

**1-2 DECEMBER 2014**

UWA BUSINESS SCHOOL



THE UNIVERSITY OF  
WESTERN AUSTRALIA

# IBECC<sup>14</sup>

**INDIGENOUS  
BUSINESS,  
ENTERPRISE &  
CORPORATIONS  
CONFERENCE**

**CONNECT. SHARE. CREATE**



UWA BUSINESS SCHOOL

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# WELCOME TO IBECC14

This year the Indigenous Business, Enterprise and Corporations Conference offers an exciting forum for the exchange of ideas, knowledge and practice on Indigenous business and enterprise and all the connecting elements that go into building prosperity and advancement for Aboriginal and Torres Strait Islander people and communities.



This exciting program brings together Indigenous businesses and corporations, corporate business leaders, entrepreneurs, community enterprises, policy-makers, emerging voices, young leaders and researchers around the enduring theme of cross-sector knowledge and practice. It includes speakers from both large and small Indigenous businesses and corporations, and from the many different sectors that make up the economy including resources, media, consulting, health, and tourism.



IBECC14 connects the world of business and enterprise to that of reconciliation, education and training, human rights, the law, country and empowerment. It also presents an array of workshops and clinics for newly established enterprises and those entering business and includes a full program of sessions presenting the latest research from Australia's leading academics.

Be part of the many networking opportunities available at IBECC14 including the Conference Dinner and Breakfast by the Bay events.

We believe that IBECC14 will provide you with an opportunity to Connect, Share and Create by engaging with the *business of strong futures*.

**Winthrop Professor Paul Flatau**  
UWA Centre for Social Impact

**Winthrop Professor Jill Milroy**  
UWA School of Indigenous Studies



# KEY SPEAKERS



## **MARCIA LANGTON**

**Chair of Australian Indigenous Studies, The University of Melbourne**

Marcia Langton holds the Chair of Australian Indigenous Studies at the University of Melbourne, and is widely published on topics in Aboriginal studies, including land tenure, agreement-making and art. Marcia was appointed a Member of the Order of Australia in 1993 for services to anthropology and advocacy of Aboriginal rights.



## **NYUNGGAÏ WARREN MUNDINE**

**Chairman, Prime Minister's Indigenous Advisory Council**

Warren is a highly respected and influential businessman, political strategist and Indigenous advocate for empowering Indigenous Australia to build a sustained Indigenous economy. His life and career have been shaped by a personal commitment to community, both Indigenous and non-Indigenous, and he has more than 26 years' experience working in the public, private and community sectors. Warren is the Managing Director of NyunggaBlack, and more recently was the CEO and Executive Chairman of GenerationOne.



## **MICK GOODA**

**Aboriginal & Torres Strait Islander Social Justice Commissioner**

Mick Gooda is a descendent of the Gangulu people of central Queensland and is the current Aboriginal and Torres Strait Islander Social Justice Commissioner. He has a strong record of achievement in implementing program and organisational reform, delivering strategic and sustainable results across the country. As Commissioner, Mick builds on this experience to advocate the human rights of Aboriginal and Torres Strait Islander peoples in Australia so as to promote respect and understanding of these rights among the broader Australian community.



## **LEAH ARMSTRONG**

**Formerly CEO, Reconciliation Australia**

Leah Armstrong, a Torres Strait Islander, has recently ended her tenure as Chief Executive Officer of Reconciliation Australia. For 18 years Leah helped establish Yarnteen — a successful Indigenous enterprise operating several commercial ventures including bulk warehousing, car wash, building company and a property portfolio. In 2009, The AFR Boss Magazine recognised Leah as a "True Leader" and in 2012 Leah was recognised in the inaugural AFR/Westpac 100 Influential Women Awards. In 2010, Leah hiked the Kokoda Track with the Jobs Australia Foundation Indigenous Youth Leadership Program.



# KEY SPEAKERS

## JOE ROSS

**Director, Muway Constructions**

Joe is a Bunuba man from the Kimberley region of Western Australia. He is a Director of Muway Constructions, which offers Tier 2 subcontracting services to the construction and mining industries. An electrician by trade, Joe has been working in Aboriginal affairs since 1992. Joe's passion is supporting Aboriginal leaders to contribute in shaping the future of their rural and remote communities.



## PROFESSOR COLLEEN HAYWARD AM

**Pro-Vice-Chancellor, Equity and Indigenous, Edith Cowan University**

Professor Colleen Hayward is a senior Noongar woman with extensive family links throughout the south-west of WA. Born into a teaching family, with both her parents and two siblings having been teachers. Her father was the first Aboriginal teacher and Principal, in WA. She is currently Head of Kurongkurl Katitjin, Edith Cowan University's Centre for Indigenous Education and Research and was recently promoted to concurrently hold the position of Pro-Vice-Chancellor, Equity and Indigenous across the University.



## JOSEPHINE CASHMAN

**Managing Director, Riverview Global Partners**

Josephine is a Worimi woman from New South Wales. She is a lawyer, business woman and social entrepreneur. She is passionate about realising the dreams of our Elders by encouraging Aboriginal youth to become Australia's future leaders. Josephine's company Riverview Global Partners, identifies and nurtures the key relationships that create and drive economic opportunities for Aboriginal and Torres Strait Islander communities. She believes this process will ultimately benefit the wider business community and create a better nation for all Australians.



## DEBBIE BARWICK

**Chairperson and Executive Officer, NSW Indigenous Chamber of Commerce**

Debbie is a Gamilaroi Aboriginal Woman from Bora Crossing NSW who has spent the past 13 years working to support the establishment and growth of viable Indigenous businesses and supporting enterprising communities. Her understanding of the barriers faced by Aboriginal people in business and her unwavering passion to see Aboriginal people participating equally in the Australian and global economies is key to her successes in this field.



# KEY SPEAKERS



## **MICHAEL HAYDEN**

**Chairman, Western Australian Aboriginal Advisory Council**

Michael is a Njaki Njaki Noongar who completed a Bachelor of Applied Science in Community Development at Curtin University and is a member of the Australian Institute of Company Directors. As a Noongar Traditional Owner, Michael has been actively engaged in native title for over a decade, involved in sensitive and complex mediations and negotiations focused on policy, strategy, operations and governance in the South West of Western Australia. Michael is currently working in the resource sector with engineering firm Calibre Global. He is Chairman of the Western Australian Aboriginal Advisory Council.



## **TONI AH-SAM**

**Director/Owner, Ochre Business Consultants and Director, Indigenous Business Council of Australia**

Toni Ah-Sam is the Director/Owner of Ochre Business Consultants has ten years of practical business experience in diverse industries and is an experienced business advisor. She is a founding member of the Northern Territory Indigenous Business Network and a member of the Indigenous Business Council of Australia.



