Promote

Access to Country Research

The Access to Country Research project explores the connection between Language and Country and highlighting the importance of access to Country as an integral learning environment. The Access to Country report identifies options for how Country can be accessed, explore barriers to and identify opportunities for Communities to access Country for Language teaching and learning.

From the findings of the research report there has been 4 key themes identified:

1. Relationships

2. Language Knowledge systems

3. Cultural responsibility and obligation to Country

4. Future generations and continuing legacy

The next phase of the Access to Country research will be the development and implementation of a strategy driven by the findings and recommendations from the report. Practical community resources will be developed to assist NSW Aboriginal Language Communities to provide information on how NSW Aboriginal Language Communities are and can access Country for Language teaching and learning practices.

"Language has context from being able to connect the dots through your senses... for both learners and teachers it provides more hands-on approach than in a classroom environment by being surrounded by resources on Country."

- Aunty Michelle Perry, Worimi
Access to Country Research Project

Goal 3: Celebrate And Promote

3.2 Work with Communities to determine the appropriate collection and use of data about their Aboriginal Language activities.

Principles for Respecting Aboriginal Community Data

All research and data work undertaken by the Trust is guided by the Trust's Principles for Respecting Aboriginal Community Data. The expectation to uphold these Principles is passed on to all research partners, such as universities and consulting organisations, which undertake research on behalf of the Trust. These Principles acknowledge that Aboriginal Communities have the right to be self-determining in relation to their Language Knowledge and data.

Barkaa (right) on her hometown visit.

3.3 Develop and promote practical information and resources about NSW Aboriginal Languages.

Language Journeys Film Series

The Trust partnered with Aboriginal artist and musician Barkaa, and Aboriginal comedian and entertainer, Andy Saunders as ambassadors of the week to promote NSW Aboriginal Languages Week and highlight the important work being done in revitalising Aboriginal Languages.

Aboriginal Languages Week raises awareness, sparks conversations and highlights the incredible work our local Aboriginal communities are doing to reclaim and revitalise Language. The theme of the week was "Languages Alive, Culture Thrives".

As part of Languages Week, the Trust coordinated home visits for Barkaa and Andy to their hometowns to encourage Community engagement with Language revitalisation and increase awareness of the NSW Aboriginal Languages week amongst community. For Barkaa, the Trust coordinated a Language class along the Baaka river with Community. Andy also participated in a Language lesson with Aunty Mandy Davis in his community at Taree. Both Language lessons showcased the sacredness of learning Language on Country.

Goal 3: Celebrate And Promote

Language Yarns Round the Table Film Series

Another key component of NSW Aboriginal Languages Week was the "Language Yarns Round the Table" film project, which involved three separate roundtable discussions filmed by Amanaki Studios. The yarns were hosted by ambassadors Andy Saunders and Barkaa, as well as proud Yuwaalaraay musician and artist Nardi Simpson. Each roundtable featured five Language Practitioners from various regions across NSW, who engaged in meaningful discussions about the challenges of Language loss, the strength of Language warriors that have gone before us, and the next steps we must take towards revitalising our Languages.

These insightful conversations are now accessible on the Trust's YouTube channel.

ALT Learning Resources Pack

As part of the inaugural Languages Week the Trust developed a Language resources pack made available on our website to support schools and communities in their celebration of Languages week. Resources included a fact sheet, find-a-word, colouring in sheets, posters, PowerPoint activity and PowerPoint facilitator notes.

NSW ABORIGINAL LANGUAGES

J	H	N	A	T	R	O	Y	A	T	R	O	Y	I
A	H	G	I	R	A	W	A	R	U	M	N	J	W
L	Y	A	A	R	A	L	I	M	A	G	D	N	E
U	N	R	R	I	B	W	U	L	R	N	G	A	M
B	G	A	I	G	H	O	G	G	I	Y	W	W	B
U	A	B	R	G	A	N	D	K	T	N	W	I	A
N	R	A	U	N	K	N	R	M	G	R	G	A	W
D	I	L	J	Y	U	A	B	L	M	N	B	N	E
J	G	A	D	A	B	R	A	B	A	I	R	A	M
A	O	N	A	B	G	U	N	H	M	R	R	G	B
L	G	I	R	M	A	A	T	D	H	U	R	G	A
U	R	B	I	U	L	A	W	A	R	A	H	D	A
N	U	Y	W	G	G	A	A	H	N	R	G	Y	J
G	A	J	A	R	G	U	R	A	H	D	G	N	A

There are over 35 different Aboriginal Languages in NSW. Can you find these Languages?

GUMBAYNGGIRR	**NGARABAL**	**YORTA YORTA**	**BUNDJALUNG**
BARKINDJI	**NGARIGO**	**GAMILARAAY**	**DHARUG**
ANAIWAN	**WEMBA WEMBA**	**DHARAWAL**	**WIRADJURI**
GATHANG	**WONNARUA**	**MURAWARI**	**DHURGA**

NSW Aboriginal Languages

#LanguageAliveCultureThrives

Aboriginal Languages Trust

NSW GOVERNMENT

Goal 3: Celebrate And Promote

3.4 Provide evidence-informed advice and policy leadership on NSW Aboriginal Languages, including on the NSW Government's work to progress Closing the Gap targets.

National Languages Policy Partnership

The National Languages Policy Partnership ("LPP") is a national policy group dedicated to the strengthening of Aboriginal and Torres Strait Islander Languages and Language Communities.

Formed in December 2022 under the National Agreement for Closing the Gap, the LPP formally establishes a joined-up approach between all governments and Aboriginal and Torres Strait Islander representatives to work towards the achievement of Target 16. The Trust represents the NSW Government interests on the LPP.

The LPP is co-chaired by the CEO of First Languages Australia as the national peak organisation for Aboriginal and Torres Strait Islander Languages, and the Deputy Secretary of the Department of Infrastructure, Transport, Regional Development, Communication and the Arts.

The LPP met four times during this reporting period to develop seven agreed national Language priorities that will guide progress and achieve success for Aboriginal and Torres Strait Islander Languages:

1. Languages legislation
2. Bringing Language home to the people and Communities
3. More funding that goes where Communities need it
4. Supporting the people, groups and organisations who work in Languages
5. Speaking and using Languages
6. Access to Country
7. Help people understand the importance of Aboriginal and Torres Strait Islander Languages

The Trust delivered an information session on NSW's journey to Languages legislation to help inform the pursuit of Languages legislation in other jurisdictions.

All jurisdictions report to the partnership on initiatives that drive progress toward the seven national priorities. Information and updates from the LPP are published on the First Languages Australia website.

"When we were saying the words she was saying "I remember that word", she was so happy to listen to Language again and to see her face light up, it was good."

- Kayleen Kerwin, Paakantyi
Language Yarns Round the Table YouTube series

Goal 3: Celebrate And Promote

Policy Submissions

The Trust made a submission to the Major Review of the Australian Standard Classification of Languages (ASCL). The ASCL provides a list of Languages and groups of Languages that can be used for collection and use of statistics and other data in relation to languages spoken in Australia. The Trust's submission recommended that the classification include all Aboriginal and Torres Strait Islander Languages and dialects listed in the AIATSIS Austlang data base including all spelling variations and Austlang codes to ensure that Aboriginal and Torres Strait Islander People can identify their Language Group in the census data.

The Trust also made a submission to the Australian Curriculum Review of the Framework for Aboriginal and Torres Strait Islander Languages (Language Revival). The framework is a national curriculum document, which provides a way for schools in Australia to support the teaching and learning of Aboriginal and Torres Strait Islander Languages. The Trust's submission recommended that the framework include specific Language aims for Aboriginal and Torres Strait Islander students and that the framework be expanded to include understanding the historical contexts that contributed to the silencing of Aboriginal and Torres Strait Islander Language and the work being done to revitalise those Languages. The submission also focused on wellbeing considerations for Aboriginal and Torres Strait Islander students, and engagement of Language Custodians to inform and deliver Language classes.

3.5 Build and deliver campaigns to celebrate and promote NSW Aboriginal Languages to increase support and investment for Communities' Languages work.

In August 2023, the Trust attended the Puliima 2023 Indigenous Languages and Technology Conference in Darwin, Larrakia Country. As part of the conference, the Trust hosted a stall which shared information about the significant efforts and progress that NSW Language Communities are making in revitalising their Languages. Building on this, we were lucky enough to deliver a slideshow presentation on the history of the Trust, its formation, and the crucial role that Language Knowledge Holders in Community have played in its development. Some of those Language Knowledge Holders were present in the room which made the presentation even more special. In conjunction with Bularri Muurlay Nyanggan Aboriginal Corporation, The Trust also delivered a presentation on the Gumbaynggirr Daari Case Study which highlighted the growth and revitalisation efforts of the Gumbaynggirr Language Community.

The Trust funded a small group of Language practitioners from NSW to attend the conference. These practitioners connected with First Nations peoples from around the world, and it was a unique opportunity to share and explore new ideas, methodologies and approaches to Language revitalisation. The conference offered an invaluable networking and knowledge sharing opportunity, and it certainly inspired attendees to continue their vital work in revitalising Languages in NSW.

"My daughter started singing from a young age in Language and when her Great Grandfather heard her sing a tear rolled down his face because he never thought he'd hear his Language again."

- Tom Barker, Murrawarri Yorta Yorta
Language Yarns Round the Table YouTube series

Goal 4: Sustainable Futures

The silencing of Aboriginal Languages by past government decisions means that much work needs to be done to strengthen and grow Languages.

An investment of funding and resources is required to grow the number of Aboriginal Languages speakers and teachers. Greater support for Aboriginal ways of learning and transferring Aboriginal Languages is also needed to grow and sustain Languages. We will work with Aboriginal Communities and government and non-government sectors to find solutions to these challenges.

4.1 Work with Communities and the education sector to design Aboriginal-led solutions to increase the number of Aboriginal adult Languages speakers and teachers, including through the development of alternative qualification and learning pathways that recognise Aboriginal Cultural Knowledge and ways of knowing.

Giingana Freedom School Teacher Cadetships

The Trust continued to support the Gumbaynggirr Giingana Freedom School to offer three cadetships to Gumbaynggirr Language speakers. Through the cadetships Language speakers will undertake undergraduate teaching degrees whilst working full-time at the Gumbaynggirr Giingana Freedom School as Language/Learning support officers. The school is the first bilingual school in an Aboriginal Language in NSW and as the school continues to expand the need for teacher qualified Gumbaynggirr speakers has increased. These cadetships will increase the number of qualified teachers speaking Gumbaynggirr from one to four, which is critical to ensuring the bilingual vision of the school.

4.2 Grow Community capability by investing in skills development, including through Language education scholarships and grants writing.

Educational Scholarship Program

The Educational Scholarship Program, funded by the Trust, aims to grow the number of Aboriginal Language speakers, educators, and teachers across NSW. The program supports individuals undertaking training or education related to learning or teaching Aboriginal Language.

- Total Allocation: $200,000 for 2023-2024
- Total Funded: $187,999 to 6 Aboriginal Students
- Language Groups: Gumbaynggirr, Paakantyi, Gathang, Wiradjuri

4.3 Build sector partnerships to support the development of training and job pathways for Aboriginal Peoples in the Languages sector, including business enterprise and tourism, linguistics, research, archivists, and teaching.

During the consultations on the Trust's draft Strategic Plan, we heard that those who undertake Language qualifications need access to greater education and employment outcomes. The Language sector needs to be viewed more broadly than just teaching, with opportunities across a range of fields from working in archives, research, linguistics, graphic design, IT, tourism, and much more.

Work on this priority will commence in the next reporting period.

"There's always a place for everyone in Language and Culture, we just need to come together and do more around it"

- Ebony Joachim, Yorta Yorta
Language Yarns Round the Table YouTube series

Goal 5:
Operational Excellence

Operational excellence is achieved when every member of the Trust has the right tools and support to focus on the bigger purpose of why we exist. We will invest in our people, workplace culture, systems and processes, so that the Trust adds value to the self-determining work of Communities to reclaim and reawaken Aboriginal Languages.

5.1 Develop and implement strategies to build and maintain a reliable and trusted brand to instil confidence in our stakeholders.

The Trust actively works to build awareness of our brand and to promote and celebrate the work we do as being reliable and trustworthy.

During this reporting period we have:

• Expanded and grown our Community Investment Program, by listening and responding to the needs of Aboriginal Communities and Languages Practitioners.

• Partnered with Museums of History NSW to enhance community access to archival records. The First Nations Community Access to Archives Project continued to search for and uncover Language and Cultural materials within the NSW State Archives collection.