## **HON PETER COLLIER MLC**

**Minister for Education; Aboriginal Affairs; Electoral Affairs**

Peter Collier was elected to the 37th Parliament for the North Metropolitan Region on February 26, 2005. Following his re-election in September 2008, he was sworn in as Minister for Energy and Training. In 2010, Peter also took on the portfolio of Indigenous Affairs. Following the Liberal-National Government's re-election in March 2013, Peter was appointed Minister for Education, Aboriginal Affairs (previously Indigenous Affairs), and Electoral Affairs. Improved outcomes in Aboriginal education and providing Western Australian students with a wide array of career options are two of Peter's key goals as Education Minister.



## **HON BEN WYATT MLA**

**Shadow Treasurer, Shadow Minister for Aboriginal Affairs, Native Title, Cost of Living**

Benjamin Sana 'Ben' Wyatt is an Australian lawyer and politician, representing the seat of Victoria Park in the Western Australian Legislative Assembly. Of Indigenous Australian descent, Ben was born in Wewak, Papua New Guinea, to Australian parents and moved to WA at the age of two. He attended Aquinas College in Perth, later receiving a law degree from UWA. Wyatt attended the London School of Economics on a scholarship, returning to Australia in 2002 where he worked as a lawyer. He was elected to parliament as a Labor Party member in 2006, replacing Geoff Gallop.



CONFERENCE STREAM

# INDIGENOUS BUSINESS IS BIG BUSINESS

Indigenous business in Australia is emerging as the growth business area for the 21st century. This stream includes presentations from Indigenous businesses at different stages of their life cycle, as well as reflections on the future of Indigenous business in Australia. Listen to a diverse collection of leaders in business share their experiences and thoughts on Indigenous business development and growth and the impact of Indigenous business and enterprise on Indigenous social and economic development. Speakers leading the revolution in Indigenous consulting will also be presenting their perspectives.

Andrew Johnson, Director of *RSM Bird Cameron* will discuss the lessons learned through the implementation of the BHP Billiton Iron Ore Business Support Program and the West Pilbara Business Support Program.

Shane Devitt and Lee Bevan, Principals of *PwC Indigenous Consulting*, will lead discussion on the role of Indigenous business consulting. Director of Nexia Perth's Indigenous Services, Theuns Klopper, will be facilitating an engaging panel discussion on financial governance.

*Ensuring that a comprehensive understanding of Aboriginal culture is thoroughly injected into all aspects of Australian business practice has been a key feature of Australia's resources sector over the last few years. Aboriginal employment strategies, joint ventures and investment in community projects are not about paying lip service to Australia's first peoples. According to Bill Townsend of INPEX, these programs are fundamental governing principles that give their company a social license to operate in Australia.*

*Beyond this, the embracing of Australian Aboriginal culture is something that should be celebrated at all ends of business. Bill Townsend and Irene Stanton of INPEX will be discussing the company's social investment in Darwin communities as well as the enablers to Indigenous employment.*





Hear from leading Indigenous business owners, including Josephine Cashman, Managing Director of *Riverview Global Partners*, Toni Ah Sam, Director of *Ochre Business Consultants*, and Debbie Barwick, *CEO & Chairperson, Hunter Indigenous Business Chamber*.

Joe Mastrolembro, Deputy Registrar, Office of the Registrar of Indigenous Corporations (ORIC) will report on the top 500 Aboriginal and Torres Strait Islander Corporations while Michael Meeghan, Principal Legal Officer with Yamatji Marlpa Aboriginal Corporation & Michael Prince, Founding Director of Ashe Consulting, will address the question *Life-giving corporations to support community: What's possible?*

Heath Nelson of *FMG* will provide findings of the Billion Opportunities program and Annie Johnston of the *Commonwealth Bank* will speak about banking services and Indigenous Australians and communities.

Kristal Kinsela, Manager of Relationships and Engagement *Supply Nation* will talk about the social impact of Indigenous business and Bob Jones of Indigenous Business Australia will discuss their enterprise program.

Indigenous Business is Big Business also features a program of practical workshops and business clinics. The Getting Practical Workshops and Clinic Sessions provide prospective Indigenous businesses, enterprises, corporations and individuals with opportunities for practical business development, strategies and advice. Choose from a range of business development clinics, business-to-business and Indigenous employment clinics with top industry leaders.

*If you sit around waiting for something to come your way, it never happens, says Evan Maloney of Ngarluma Yindjibarndi Foundation Ltd (NYFL). While mining is seen to cause cultural problems due to the loss of significant cultural landscapes and traditional access, one Aboriginal company knows it has to work with the mining companies, if the community is to have a future.*

*Since 1998, NYFL has had joint ventures with the North West Gas Project, NRW and Rio Tinto Iron Ore that have helped them grow and establish a capital base. This has enabled them to create start-up sustainable, community-based business, that will create jobs and income for the long term, well after the iron ore mines are closed. Businesses like a general store, a tyre shop, a museum and cultural space and a café will offer tourists and locals alike the opportunity to stop in Roebourne, the oldest historical town in the region, home to the area's largest Aboriginal population. Evan Maloney of NYFL will be speaking at the Conference about what happens when you dispense with the bureaucratic red tape and take the bull by the horns.*



# BROTHA BOY AND NFTE

The Conference features two great initiatives: Brothaboy and NFTE Australia.

Brothaboy's aim is to address the issue of high Indigenous youth unemployment by providing Indigenous school students with a supported pathway to finish school, obtain a meaningful qualification, and to realise their full potential in fulfilling careers. Brothaboy designs and sells 'street fashion' clothing, catering specifically for the Indigenous market.

Founded in New York City in 1985, The Network for Teaching Entrepreneurship's (NFTE) mission is to provide programs that inspire young people from low-income communities to stay in school, to recognize business opportunities and to plan for successful futures. In early 2014, Ausum Initiatives was selected to establish NFTE in Australia. Led by CEO Liz Prescott and a founding team of passionate entrepreneurs such as Student Edge Co-Founders Jeremy and Craig Chetty, the team has pulled together support from all areas in the community to launch the program in Australia.

**BROTHABOY**

**NETWORK  
FOR TEACHING  
ENTREPRENEURSHIP**





CONFERENCE STREAM

# COMMUNITY AND SOCIAL ENTERPRISE:

## CHANGING LIVES FROM THE GROUND UP

Grass-roots community and social enterprises are emerging as important and innovative Indigenous businesses. Combining scarce resources with big ideas, they aim for sustainable community benefits. Operating in this space for a long time, they bring community insight and a wealth of experience to the table.