• Attended, participated in, and hosted several forums, consistently promoting the Trust and NSW Aboriginal Languages to wide audiences.

• Maintained our website and social media platforms, enabling the Trust to disseminate information to wide audiences.

• Created and delivered several in-person events to bring Aboriginal Languages practitioners, Communities and stakeholders together, thereby increasing awareness about the Trust and its brand.

• Designed and published NSW specific Aboriginal Languages resources and materials, helping to build a reliable evidence-base for the value of Languages revitalisation.

Goal 5: Operational Excellence

5.2 Establish baseline-data for NSW Aboriginal Languages informed by Aboriginal Community perspectives.

5.3 Design and implement an impact measurement framework underpinned by Aboriginal Communities' definitions of success to effectively measure and transparently report on outcomes, and to inform continuous improvements.

Local Language Insights Project

The Local Language Insights Project (LLIP) is a two-year pilot nearing completion of its first year. In late 2023, this project saw place-based agreements made with six NSW Aboriginal community-controlled organisations. These agreements supported the onboarding of six community-based researchers (CBRs) to measure and report on the impact of their Language initiatives. Throughout 2024, the CBRs have attended workshops to learn about key principles of impact measurement and data collection, impact storytelling and to map their organisation's Language initiatives.

Development of Language data collection plans are underway, which will aid organisations in the collection of meaningful data to achieve their Language aspirations.

Aboriginal Languages Trust Impact Measurement Framework

The Impact Measurement Framework (IMF) will support the Trust by measuring impact resulting from our investment into NSW Aboriginal Language Communities. Change will be identified through evidence-based reporting on the Trust's activities, strategic outcomes and widespread Community impact as we progress towards a future where NSW Aboriginal Languages are healthy and visible.

The completed document will be Community-informed, Culturally-safe and aligned with the Trust's 2022-2027 Strategic Plan. The IMF was developed by Mel Harwin (Harwin Consulting Pty Ltd) following consultations in late 2023 - early 2024, with key stakeholders in the Trust and across NSW Aboriginal organisations involved in Language revitalisation work. Roll-out of the Trust's IMF is underway and expected to be completed by late 2024.

ALT Staff participating in a traditional mullet haul hosted by Gujaga Foundation on Dharawal Country.

Goal 5: Operational Excellence

5.4 Maintain a safe and collaborative work environment and observe best practice human resource approaches, including learning and development and succession planning at all levels.

5.5 Maintain the Cultural capability of our team, including adopting strengths-based and trauma-informed ways of working.

Trust staff are employed by the Premier's Department to enable the Trust to exercise its functions under the Act. The Department actively seeks to support a culture where staff operate effectively, ethically and lawfully. This is achieved through the maintenance of a comprehensive operating environment, including services, systems, processes and policies. Good governance underpins the delivery of effective and efficient services to the people of NSW.

The Trust is committed to attracting and retaining a diverse and high-performing workforce, including achieving at least 70% of the workforce being Aboriginal. During this reporting period the Trust employed 73.6% Aboriginal People. Achieving this target helps the Trust foster a workforce with a rich diversity of perspectives, Knowledge and experiences and with a deep understanding and appreciation of Aboriginal Languages and Cultures.

Trust staff have access to additional tailored supports which are free to all staff identifying as Aboriginal or Torres Strait Islander and non-Aboriginal staff who require a trauma-informed support provider. The Trust values the importance of frameworks that support culturally safe practices and a respectful work environment. The Trust will focus on the development of a cultural capability framework in the next reporting period. Develop systems and processes to support the Trust meet a high standard of governance.

The Trust is committed to maintaining a high standard of probity, transparency and accountability for the Aboriginal Communities it serves and all its stakeholders. During this reporting period the Trust has:

- Commenced a review and evaluation of the Trust's Sustainable Funding Program and Partnership Support Program to understand Community feedback and perceptions, offer an opportunity for the Trust to build on the strengths of both funding streams and make improvements or adjustments based on any risks, challenges or negative experiences undermining the success of the programs.

- Maintained comprehensive Conflicts of Interest Registers for the Board and staff.

- Maintained comprehensive Risk Register which is integrated into the Trust's governance, planning and reporting requirements.

- Assisted with responses to applications made to the Premier's Department under the Government Information (Public Access) Act 2009 ("GIPA Act").

ALT Operations and Governance team planning day on Bundjalung Country.

SECTION 4:

Management & accountability

Section 4:
Management & Accountability

Numbers and Remuneration of Senior Executives

Agencies are required to disclose information concerning Public Service Senior Executive (PSSE) numbers and remuneration within our annual reports based on four PSSE salary bands. The Trust's Executive Director is classed as the only Senior Executive and the number and remuneration is $316,109 Total Remuneration Package.

Consultants

The Trust did not engage consultants during the 2023-24 reporting period.

Complaints Handling

Complaints are handled consistently with the Premier's Department External Complaints Handling Policy which outlines: the procedures to be followed to manage an external complaint; when it is appropriate to escalate a complaint; and guidance on providing fairness to staff members if a complaint has been made against them and the procedures to be applied.

The Department reports in its Annual Report on external complaints received in that year, including information on whether any service or systems changes have been made because of the complaint.

Information is provided on the Department's website to inform the public about the External Complaints Handling policy and process.

GIPA requests must be made directly to the Department who processes GIPA applications on behalf of the Aboriginal Languages Trust.

Privacy and Personal Information Protection Act 1998 ("PPIPA") Requirements

Privacy and personal information are handled consistently with the PPIPA Act and the Health Records and Information Privacy Act 2022 and the Premier's Department Privacy Management Plan which sets out the key policies and procedures in place to ensure the Department complies with its legal obligations and is publicly available.

Information is provided on the Department's website to inform the public about the policy and practices for privacy and the handling of personal information (including health information).

Government Information (Public Access) Act 2009 ("GIPA") requirements

GIPA applications are handled consistently with the GIPA Act which encourages the proactive release of Government information on agency websites unless there is an overriding public interest against disclosure – for example, someone's personal details.

Information is provided on the Department's website to inform the public about how to lodge an application under GIPA.

Public Interest Disclosures Act 2022 ("PID Act")

The PID Act applies to all public officials in NSW. Reporting of serious wrongdoing is strongly encouraged by the Department of Premier and Cabinet and there are protections and supports available for reporters.

The Premier's Department PID Policy sets out how the Department manages public interest disclosures and provides practical guidance to Department staff on matters relating to PIDs.

Information is provided on the Department's website to inform the public about how to make a PID and other information.

Economic or other factors affecting achievement of operational objectives

A major foodborne outbreak occurred during the NSW Aboriginal Languages Gathering in the previous reporting period. The incident required the Trust to shift focus, impacting our operational objectives as we prioritized supporting attendees and assisting NSW Health in their ongoing investigation, which remains unresolved.

Exemptions

The Trust has a brand exemption, category "endorsed", from the NSW Government Brand Framework. The brand exemption is valid three years from 16 June 2022 until 16 June 2025.

Risk Management and insurance activities

The Aboriginal Languages Trust demonstrates full compliance with the Premier's Department Risk Management Policy. By adhering to this policy, the Trust effectively identifies, assesses, and mitigates risks within its operations. This ensures that the Trust is well-equipped to handle potential challenges and uncertainties. Additionally, the Trust regularly reviews and updates its risk management practices to align with any changes or evolving circumstances.

The Aboriginal Languages Trust is part of the Premier's Department which is a member agency of the Treasury Managed Fund (TMF). The TMF is a self-insurance scheme created by the NSW Government to insure government agency risk.

As a member agency, the department is indemnified for all insurable risks, with claims funded by deposit contributions and managed by iCare. The TMF provides cover for:

• workers compensation

• legal liability

• property

• motor vehicles

• miscellaneous risks.

SECTION 5:
Sustainability

Sustainability

Languages Sustainability

The silencing of Aboriginal Languages by past Government decisions means that much work needs to be done to grow and sustain Languages across NSW. A sustained investment of funding and resources is required to increase the number of Aboriginal Language speakers and teachers. Greater support for Aboriginal ways of learning and transferring Aboriginal Knowledge and Languages is also needed to grow and sustain Languages.

We will work with Aboriginal Communities, and government and non-government sectors to find solutions to these challenges.

Diversity and Inclusion

The Trust values diversity and believes that a diverse and inclusive workforce is essential to success. We embrace and promote workforce diversity in all its forms, including but not limited to gender, age, ethnicity, abilities, sexual orientation, and cultural background. By cultivating a workplace that values and respects the unique perspectives and experiences of individuals, we harness the power of diversity to drive innovation, creativity, and collaboration. We actively foster an environment where everyone can thrive, and where all voices are heard and valued.

The Trust conducts its operations consistently with thePremier's Department, adhering to the disability inclusion action plans and policies. As part of our commitment to fostering inclusivity, we actively ensure that our activities, programs, and services support individuals with disabilities. By aligning with the Department's disability inclusion initiatives, we strive to create an environment that champions accessibility, equality, and empowerment for all.

Sustainability

Work Health and Safety

The wellbeing and safety of our employees, partners, and stakeholders are paramount. The Trust is firmly committed to maintaining a safe and healthy work environment, adhering to the highest standards of occupational health and safety. Through the implementation of robust policies and practices, regular training, and active engagement with our workforce, we strive to prevent workplace injuries and promote the physical and mental wellbeing of all involved in our operations. Our commitment to work health and safety drives us to continuously improve and evolve, ensuring a culture of care throughout our organisation.

Modern Slavery Act 2018 (NSW) Statement

The *Modern Slavery Act 2018* (NSW) is a legislation enacted with the goal of addressing and combating modern slavery offenses. The Act outlines various measures to prevent and respond to acts of modern slavery within the state.

This Act includes a broad definition of modern slavery, encompassing offenses such as human trafficking, slavery, servitude, forced labour, debt bondage, and deceptive recruitment. By broadening the definition, the legislation aims to cover various forms of exploitation that might be present in supply chains and other industries.

The Trust hereby declare that all goods and services procured by and for our agency during the period of 1 July 2023 to 30 June 2024 were not the product of modern slavery, as defined by the Modern Slavery Act 2018. We have taken significant measures to ensure that our procurement processes adhere to the highest ethical standards, and we remain committed to actively combating modern slavery in all its forms.

ALT Staff participating in a traditional mullet haul hosted by Gujaga Foundation on Dharawal Country.

SECTION 6:

Financial Performance

Section 6:
Financial Performance

The NSW Audit Office undertakes performance audits to assess whether the activities of the Trust are carried out effectively, economically, efficiently and in compliance with relevant laws. Audit recommendations are implemented across the business within agreed timeframes.

The implementation of recommendations is overseen by the department's Audit and Risk Committee. The following pages are the financial statements and audit report for 2022-23 financial year.

Aboriginal Languages Trust

(ABN 24 678 641 580)

Annual Financial Statements

for the year ended 30 June 2024

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Aboriginal Languages Trust
Statement by the Board
for the year ended 30 June 2024

Pursuant to Division 7.6(4) of the *Government Sector Finance Act 2018* ('the Act'), I state that these financial statements:

- have been prepared in accordance with the Australian Accounting Standards and the applicable requirements of the Act, the Government Sector Finance Regulation 2024 and the Treasurer's Directions and

- present fairly the Aboriginal Languages Trust's financial position, financial performance and cash flows.

- there are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

Chair of the Board

Jason Behrendt

Board member

Catherine Trindall

29 October 2024

Aboriginal Languages Trust
Statement of comprehensive income
for the year ended 30 June 2024

	Notes	Actual 2024 $'000	Actual 2023 $'000
Expenses excluding losses			
Operating expenses			
Personnel services	2 (a)	2,608	1,877
Other operating expenses	2 (b)	4,626	2,320
Grants and subsidies	2 (c)	3,954	3,913
Total expenses excluding losses		**11,188**	**8,110**
Revenue			
Grants and contributions	3 (a)	11,764	7,979
Acceptance by the Crown of Personnel services and other liabilities	3 (b)	31	(27)
Total revenue		**11,795**	**7,952**
Operating result		**607**	**(158)**
Net result		**607**	**(158)**
Total comprehensive income		**607**	**(158)**

The accompanying notes form part of these financial statements.