*Listen to speakers from a cross section of Indigenous community and social enterprises that are creating their own innovative ventures for optimum economic and social return.*

Managing director of *Morrgul*, Melissa Hartman, will reveal key success models for Indigenous business development in remote regions. Laura Egan, Founder/ CEO of *Enterprise Learning Projects*, addresses how ELP is working alongside Aboriginal enterprises in remote Australia, offering support to build the skills, knowledge and networks that establish and operate successful businesses.

Hear Indu Balachandran, Indigenous Social Enterprise Fund Development Manager, *Social Ventures Australia* speak on, *'The social enterprise capital gap: Say What? Learnings from the Indigenous Social Enterprise Fund'*. Andrew Taylor of *Brothaboy Clothing* will share his experiences building a social enterprise around Indigenous fashion.

Chad Stewart, Management Consultant, *Business Improvements Partners PTY Ltd* will speak on business process improvement for social enterprise, while Professor Ruth Wallace, Director, *Northern Institute* will examine the creation of the *Indigenous Enterprise Hub*.



*Laura Egan's passion is creating opportunities for people to achieve their aspirations through business. In October 2010, she established Enterprise Learning Projects (ELP), a social enterprise that works in partnership with remote Aboriginal communities to develop inclusive, creative and sustainable enterprise-based initiatives that support family and community goals. From the seed of an idea to piloting and facilitating specialist support, ELP works with individuals and communities to bring their ideas to life.*

CONFERENCE STREAM

# COMMUNITY ENGAGEMENT & COMMUNITY EMPOWERMENT

True equality and understanding of Aboriginal culture is the way forward for reconciliation. A number of sessions will explore the role of Reconciliation Action Plans with speakers ranging from John Galvin, Executive General Manager, *Georgiou Group Pty Ltd* to Suzanne Brown, Manager Environment and Aboriginal Affairs, *Water Corporation*, Lena Constantine, *Chamber of Commerce & Industry* and Professor Colleen Hayward, *Edith Cowan University* who will deliver a Conference Address on 'Reconciliation Action Plans in action'.

Alan Carter the Co-Chair of *Reconciliation WA* and Jim Morrison the founder and Co-Chair of the *Yokai Forum* will team up to address reconciliation initiatives with particular focus on improved outcomes for Indigenous health, education and employment.

Michael Hayden brings together themes of engagement and empowerment in his Address entitled, '*Change, engagement and empowering community*'.

CONFERENCE STREAM

# EDUCATION & LEADERSHIP: THE BUSINESS OF STRONG FUTURES

By creating the right, culturally appropriate environment for education and learning, we can foster the right environment for exciting careers. Here we create a space for emerging Indigenous Australian leaders, students and youth-centred organisations to showcase the success of their programs.

Join the *Cultural Connection Code* Directors, Kia Dowell and Chantal Harris, and students of their 'Leadership through Aboriginal Eyes' program, to discover successful leadership skills in a nation full of change, diversity and collaboration. Founder of the *Indigenous Communities and Education Awareness (ICEA)*. Lockie Cooke, will examine the value of ICEA's youth engagement strategies. Rebecca Harcourt, Program Manager, *Indigenous Business Education, UNSW Business School* will examine options around building business acumen to strengthen self-determination, while Michael Combs, *Founder & CEO, CareersTrackers* will discuss trends in indigenous tertiary education and employment. Patricia Dudgeon & Professor Jill Milroy, *UWA School of Indigenous Studies* will discuss the 'National Empowerment Project (UWA)'.



CONFERENCE STREAM

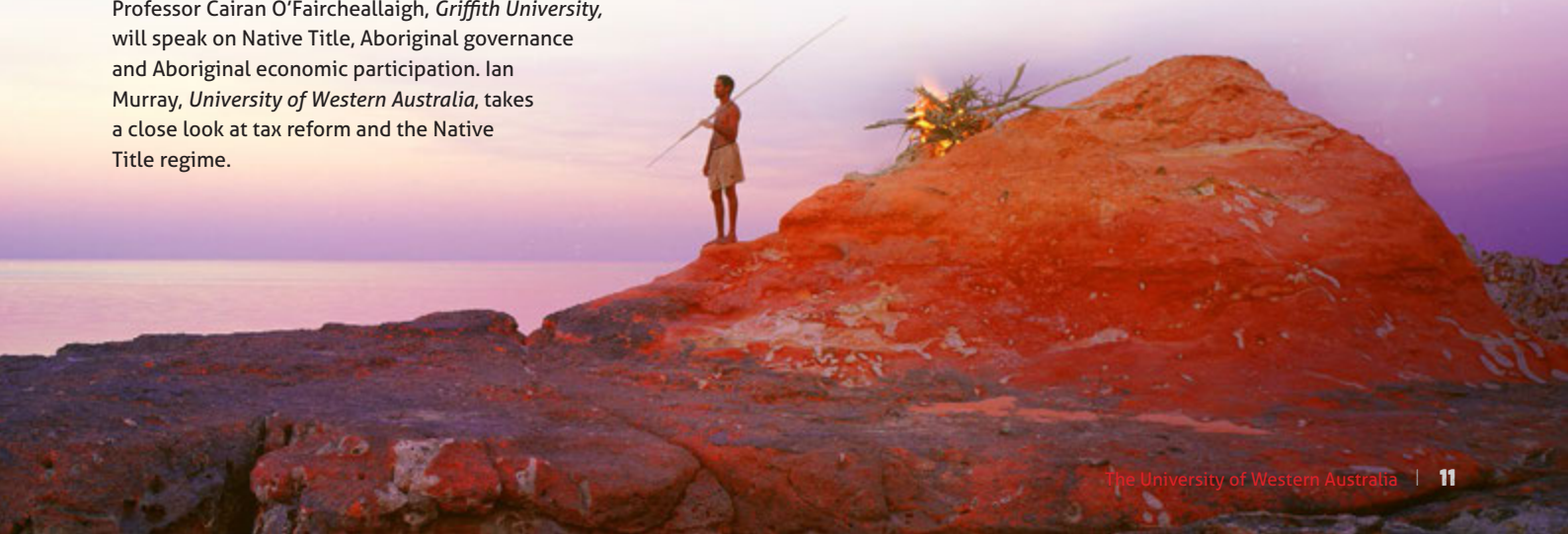
# THE TIES THAT BIND: LAND, LAW, HEALTH AND CULTURE

This stream covers a wide range of areas including Native Title, tourism, health, culture, sports and culinary delights. Darren Capewell, business owner of *Wula Guda Nyinda Eco Adventures*, will explore future opportunities and the expansion of eco-tourism. Indigenous chef and television personality, Mark Olive, will take you on a journey designed to delight your taste buds, showcasing Australian native cuisine, and its growing importance on an international scale. Mihau Kamieniak will speak about *Shaman Creative's Story Maps* travel bureau and mobile application which uses easy access technologies to bring users closer to Australian culture and landscapes. Simon Haigh, CEO of *Western Australian Indigenous Operators Tourism Council (WAITOC)*, will shed light on WA's Aboriginal tourism industry, and associated positive economic, social and cultural impacts.