Aboriginal Languages Trust
Statement of financial position
as at 30 June 2024

	Notes	Actual 2024 $'000	Actual 2023 $'000
Assets			
Current assets			
Cash and cash equivalents	4	2,811	1,771
Receivables	5	750	130
Total current assets		**3,561**	**1,901**
Total assets		**3,561**	**1,901**
Liabilities			
Current liabilities			
Payables	6	2,057	1,020
Provisions	7	103	87
Total current liabilities		**2,160**	**1,107**
Non-current liabilities			
Provisions	7	-	-
Total non-current liabilities		**-**	**-**
Total liabilities		**2,160**	**1,107**
Net assets		**1,401**	**794**
Equity	8		
Accumulated funds		1,401	794
Total equity		**1,401**	**794**

The accompanying notes form part of these financial statements.

Aboriginal Languages Trust
Statement of changes in equity
for the year ended 30 June 2024

	Notes	Accumulated Funds $'000	Total $'000
Balance 1 July 2023		794	794
Net result for the year		607	607
Total comprehensive income for the year		607	607
Balance at 30 June 2024		1,401	1,401

	Notes	Accumulated Funds $'000	Total $'000
Balance 1 July 2022		952	952
Net result for the year		(158)	(158)
Total comprehensive income for the year		(158)	(158)
Balance at 30 June 2023		794	794

The accompanying notes form part of these financial statements.

Aboriginal Languages Trust
Statement of cash flows
for the year ended 30 June 2024

	Notes	Actual 2024 $'000	Actual 2023 $'000
Cash flows from operating activities			
Payments			
Personnel services		(2,581)	(1,936)
Grants and subsidies		(3,954)	(3,913)
Other		(3,766)	(1,328)
Total payments		(10,301)	(7,177)
Receipts			
Appropriations (excluding equity appropriations)		-	-
Sale of goods and services		(444)	-
Grants and contributions		11,764	7,979
Reimbursements from the Crown		21	-
Total receipts		11,341	7,979
Net cash flows from operating activities	10	**1,040**	**802**
Cash flows from investing activities			
Net cash flows used in investing activities		-	-
Cash flows from financing activities			
Net cash flows used in financing activities		-	-
Net increase/(decrease) in cash and cash equivalents		**1,040**	**802**
Opening cash and cash equivalents		1,771	969
Closing cash and cash equivalents	4	**2,811**	**1,771**

The accompanying notes form part of these financial statements.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

1.   **Statement of Material Accounting Policy Information**

(a) Reporting entity

The Aboriginal Languages Trust (the Trust) is a NSW government entity established under the *NSW Aboriginal Languages Act 2017* on 5 March 2020 and is controlled by the State of New South Wales, which is the ultimate parent. The Trust is a not for profit entity (as profit is not its principal objective) and it has no cash generating units.

These financial statements for the year ended 30 June 2024 have been authorised for issue by the Board on   October 2024.

(b) Basis of preparation

The Trust's financial statements are general purpose financial statements which have been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards (AAS) (which include Australian Accounting Interpretations).

- the requirements of the *Government Sector Finance Act 2018* (GSF Act) and the Government Sector Finance Regulation 2024.

- Treasurer's Directions issued under the GSF Act.

The Trust's financial statements have been prepared on a going concern basis, which contemplates the continuity of normal operating activity and the realisation of assets and the settlement of liabilities in the normal course of operations. The Trust held cash on hand and at bank as at 30 June 2024 of $2.8 million. As at 30 June 2024 the Trust had a net working capital surplus of $1.4 million.

This indicator is only one of a variety of indicators used in assessing the going concern assumption.

The Trust receives its funding via grants from the New South Wales Consolidated Fund, provided through the Premier's Department.

Certain financial assets and liabilities are measured using the fair value basis. Other financial statement items are prepared in accordance with the historical cost convention, except as otherwise specified.

Judgements, key assumptions and estimations management has made, are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is the Trust's presentation and functional currency.

(c) Statement of compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) Accounting for the Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except that the:

- amount of GST incurred by the Trust as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense and

- receivables and payables are stated with the amount of GST included.

Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

1.   Statement of Material Accounting Policy Information (continued)

(e) Comparative information

Except when an AAS permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements.

(f)   Changes in Accounting Policy, including new or revised Australian Accounting Standards

(i)   Effective for the first time in 2023-24

The accounting policies applied in 2023-24 are consistent with those of the previous financial year, except as a result of the following new or revised Australian Accounting Standards (AAS) that have been applied for the first time in 2023-24. There is no material impact from the application of these new standards.

- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates*
- AASB 2021-6 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards*
- AASB 2021-7b *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections*
- AASB 2022-1 *Amendments to Australian Accounting Standards – Initial Application of AASB 17 and AASB 9 – Comparative Information*
- AASB 2022-7 *Editorial Corrections to Australian Accounting Standards and Repeal of Superseded and Redundant Standards*
- AASB 2022-8 *Amendments to Australian Accounting Standards – Insurance Contracts: Consequential Amendments*

(ii)   Issued but not yet effective

NSW public sector entities are not permitted to early adopt new AAS, unless Treasury determines otherwise.

The following new Australian Accounting Standards have not been applied and are not yet effective, in accordance with the NSW Treasury mandate (TPG 24-06):

- AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current* (effective from 1 January 2024)
- AASB 2022-5 Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback (effective from 1 January 2024)
- AASB 2022-6 *Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants* (effective from 1 January 2024)
- AASB 2022-9 *Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector* (effective from 1 July 2026)
- AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* (effective from 1 January 2024)
- AASB 2023-1 *Amendments to Australian Accounting Standards – Supplier Finance Arrangements* (effective from 1 January 2024)
- AASB 2023-3 *Amendments to Australian Accounting Standards – Disclosure of Non-current Liabilities with Covenants: Tier 2* (effective from 1 January 2024)
- AASB 2023-5 *Amendments to Australian Accounting Standards – Lack of Exchangeability* (effective from 1 January 2025).
  The Trust anticipates that the adoption of these Standards in the period of initial application will have no material impact on the financial statements.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

2. Expenses Excluding Losses

(a) Personnel services

	2024 $'000	2023 $'000
Salaries and wages (including annual leave)	2,203	1,457
Superannuation – defined contribution plans	220	136
Long Service Leave	31	(27)
Payroll tax and fringe benefits tax	127	117
Agency contractors	27	194
Total personnel services	**2,608**	**1,877**

Recognition and measurement

(i)   Salaries and Wages, Annual Leave, Sick Leave and On-Costs

The Trust does not directly employ staff. Personnel services are provided to it by the Premier's Department.

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

(ii)   Long Service Leave

The Trust's liabilities for long service leave is assumed by the Crown through the Premier's Department. The Trust accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown of personnel services provisions'. Refer Note 3(b).

Long service leave are measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using Commonwealth government bond rate at the reporting date.

(iii)   Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax. This expense forms part of the Personnel Services costs.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

2.   **Expenses Excluding Losses (continued)**

(b)   **Other operating expenses**

	2024 $'000	2023 $'000
Auditor's remuneration - audit of financial statements	44	8
Committee fees and expenses	192	179
Community events	197	395
Contractor – projects	-	139
Corporate services	85	15
Fees for services rendered [1]	3,720	1,340
Information dissemination	58	11
Information technology expenses	35	-
Insurance	1	-
Maintenance expenses	22	-
Other expenses	36	24
Stores and minor assets	-	1
Training (staff development)	40	33
Travel costs	196	175
Total other operating expenses	**4,626**	**2,320**

[1] Fee for services rendered includes $1,690k paid to Museums of History NSW for First Nations Community Access to Archives Project.

(c)   **Grants and subsidies**

	2024 $'000	2023 $'000
Grants to Aboriginal Languages Revival Program	538	563
Grants to Aboriginal Languages Sustainable Funding Program	578	648
Grants to Aboriginal Languages Partnership Funding Program	2,469	2,702
Aboriginal Languages Small Grants Program	132	-
Educational Scholarship Program	158	-
NSW Aboriginal Languages Week	79	-
Total grants and subsidies	**3,954**	**3,913**

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

3. Revenue

Recognition and measurement

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities* ,dependent on whether there is a contract with a customer defined by AASB 15 *Revenue from Contracts with Customers*.

(a) Grants and contributions

	2024 $'000	2023 $'000
Grants without sufficiently specific performance obligations		
NSW Government Agencies [1]	11,376	7,979
Grants with sufficiently specific performance obligations		
Commonwealth Government	388	-
Total grants and contributions	**11,764**	**7,979**

[1] The Trust receives funding from the Premier's Department.

Recognition and measurement

Revenue from grants with sufficiently specific performance obligations is recognised when the Trust satisfies a performance obligation by transferring the promised services. The Trust typically receives grants in respect of administrative related projects and events. The Trust uses various methods to recognise revenue over time, depending on the nature and terms and conditions of the grant contract. The payments are typically based on an agreed timetable or on achievement of different milestones set up in the grant agreement.

Revenue from these grants is recognised based on the grant amount specified in the funding agreement/funding approval, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as funding payments are usually received in advance or shortly after the relevant obligation is satisfied.

Income from grants without sufficiently specific performance obligations is recognised when the Trust obtains control over the granted assets (e.g. cash).

(b) Acceptance by the Crown of personnel services provisions

	2024 $'000	2023 $'000
The following liabilities and/or expenses have been assumed by the Crown or other government entities:		
Long service leave [1]	31	(27)
	31	**(27)**

[1] The Trust's liabilities for long service leave are assumed by the Crown through the Premier's Department. The Trust accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown of personnel services provisions. Refer Note 2 (a) (ii).

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

4.   Current Assets – Cash and Cash Equivalents

	2024 $'000	2023 $'000
Cash at bank and on hand	2,811	1,771
Total cash and cash equivalents	**2,811**	**1,771**

For the purposes of the statement of cash flows, cash and cash equivalents include cash at bank and cash on hand.

Cash and cash equivalents assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:

	2024 $'000	2023 $'000
Cash and cash equivalents (per statement of financial position)	2,811	1,771
Closing cash and cash equivalents (per statement of cash flows)	**2,811**	**1,771**

Refer Note 11 for details regarding credit risk, liquidity risk, and market risk arising from financial instruments.

5.   Current Assets - Receivables

	2024 $'000	2023 $'000
Current Receivables		
Sale of goods and services	469	25
Goods and services tax recoverable from ATO	183	98
Prepayments	91	-
Accrued income	7	7
Total current receivables	**750**	**130**

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired, are disclosed in Note 11.

Recognition and measurement

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Impairment

The ALTrust recognises an allowance for expected credit losses (ECLs) for all debt financial assets not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows and the cash flows that it expects to receive, discounted at the original effective interest rate.

For trade receivables, the Trust applies a simplified approach in calculating ECLs. The Trust recognises a loss allowance based on lifetime ECLs at each reporting date. The Trust has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

6.   **Current Liabilities - Payables**

	2024 $'000	2023 $'000
Accrued personnel services	2	1
Creditors	2,055	1,019
Total	**2,057**	**1,020**

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables, are disclosed at Note 11.

Recognition and measurement

Payables represent liabilities for goods and services provided to the Trust and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the net result when the liabilities are derecognised as well as through the amortisation process.

Payables relating to grant payments are recognised when the legal obligation to pay occurs. Grant and subsidies expense generally comprise contributions in cash or in kind to various local government authorities and not-for-profit community organisations to support their objectives and activities. The grant and subsidies are expensed on the transfer of the cash or assets. The transferred assets are measured at their fair value.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

7. Current / Non-Current Liabilities – Provisions

	2024 $'000	2023 $'000
Current Provisions		
Annual leave including on-costs	103	87
Long service leave on-costs	-	-
Payroll tax	-	-
Current personnel services provisions	103	87
Total Current Provisions	103	87
Non-Current Provisions		
Long service leave on-costs	-	-
Payroll tax	-	-
Non-current personnel services provisions	-	-
Total Non-Current Provisions	-	-
Total Provisions	103	87

	2024 $'000	2023 $'000
Aggregate personnel services provisions		
Personnel services provisions - current	103	87
Personnel services provisions - non-current	-	-
Accrued personnel services (Note 6)	2	1
	105	88

Employee benefits and related on-costs (Personnel services)

The Trust's long service leave liability for defined benefit plans is assumed by the Crown per Treasury Circular TPG 24-23 Accounting for Long Service Leave and Annual Leave. Long service leave on costs including superannuation on defined contribution, annual leave accrued while on long service leave taken in service, workers compensation insurance and payroll tax are not assumed by the Crown. These are represented in the current and non-current liabilities of long service leave at 30 June 2024.

Recognition and measurement

Salaries and wages, annual leave, sick leave and on-costs

The Trust does not directly employ staff. Personnel services are provided to it by the Premier's Department.