Members of the *Muntiltjarr Wurrugumu Group*, Wiluna, and the *Wiluna Regional Partnership Agreement* will provide a unique perspective on the barriers and opportunities for jobs, training and enterprise development for Aboriginal people on the edge of the desert, in the remote Wiluna region. Hear Ian Rawlings and Lindsey Langford, Operational Managers of *Central Desert Native Title Service*, present on the shared value of a flexible, local employment solutions for mainstream employers, wanting to engage and retain a remote Indigenous workforce. Leading academic Professor Cairan O'Faircheallaigh, *Griffith University*, will speak on Native Title, Aboriginal governance and Aboriginal economic participation. Ian Murray, *University of Western Australia*, takes a close look at tax reform and the Native Title regime.



*Darren "Capes" Capewell is a proud and passionate descendant of the Nhandu and Malgana People of Gutharraguda (Shark Bay) situated in the Yamatji region of Western Australia. Gutharraguda is the traditional name for Shark Bay, meaning "Two Waters". Capes, is the sole operator of Wula Guda Nyinda Eco Adventures and conducts eco tours around Gutharraguda. As a descendant of the land's Traditional Owners, Capes feels it is his duty to be an ambassador for both his people and his country.*



CONFERENCE STREAM

# THE BRAINS TRUST: KNOWLEDGE AND IDEAS FOR PURPOSE



## **David Williams, CEO Gilimbaa**

David is an artist, musician, and co-owner of Gilimbaa. A descendant of the Wakka Wakka people of central south-west Queensland, he learnt the traditional songs and stories of his people from his grandmother. David first picked up a paintbrush during university at the suggestion of his uncle, himself an established Aboriginal artist.

After several successful exhibitions (national and international), David began to experiment with the merging of traditional art with digital graphic design techniques and in 2008 established Gilimbaa along with Amanda Lear and Ben Johnston (of Josephmark) to explore the way Indigenous art and design could be used in modern communication. David brings his cultural and artistic knowledge to projects to ensure that their overall message is culturally appropriate and meaningful.

David is a former Executive Committee Member of the South-East Queensland Indigenous Chamber of Commerce, an Indigenous advisor to Opera Australia, a member of the Board for the Queensland Museum and the outgoing member of the Indigenous advisory group for the Brisbane Festival. He has also been appointed as a member of the Federal Government's Indigenous Education Ambassadors Programme.

Listen to Australia's leading academics from a cross-section of disciplinary fields, present cutting-edge research. Included will be discussions on Native Title, Aboriginal business skills, trends in Indigenous education, career planning and employment skills for Aboriginal workers, Indigenous business development in the mining industry and challenges around the operation of charities to solve social issues. Speakers include Nicolas Biddle, *Australian National University*; Daniel Schepis and Elisa Birch, *University of Western Australia*; Fiona Martin and Rebecca Harcourt, *UNSW Business School*.

Jock Collins, *University of Technology Sydney* will speak on 'Private and community-owned Indigenous businesses in Australia: new research insights', and Andrew Terry & Cary Di Lernia, *University of Sydney Business School* will examine 'A franchising strategy for Indigenous business enterprise'. Fiona McKenzie, *Co-operative Research Centre, Remote Economic Participation* asks the question, 'Are there enduring community benefits for Aboriginal people from mining?'



## CONFERENCE STREAM

# LET'S GET CREATIVE

Indigenous film is taking the world by storm, as is Indigenous art and music; there is no denying the creativity inherent in communities. Discover the economic, social and cultural returns of Aboriginal art, artists and art businesses with Tim Acker, Principal Research Leader at *Curtin University*. Don't miss speakers deliver inspired presentations on sustaining Indigenous culture and country, through creative industries and new media.

*Today's Aboriginal corporate communicators are re-inventing 'Aboriginal' brandscapes in order to promote positive identity values and reject negative stereotypes.*

The mastering of digital communications is increasingly important to Aboriginal businesses, many of which are operating in remote areas. Marketing and social network marketing, in particular, are the perfect vehicles for niche communications in the Indigenous space and are low-cost methods of sending and receiving market messages locally, regionally and globally.

One could say that Aboriginal people were the original social networkers, tracing and ordering intricate webs of familial relationships across space and time. It makes sense then that these social networking technologies are being picked up with such fervour. The importance of communications and marketing in the digital world for Indigenous individuals, businesses and corporations will be highlighted by Nancia J Guivarra, Head of Communications at *National Centre of Indigenous Excellence*. David Williams, *CEO & Amanda Lear, Managing Director, Gilimbaa* will examine '*Communication sharing and celebrating Indigenous culture in the 21st Century*'. Teena Forrest, Barbara Bynder, *Karda Designs* will speak on '*Sustaining country, culture and creativity*'.



**Nancia J Guivarra, Head of Communications at National Centre of Indigenous Excellence.**

Nancia is a Meriam (Magaram), Wuthathi and Bindal Juru woman with more than twenty years of working in media production and communications, entertainment, the arts and government policy. That experience includes work at NITV/SBS, the ABC, Vibe Australia and Gadigal Information Service. She also runs her own freelance media consultancy company Amneris Pty Ltd. She is currently Head of Communications at the *National Centre of Indigenous Excellence*. She says she's, '...definitely a storyteller never mind the medium'.



**Catherine Hunter**

**Head of Corporate Citizenship, KPMG Australia**

After more than a decade working in the not-for-profit sector, Catherine joined KPMG in 2005 in a new role for the firm. As Head of Corporate Citizenship, Catherine is responsible for the strategic development and execution of KPMG Australia's citizenship vision, which encompasses the firm's social and environmental initiatives.

In 2012, Catherine was invited by the UN Global Compact to participate on a global taskforce charged with developing a Business Reference Guide to the UN Declaration on the Rights of Indigenous Peoples. An international collaborative effort over 18 months, Catherine was also a member of the Expert Group convened to finalise The Guide, which was launched in December last year. Catherine is Chairperson of the UN Global Compact Network Australia and a Graduate of the Australian Institute of Company Directors. She is a member of the Business Council of Australia's Business Indigenous Network and an external adviser on Lend Lease's RAP panel.