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 Employee Benefits (although short-cut methods are permitted).

Actuarial advice obtained by Treasury has confirmed that the use of a nominal approach plus the annual leave on annual leave liability (using 8.4% of the nominal value of annual leave) can be used to approximate the present value of the annual leave liability. The Trust has assessed the actuarial advice based on the Trust's circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where the Trust does not expect to settle the liability within 12 months as the Trust does not have an unconditional right to defer settlement.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

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7. Current / Non-Current Liabilities – Provisions (continued)

Recognition and measurement (continued)

Salaries and wages, annual leave, sick leave and on-costs (continued)

Unused non vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

Long service leave and superannuation

The Trust's liabilities for long service leave and defined benefit superannuation are assumed by the Crown through the Premier's Department. The Trust accounts for the liability as having been extinguished resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown of personnel services provisions'. Refer Note 3(b).

Long service leave is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date in accordance with AASB 119 *Employee Benefits* . This is based on the application of certain factors (specified in NSW TPG 24-23) to employees with five or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

Consequential costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax.

8. Equity

Accumulated funds

The category 'Accumulated Funds' includes all current and prior period retained funds.

9. Contingent Liabilities and Contingent Assets

A food poisoning incident during the NSW Statewide Aboriginal Languages Gathering 2022 is an ongoing legal matter. Some monies paid may be refunded or the liability recognised may decrease depending on the result of the ongoing legal matter.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

10. Reconciliation of Cash Flows from Operating Activities to Net Result

Reconciliation of cash flows from operating activities to the net result as reported in the Statement of Comprehensive Income as follows:

	2024 $'000	2023 $'000
Net cash used on operating activities	1,040	802
Decrease / (increase) in provisions	(16)	32
Increase / (decrease) in receivables & prepayments	620	(180)
(Increase) / decrease in creditors	(1,037)	(812)
Net result	**607**	**(158)**

11. Financial Instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. The Trust determines the classification of its financial assets and liabilities at initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

The Trust's principal financial instruments are outlined below. These financial instruments arise directly from the Trust's operations or are required to finance its operations. The Trust does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

The Trust's main risks arising from financial instruments are outlined below, together with the its objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements.

The Board has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the Trust, to set risk limits and controls and to monitor risks. The Board assist in the review of compliance with policies.

(a) Financial instrument categories

Class	Note	Category	Carrying amount 2024 $'000	2023 $'000
Financial Assets				
Cash and cash equivalents	4	Amortised cost	2,811	1,771
Receivables [1]	5	Amortised cost	476	32
Financial Liabilities			**$'000**	**$'000**
Payables [2]	6	Financial liabilities at amortised cost	2,055	1,017

[1] Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7).

[2] Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7).

The Trust determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re- evaluates this at each financial year end.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

11. Financial Instruments (continued)

(b) Derecognition of financial assets and financial liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire; or if the Trust transfers the financial asset:

- where substantially all the risks and rewards have been transferred or
- where the Trust has not transferred substantially all the risks and rewards, if it has not retained control.

Where the Trust has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the Trust's continuing involvement in the asset.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires.

(c) Credit risk

Credit risk arises when there is the possibility of the Trust's debtors defaulting on their contractual obligations, resulting in a financial loss to the Trust. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for credit losses).

Credit risk arises through the holding of financial assets, including cash, receivables and authority deposits. No collateral is held by the Trust. No financial guarantees have been provided by the Trust.

Credit risk associated with the Trust's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Cash and cash equivalents

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System.

Receivables - trade debtors
Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand.

The Trust applies the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade debtors.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due.

The expected loss rates are based on historical observed loss rates.

Trade debtors are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others a failure to make contractual payments for a period of greater than 180 days past due.

The expected credit loss is based on historical loss rates.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

11.   Financial Instruments (continued)

(c)   Credit risk (continued)

The loss allowance for trade receivables as at 30 June 2024 and 30 June 2023 was determined as follows:

	30 June 2024 $'000					
	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimated total gross carrying amount at default	427	-	-	-	-	**427**
Expected credit loss	-	-	-	-	-	-

	30 June 2023 $'000					
	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimated total gross carrying amount at default	-	-	-	-	-	-
Expected credit loss	-	-	-	-	-	-

Notes: The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7. Therefore, the 'total' will not reconcile to the receivables total in Note 5.

The Trust is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2024. Most of Trust's debtors have a AAA credit rating.

(d)   Liquidity risk

Liquidity risk is the risk that the Trust will be unable to meet its payment obligations when they fall due. The Trust continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets.

During the current and prior years, there were no defaults or breaches on any loans payable. No assets have been pledged as collateral. The Trust's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise.

The Trust is funded through grants from the Premier's Department on a cash flow needs basis and should only hold unrestricted cash balances to cover its immediate operational requirements.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

11.   Financial Instruments (continued)

(d)   Liquidity risk (continued)

The table below summarises the maturity profile of the Trust's financial liabilities, together with the interest rate exposure.

Maturity Analysis and interest rate exposure of financial liabilities

	Weighted Average Effective Int. Rate	Nominal Amount	Fixed Interest Rate	Variable Interest Rate	Non-interest bearing	< 1 yr	1-5 years	>5 years
2024								
Payables:								
Accrued personnel services	N/A	2	-	-	2	2	-	-
Creditors	N/A	2,055	-	-	2,055	2,055	-	-
		2,057	-	-	2,057	2,057	-	-
		-	-	-	-	-	-	-
Total		**2,057**	-	-	**2,057**	**2,057**	-	-
2023								
Payables:								
Accrued personnel services	N/A	-	-	-	-	-	-	-
Creditors	N/A	1,017	-	-	1,017	1,017	-	-
		1,017	-	-	1,017	1,017	-	-
		-	-	-	-	-	-	-
Total		**1,017**	-	-	**1,017**	**1,017**	-	-

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2024

11. Financial Instruments (continued)

(e) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Trust is not exposed to market risk through interest rate risk on the its borrowings or investments. The Trust has no exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Trust operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis as for 2023. The analysis assumes that all other variables remain constant.

Interest rate risk

The Trust does not account for any fixed rate financial instruments at fair value through profit or loss or as available for sale. Therefore, for these financial instruments, a change in interest rates would not affect net results or equity. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility. The Trust's exposure to interest rate risk is set out below.

| | | -1% | | 1% | |
| | | Profit | Equity | Profit | Equity |
Consolidated	Carrying Amount	$'000	$'000	$'000	$'000
2024					
Financial assets					
Cash and cash equivalents	2,811	(28)	(28)	28	28
Receivables	476	(5)	(5)	5	5
Financial liabilities					
Payables	2,055	(21)	(21)	21	21
2023					
Financial assets					
Cash and cash equivalents	1,771	(18)	(18)	18	18
Receivables	32	-	-	-	-
Financial liabilities					
Payables	1,017	10	10	(10)	(10)

(f) Fair value measurement

(i) Fair value compared to carrying amount

Financial instruments are generally recognised at cost. The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value, because of the short-term nature of many of the financial instruments.

Aboriginal Languages Trust
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12.   Related Party Disclosures

A Related party is a person or entity that is related to the Trust which is preparing financial statements. As a NSW Government agency, the Trust is a related party to all NSW Government controlled agencies.

In accordance with AASB 124 Related Party Disclosures, key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Trust. Key management personnel include the Board members and the Executive Director of the Aboriginal Languages Trust, as well as the Minister for Aboriginal Affairs and Treaty.

(a)   Compensation of key management personnel

Ministers are compensated by NSW Legislature and the Trust is not obligated to reimburse the Legislature. Ministerial compensation is centrally compiled by Treasury and the Premier's Department for distribution to agencies for inclusion in their financial statements, where applicable. The Trust is not aware of any non-monetary benefits provided by the it to the Minister.

Key management personnel compensation is as follows:

	2024 $'000	2023 $'000
Short-term employee benefits:		
Salaries	488	494
Total remuneration	**488**	**494**

(b)   Transactions with related parties

During the reporting period the Trust entered into transactions with key management personnel, their close family members, or controlled or jointly controlled entities thereof. The aggregate value of the material transactions and related outstanding balances are as follows:

	2024 $'000		2023 $'000	
	Transaction value	Net receivable / payable	Transaction value	Net receivable / payable
Services received	153	-	169	-
Grants paid	597	-	488	-
Totals	**750**	**-**	**657**	**-**

The Trust has policies and systems in place to ensure accountability and transparency. Grant assessments are carried out by an independent advisory board, which does not include members of the Trust Board.

(c)   Transactions with government related entities during the financial year

The Trust does not directly employ staff. Personnel services are provided to it by the Premier's Department. These personnel services costs are disclosed in note 2 (a) and note 7.

The Trust recognised grant revenue from the Premier's Department of $11.3 million (2023: $7.9 million). Refer to Note 3 (a).

Aboriginal Languages Trust
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12.   Related Party Disclosures (continued)

(c)   Transactions with government related entities during the financial year (continued)
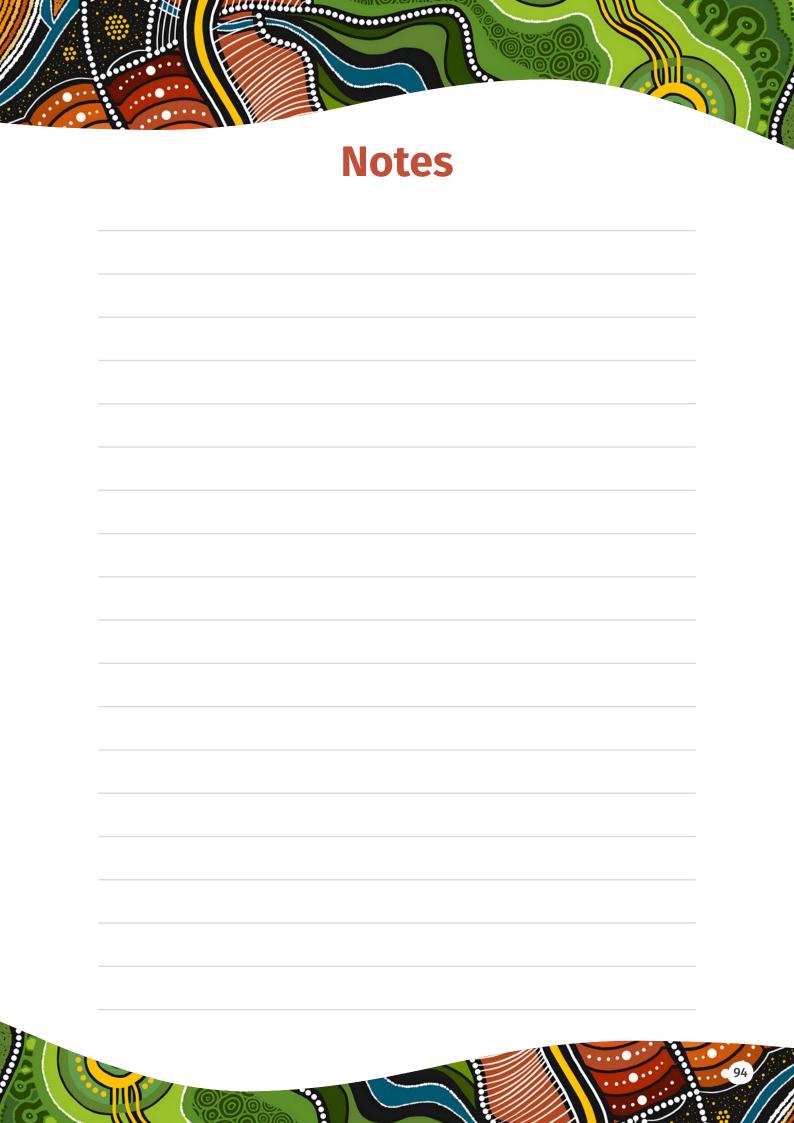
The Premier's department recovers costs for personnel services and other costs paid on behalf of the Trust. At 30 June 2024 the Trust has a payable amount of $793k (2023: $689k) owing to the department. Refer to note 6.

The Trust entered into transactions with other NSW Government related entities that are controlled, jointly controlled or significantly influenced by the NSW Government. These transactions are all at arm's length and in the ordinary course of the business of the Trust.

13.   Events After the Reporting Period

There is no matter or circumstance that has arisen since 30 June that has significantly affected, or may affect the Trust's operations, the result of those operations, or the state of affairs in future financial years.

End of audited financial statements

Notes

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