## FEATURE

# HUMAN RIGHTS

Ethical businesses have a responsibility to respect human rights, including the rights of Indigenous peoples. Beyond this, there is also a significant opportunity to promote and advance Indigenous rights. Increasing numbers of Australian businesses, as is evident by the significant growth in Reconciliation Action Plans and other initiatives, are finding that respectful, positive engagement with Indigenous people can bring a range of benefits. Stronger relationships with communities and other stakeholders, reputational benefits, employee engagement, recognition from investors, and the ability to partner with and learn from Indigenous people are just some of these benefits. This session will explore how business can take a rights-based approach to Indigenous engagement, to support respectful relationships and positive outcomes. It will also highlight the United Nations Global Compact – the UN's corporate sustainability initiative.

The session features Mick Gooda, *Aboriginal & Torres Strait Islander Social Justice Commissioner*, Leah Armstrong, formerly CEO *Reconciliation Australia*, Evan Maloney, Chief Executive Officer, *Ngarluma Yindjibarndi Foundation Ltd* and Catherine Hunter, *KPMG* and Alice Cope, Executive Manager, *Global Compact Network Australia*.





### Alice Cope

**Executive Manager, Global Compact Network Australia**

Alice Cope is Executive Manager of the Global Compact Network Australia, the Australian network of the UN Global Compact, the world's largest corporate responsibility initiative through which companies and other organisations commit to universal principles in the areas of human rights, labour, environment and anti-corruption.

Alice was previously a Policy & Sustainability Advisor at the UN Global Compact in New York where she focused primarily on the social aspects of sustainability including women's empowerment and Indigenous peoples' rights. Prior to moving into corporate responsibility, Alice was a corporate lawyer for a number of years with one of Australia's leading law firms, Allens, where she advised some of Australia's largest companies on mergers and acquisitions and broader corporate issues across a range of sectors.

## FEATURE

# CULTURAL CODE

*For Aboriginal people to be active participants in the design of both their current and future worlds, the first shift is one of economics. Money is quite simply a 'unit of change'. The more money in the hands of Aboriginal people and communities, the more opportunity there is for change to happen*

### - The Cultural Connection Code

Kia Dowell and Chantal Harris of the *Cultural Connection Code* believe that by adapting lessons learned from Aboriginal Elders and creatively applying these to the workforce, both Aboriginal and non-Aboriginal, the result is the emergence of natural thought leaders and entrepreneurs.

The goal is to merge the 'community' world with the commercial world by leading and supporting both Aboriginal and non-Aboriginal organisations into a new economy based around co-operation and collaboration.

They believe this new way of thinking may just be Australia's secret weapon for business success in our region.

# KNOWLEDGE FOR PURPOSE

## TIM ACKER

Tim Acker leads the CRC-REP's Aboriginal and Torres Strait Islander Art Economies project at Curtin University, which is a six-year, multidisciplinary investigation and analysis of the 'business of art' throughout remote and regional Australia. He has worked with Aboriginal artists, their communities and their art organisations around Australia for over 15 years. During this time, his work has encompassed a wide range of roles including business systems, enterprise development, building livelihoods and industry development.

**Topic:** *'Charting the changes: the Aboriginal and Torres Strait Islander art industry in remote Australia'*

## JILL MILROY AM

Winthrop Professor Jill Milroy is a Palyku woman whose country is in the Pilbara region of Western Australia. She is Dean of the School of Indigenous Studies at UWA, which under her leadership has been highly successful in developing preparatory and support programs for Indigenous students in professional degrees including Law and Medicine. She has been a strong advocate within the national higher education arena for the formal recognition and resourcing of Indigenous knowledge systems. In 2011 she was appointed a Member of the Order of Australia in recognition of her services to Indigenous education.

**Topic:** *'The National Empowerment Project'*

## DENNIS FOLEY

Dennis Foley is a Professor of Aboriginal Studies at the University of Newcastle; researching and publishing in the fields of Aboriginal literature and history, cultural studies, management, entrepreneurship and education. He is of Aboriginal descent, a Fulbright Scholar and a double Endeavour Fellow researching with Indigenous colleagues in America, New Zealand, Canada and Ireland as well as urban, rural and remote Australia. He has won several awards and research grants and was recently appointed to the Academic Board of his University and the AIATSIS Research Advisory Committee for Economics, Industry and Development.

**Topic:** *'Aboriginal business skills? What they entail and how important social capital education is in developing the ability to undertake Aboriginal business.'*

## CIARAN O'FAIRCHEALLAIGH

Ciaran O'Faircheallaigh is Professor of Politics and Public Policy at Griffith University, Brisbane. His research focuses on Indigenous governance especially as it relates to large-scale resource development on Indigenous lands. For over 20 years he has acted as a negotiator and advisor for Indigenous communities in Australia and Canada. He recently coordinated on behalf of the Kimberley Land Council an Indigenous Impacts Study of the proposed Liquefied Natural Gas (LNG) Precinct north of Broome in Western Australia, and is currently advising the Autonomous Bougainville Government on the

possible reopening of the Bougainville copper mine in Papua New Guinea.

**Topic:** *'Native Title, Aboriginal governance and Aboriginal economic participation'*

## ELISA BIRCH

Elisa Birch is an Associate Professor in the Economics Discipline at the UWA Business School. In 2011, she received a highly competitive Australian Research Council's Discovery Early Career Research Award to study the socioeconomic outcomes of Indigenous Australians.

**Topic:** *'What's driving the employment outcomes of Indigenous Australians? The importance of access to transportation.'*

## RUTH WALLACE

Professor Ruth Wallace is the Director of The Northern Institute, Charles Darwin University. Her particular interests are related to undertaking engaged research that improves outcomes for stakeholders in regional and remote Australia. She has undertaken research into the links between identity and involvement in post-compulsory schooling and development of effective pathways through flexible learning and recognition of Indigenous knowledge. She is currently working on projects that address the recruitment and participation of Indigenous employees and trainees in the mining and construction industries.

**Topic:** *'Current planning and creation of the Indigenous Enterprise Hub.'*

*The rich academic program at IBECC14 includes Nicholas Biddle, Elisa Birch, Harry Blagg, Jock Collins, Beverley Councillor, Pat Dudgeon, Cary Di Lernia, Dennis Foley, Payi Linda Ford, Cheryl Godwell, Rebecca Harcourt, Emma Haynes, Colleen Hayward, Judith Katzenellenbogen, Marcia Langton, Lynette Mallard, Fiona Martin, Jill Milroy, Ian Murray, Ciaran O'Faircheallaigh, Grant Revell, Daniel Schepis, Richard Seymour, Andrew Terry, Keith Truscott, and Ruth Wallace.*



## FEATURE

# WILUNA REGIONAL PARTNERSHIP AGREEMENT

The Wiluna Regional Partnership Agreement is a collaborative forum between the Australian Government, the Western Australian Government, Martu community representatives, mining industry partners including BHP Billiton Yeelirrie, BHP Billiton Nickel West, Newmont Jundee, and Toro Energy, Wiluna Shire councillors and Wiluna-based agencies. The purpose of the agreement is to lay groundwork for collaborative partnerships with a view of enhancing positive socio-economic outcomes for the indigenous community of Wiluna.

The agreement seeks to use supported pathways from education and training to employment and enterprise development to facilitate Indigenous participation in the minerals industry.

In 2013 the local Aboriginal community of Wiluna established a representative group of Martu families – the Muntjiltjarra Wurrugumu Group (MWG) to build the voice of Martu people and to partner the WRPA. MWG members conducted a significant

household survey to document the views of youth and adults about their aspirations for employment and training and the barriers that stop people taking up jobs and setting up businesses.

The presentation at IBCEC14 by Regina Newland, Stacey Pettersen and Maggie Kavanagh will show how the MWG developed leadership in undertaking the survey. Regina Newland is a Martu woman from Windidda Station near Wiluna, WA. She is an active member of the Muntjiltjarra Wurrugumu Group in Wiluna and one of the key researchers of the Martu Attitudinal Survey.

Stacey Pettersen is a young Martu and Torres Strait Islander woman. She has worked in many jobs in Wiluna and is currently the Martu Eagles under 17's football coach and a renowned artist. She has been a Shire Councillor for the past 4 years. She is an active member of the Muntjiltjarra Wurrugumu Group in Wiluna and one of the key researchers of the Martu Attitudinal Survey.

Maggie Kavanagh has been based in Alice Springs for the past 30 years working and living in remote Aboriginal communities in central and Western Australia. Maggie is the Coordinator of the Wiluna Regional Partnership Agreement, which was formed under a MOU between the Minerals Council of Australia and the Australian Government. Its focus is on Aboriginal employability, real jobs, training and enterprise development in the Wiluna region.



*Stacey and Regina with the award from Reconciliation Australia IGA*

FEATURE

# BREAKFAST BY THE BAY

Indigenous businesses and community enterprises are thriving around Australia. More Aboriginal and Torres Strait Islander people are taking CEO and higher level management positions in a variety of different companies and organisations.

Held at The University Club of Western Australia, this breakfast and panel discussion brings together a panel of Indigenous leaders to discuss their own journeys in business. The panel will also address the challenges and opportunities for Indigenous businesses and for Indigenous people in business. Enjoy spectacular views on the banks of the Swan River while listening to a panel of local Indigenous leaders share their personal journeys in business.

*Winthrop Professor and Dean of the School of Indigenous Studies at UWA, Jill Millroy, will be hosting this Breakfast by the Bay. Jill, a woman of Palyku descent, has developed highly successful support and preparatory programs for Indigenous students in professional degrees such as Law and Medicine. Other panelists include Katina Law, CEO East Africa Resources Ltd; Toni Ah-Sam, Director/Owner of Ochre Business Consultants; and Debbie Barwick, Director/Chairperson of NSW Indigenous Chamber of Commerce.*







## FEATURE

# FOOD & MARK OLIVE

Mark Olive, 'The Black Olive', has been a chef for over 25 years and has become a well known Australian celebrity with his charismatic style and creative approach to food, starring in his own television series 'The Outback Cafe' and a host of cooking, lifestyle and travel shows nationally and globally. Mark's passion for fusing native food and culture with contemporary lifestyle cooking has led to a huge international profile, and the creation of Black Olive Catering, a catering and function centre specialising in gourmet Australian Indigenous cuisine. Mark will be doing a cooking exhibition at the conference as well as speaking on the business of food.

As a Bundjalung man, Mark's family originated from the Northern Rivers region in NSW. Born in Wollongong he became interested in cooking as a child, watching his mother and aunts prepare meals. He trained under a European chef and has worked in a number of kitchens ranging from theatres, universities, health services, film sets and in a la carte restaurants around the globe, before establishing his own business in 2008.

*In 2010 Mark's business was chosen as one of the destinations on Oprah's Victorian itinerary when she travelled to Australia with her Ultimate Audience. Her lucky guests were treated to a cultural experience of indigenous food, art and storytelling during Mark's infamous cooking demonstration.*

Recently Mark hosted his own private Master Class on series three of Master Chef, and has made regular appearances in the kitchen on The Circle (both airing on Network Ten). Mark has also been published in SBS's new foodie Feast Magazine which launched later in 2011.

In 2013, Mark became involved with the Outback Academy as the Creative Director, Hospitality Programs which has developed Australia's first Master Class curriculum in bush native foods with Mark Olive, and local knowledge holders. This curriculum will support intensive delivery to Outback Academy Indigenous apprentice chefs and front-of-house hospitality professionals across Australia.

The Outback Academy has also begun the process of connecting Indigenous bush native foods growers as a Cooperative and majority business ownership group for what is being positioned as Australia's first major Indigenous owned and operated bush native foods product and label.

# CONFERENCE DINNER

**UWA University Club**

Pre-dinner Drinks (7pm)

CONFERENCE DINNER (7.30pm)

Celebrate the commencement of the Conference by enjoying an evening of Indigenous performances and thought-provoking speeches at The University Club of Western Australia.

Dine with fellow delegates and visitors, and the evening's host, Indigenous television personality, **Narelda Jacobs**.





## WELCOME TO THE UNIVERSITY

The Chancellor of The University of Western Australia, Dr Michael Chaney, will be speaking on behalf of the University during the course of the evening. Dr Chaney graduated with Bachelor of Science and Master of Business Administration degrees from The University of Western Australia in 1972 and 1980 respectively. He is now Chairman of National Australia Bank Limited, Woodside Petroleum Limited and Gresham Partners Holdings Limited.

## MIDDAR DANCE GROUPS

Experience a unique display of Noongar dancing and music with one of Australia's leading Indigenous performers and writers, Richard Walley. Since the inception of the *Middar Aboriginal Theatre* in 1976, Middar has taken Noongar culture to 32 different countries. The Middar Dance Group performance will involve traditional music and dance with the infusion of song and chants.



## GINA WILLIAMS & GUY GHOUSE

Entertainment will also be provided by award winning singer-songwriter, Gina Williams who will team up with Desert Child guitarist, Guy Ghouse. The pair will showcase a fresh and modern take on the rare and beautiful Noongar language, celebrating its stories, bringing together acoustic instruments, evocative sounds and vocals.



## POST DINNER SPEAKER

Listen to highly respected and influential political strategist and businessman, **Nyunggai Warren Mundine**; share his progress on the development of a sustainable Indigenous economy. Warren has had considerable involvement in local, state and national government. In 2006, he made history by becoming the first Indigenous Australian to serve a term as National President of the Australian Labor Party. Warren was appointed by Prime Minister, Tony Abbott in 2013, as the Chairman of the Australian Indigenous Chamber of Commerce. In this role he provides national leadership initiatives to promote economic development and help Indigenous people break the welfare cycle.

# MONDAY MORNING - 1 DECEMBER

Streams	8:45am-10:30am	11:00am-12:30pm	Lunch
<b>Indigenous Business is Big Business</b>		Josephine Cashman, Toni Ah Sam, Debbie Barwick : <i>It is about a mindset not capital</i> <i>Declaration on trade &amp; economic development of Indigenous people</i>  Vince Adams; Evan Maloney, Ross Ranger, Ngarluma Yindjibarndi Foundation Ltd Heath Nelson, Fortescue Metals Group Ltd Michael Combs, Founder & CEO, Career Trackers	
<b>Community and Social Enterprises: Changing Lives from the Ground Up</b>	<b>Chair</b> Paul Flatau UWA CSI	Indu Balachandran, Laura Egan, Jeremy Chetty, Liz Prescott : <i>The importance of embracing entrepreneurship and social enterprise in the Indigenous community</i>	<b>Mark Olive's</b> Indigenous Cooking Exhibition: <i>The business of food – native Australian cuisine</i>
<b>Community Engagement and Community Empowerment</b>	<b>Welcome to Country:</b> Richard Walley  <b>Welcome to UWA Business School &amp; School of Indigenous Studies:</b> Phil Dolan and Jill Milroy		<b>Pop-up stalls:</b> organisations showcasing their produce, research and ideas include Urban Indigenous, Brotha Boy, Mitsubishi, AUSUM Initiatives, Perpetual, Indigenous Business Australia, Forum for Independent Directors and Officers, University of New South Wales, Northern Institute Charles Darwin University, and Aboriginal Workforce Development Centre, Fortescue's Vocational Training and Employment Centre
<b>Education and Leadership: The Business of Strong Futures</b>		Gordon Cole, Katherine Ryan, Neil Jarvis : <i>Coaching, mentoring and leadership</i>	
<b>The Ties that Bind: Land, Law, Health and Culture</b>	<b>Conference Addresses</b>  <b>Mick Gooda</b> , <i>Why human rights matter for Indigenous business and economic development</i>  <b>Marcia Langton</b> , <i>Policies for a stronger future: Indigenous businesses and the role of government policies in ensuring a sustainable Indigenous engagement in the business sector</i>	Ian Rawlings, Lindsey Langford, David Collard, Carolyn Dearing : <i>Indigenous land owners, resource management and the future for WA</i>	
<b>Let's Get Creative</b>		David Williams, Amanda Lear, Nancia Guivarra, Grant Revell : <i>Communication sharing and marketing Indigenous culture in the digital business arena</i>	
<b>The Brains Trust: Knowledge and Ideas for Purpose</b>		Dennis Foley, Associate Professor Fiona Martin, Chris Pretorius : <i>The economic effects of mining for Aboriginal people</i>	
<b>Getting Practical: Workshops and Business Clinics</b>		Chris Pretorius : <i>Business opportunities of practical business development and advice</i>	



## MONDAY AFTERNOON - 1 DECEMBER

1:30pm-3:00pm	3:20pm-4:25pm	4:30pm-5:45pm	7:00pm-10:30pm
<p>Andrew Johnson, Amanda Healy, Karen Ho : <i>Trade, economic development, employment and opportunity within the Indigenous community.</i></p> <hr/> <p>Theuns Klopper, Franklin Gaffney, Jason Masters, Annie Johnston : <i>Financial governance and banking</i></p> <hr/> <p>Prina Shah, Matthew Sargeant : <i>Know your product: Workforce planning and the WA economy</i></p>	<p>Ben Wyatt, Michael Hayden : <i>The Big Picture of Indigenous business and empowerment</i></p> <hr/> <p>Mick Gooda, Catherine Hunter, Evan Maloney, Leah Armstrong : <i>Bringing a human rights lens to Indigenous engagement</i></p>		
	<p>Andrew Taylor, Blaze Kwaymullina, Kali Balint : <i>Pathways to successful Indigenous enterprises</i></p>	<p><b>Conference Address:</b> The Hon. Peter Collier</p>	<p><b>CONFERENCE DINNER</b> UWA University Club</p>
<p>John Galvin, Suzanne Brown, Lena Constantine <i>The road to reconciliation</i></p> <hr/> <p>Kimberley Benjamin, Peter Dawson, Professor Harry Blagg, Mervyn Eades <i>Recognise, reconcile and revive</i></p> <hr/> <p>Melissa Hartmann, Kerry Graham, Professor Ruth Wallace : <i>Working together</i></p>		<p><b>Plenary Panel Session:</b> <i>The way forward for Indigenous business and enterprise in Australia</i></p> <p>Warren Mundine, Chairman of the Australian Indigenous Advisory Council and Managing Director of NyunggaBlack; Ben Wyatt, Shadow Treasurer, Shadow Minister for Aboriginal Affairs, Native Title; Ngiare Brown, Executive Manager Research and Senior Public Health Medical Officer at the National Aboriginal Community Controlled Health Organisation; Michael Hayden, Aboriginal Engagement Manager, Calibre &amp; Kristal Kinsela, Manager of Relationships and Engagement, Supply Nation</p>	<p><b>Pre-dinner Drinks (7pm) Dinner (7.30pm)</b></p> <p><b>Master of Ceremonies:</b> Narelda Jacobs Welcome to Country: Richard Walley Performance: Richard Walley &amp; The Middar Dancers UWA Welcome: Dr Michael Chaney, Chancellor, The University of Western Australia Performance: Gina Williams &amp; Guy Ghouse After-dinner speaker: Warren Mundine</p>
	<p>Rebecca Harcourt, Dr Keith Truscott, Lynette Mallard, Beverly Councillor : <i>Indigenous knowledge and business education</i></p>		
<p>Mark Olive, Tim Acker, Ngiare Brown <i>The business of food, art and health</i></p>	<p>Teena Forrest, Barbara Bynder, Mihau Kamieniak : <i>Country, culture and creativity</i></p> <hr/> <p>Dr Judith Katzenellenbogen, Lyn Dimer, Kyra Bonney, Angela Ryder, Dr Marianne Wood, Emma Haynes : <i>Beyond heartbreak: what can businesses and community organisations do to improve Aboriginal heart health?</i></p>		
<p>Professor Cairan O'Faircheallaigh, Assistant Professor Ian Murray, Payi Linda Ford : <i>Native title and Aboriginal economic participation</i></p>	<p>Professor Jock Collins, Andrew Terry, Cary Di Lerna : <i>Research insights into Indigenous enterprise strategy</i></p>		
	<p>Chad Stewart : <i>Increasing productivity &amp; profitability through business process improvement</i></p>		

## TUESDAY MORNING - 2 DECEMBER

Streams	7:00am-9:00am	9:20am-10:30am	11:00am-12:30pm
<b>Indigenous Business is Big Business</b>	<p><b>Breakfast by the Bay</b> UWA University Club</p> <p><i>Indigenous business and enterprise leadership</i></p> <p>Jill Milroy, Dean, School of Indigenous Studies, UWA, Katina Law, CEO, East Africa Resources Ltd; Toni Ah-Sam, Director, Ochre Business Consultants; Debbie Barwick, Director/ Chairperson, NSW Indigenous Chamber of Commerce</p>	<p><b>Welcome Back</b></p> <p><b>Conference Address:</b> Leah Armstrong, Reconciliation Australia - <i>Business pathways to reconciliation</i></p> <p><b>Conference Address:</b> Colleen Hayward, Edith Cowan University <i>Reconciliation action plans in action</i></p> <p><b>Conference Address:</b> Joe Ross, Muway Constructions Pty Ltd <i>Black Tape: Every black entrepreneur's nightmare</i></p>	<p>Christine Coyne, Carol Vale, Richard Young, Joe Mastrolembro, Michael Meeghan, Michael Prince : <i>Business engagement strategies in the Indigenous sector</i></p> <hr/> <p>Bill Townsend, Irene Stanton, Stuart Gunzburg, Julie Matheson : <i>Resources, Indigenous business, and economic and social development</i></p> <hr/> <p>Kristal Kinsela, Bob Jones, Emma Chinnery and Luke Paterson : <i>Economic and social change through business</i></p> <hr/> <p>Kali Balint, Shain Stephens, Kim Collard : <i>Panel session: Indigenous joint ventures – the art of negotiation, innovative models, and knowing when to walk away</i></p>
<b>Community and Social Enterprises: Changing Lives from the Ground Up</b>			
<b>Community Engagement &amp; Community Empowerment</b>			<p>Regina Newland, Stacey Petterson, Maggie Kavanagh, Patricia Dudgeon : <i>The story of the Wiluna Partnership Agreement about barriers and opportunities for employment and enterprise development</i></p> <hr/> <p>Patricia Dudgeon &amp; Jill Milroy : <i>The national empowerment project</i></p> <hr/> <p>Cheryl Godwell &amp; Kim Robertson : <i>Change drivers</i></p>
<b>Education and Leadership: The Business of Strong Futures</b>			
<b>Let's Get Creative</b>			
<b>The Brains Trust: Knowledge and Ideas for Purpose</b>			<p>Nicolas Biddle, Fellow : <i>The determinants of Indigenous student expectations for a career in business and potential barriers to achieving these goals</i></p> <hr/> <p>Richard Seymour : <i>Developing entrepreneurial Indigenous enterprises: The role of education and research</i></p> <hr/> <p>Daniel Schepis : <i>Indigenous business development in the mining industry: what can we learn and what do we still need to know</i></p>
<b>Let's Get Creative</b>			<p>Chamber of Commerce and Industry Apprenticeship Australia : <i>Employment and developing Aboriginal apprentices</i></p>



## TUESDAY AFTERNOON - 2 DECEMBER

Lunch

1:30pm-3:15pm

3:20pm-4:30pm

### Pop-up stalls

Organisations showcasing their produce, research and ideas include Urban Indigenous, Brotha Boy, Mitsubishi, AUSUM Initiatives, Perpetual, Indigenous Business Australia, Forum for Independent Directors and Officers, University of New South Wales, Northern Institute Charles Darwin University, and Aboriginal Workforce Development Centre, Fortescue's Vocational Training and Employment

Shane Devitt, Lee Bevan, Joe Proctor, Shaz Rind :  
*Indigenous consulting and stakeholder relationships*

Deidre Willmott, Gordon Cole, Debbie Barwick :  
*Thinking big panel session: Peak Indigenous bodies*

Nicole Hutchinson, Aboriginal Business Development Officer, Small Business Development Corporation; Richard Adolphe, Assistant Director Regional Programs, Department of Finance & Alex Taylor, Director Client Procurement Services, Department of Finance

Feature Session: Aboriginal Business – *Understanding the WA Government procurement process*

### Conference Plenary and Closing Drinks

Darren "Capes" Capewell, Simon Haigh, Petronella Channing  
*Feature session: Aboriginal tourism*

Kia Dowell, Chantal Harris, Lockie Cooke, Alan Carter, Jim Morrison  
Community empowerment, leadership and reconciliation

Josh Hughes : *Creative industries and community learning*  
Kevin Caton : *From Sports star to entrepreneur*

Elisa Birch, Aileen Hoath, Professor Dennis Foley :  
*Transportation, employment, and the implications of FIFO workforce arrangements*

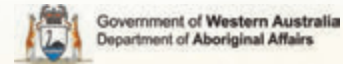
We acknowledge that this conference is held on the traditional lands of the Whadjuk Noongar who remain the spiritual and cultural custodians of their land and continue to practise their values, languages, beliefs and knowledge. We offer our respects to Elders Past and Present and through the Elders, to all Aboriginal and Torres Strait Islander peoples.

## PARTNERS

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**Special thanks** to Winthrop Professor Phil Dolan (*Dean, UWA Business School*), Cheryl Croce (*Conference Manager, UWA Centre for Social Impact*), Mags Ritchie (*Conference Administrator, UWA Centre for Social Impact*), Fiona Allan (*Conference Sponsorship*), Grant Revell (*Associate Professor, School of Indigenous Studies*), Alex Mackay (*Marketing & Communication*), Roina Williams (*PR & Program Coordinator*), Carly Davenport (*Design*), Nero Visual Design Studio (*Design*).

HOSTED BY THE UWA BUSINESS SCHOOL

DISCLAIMER: Conference information is correct at the time of publication. However, the UWA Business School Centre for Social Impact reserves the right to change dates, the program and speakers without notice as a result of circumstances beyond its control.