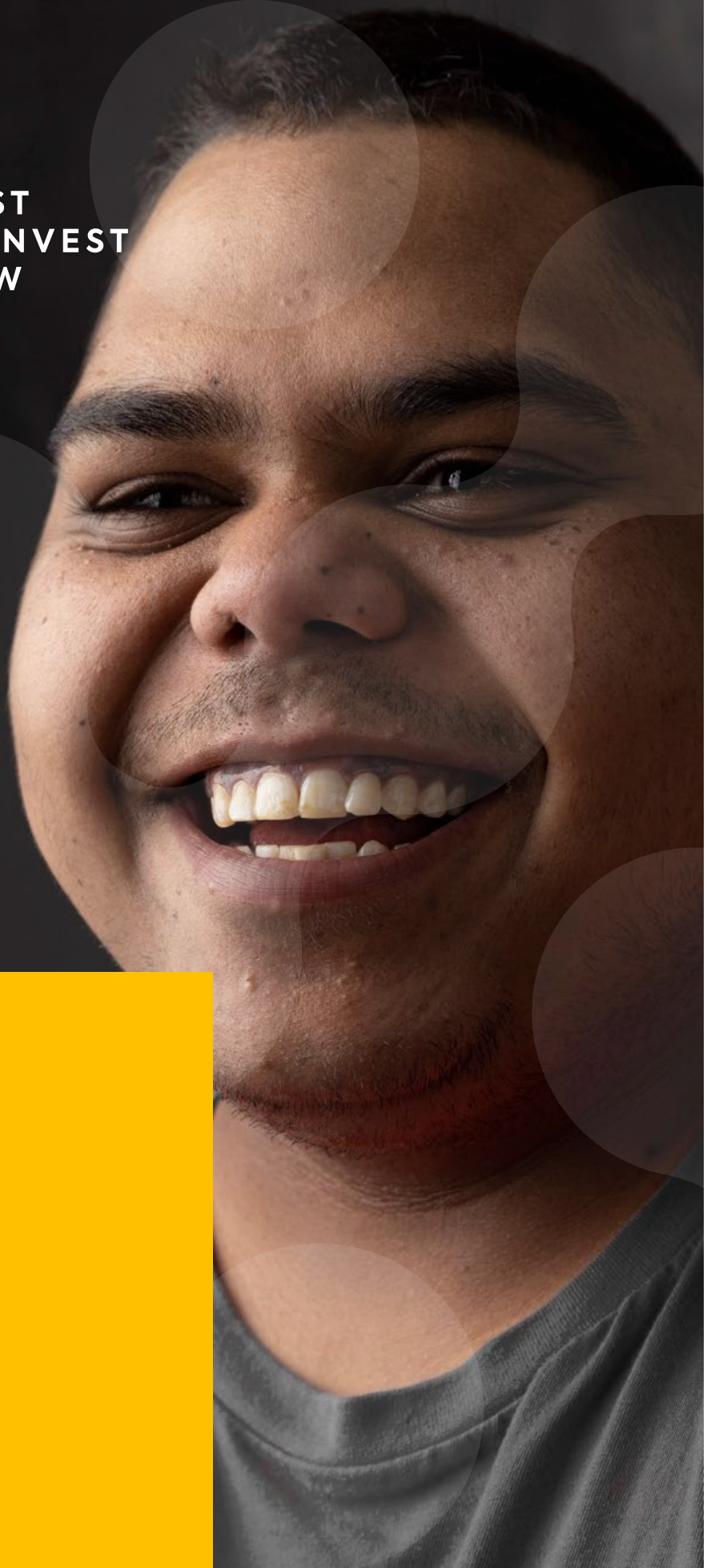




JUST
REINVEST
NSW

ANNUAL
REPORT
2022
/23



JR Moree Youth Ambassador
Tia Duke recording a song
with Desert Pea Media's
Crossroads project.

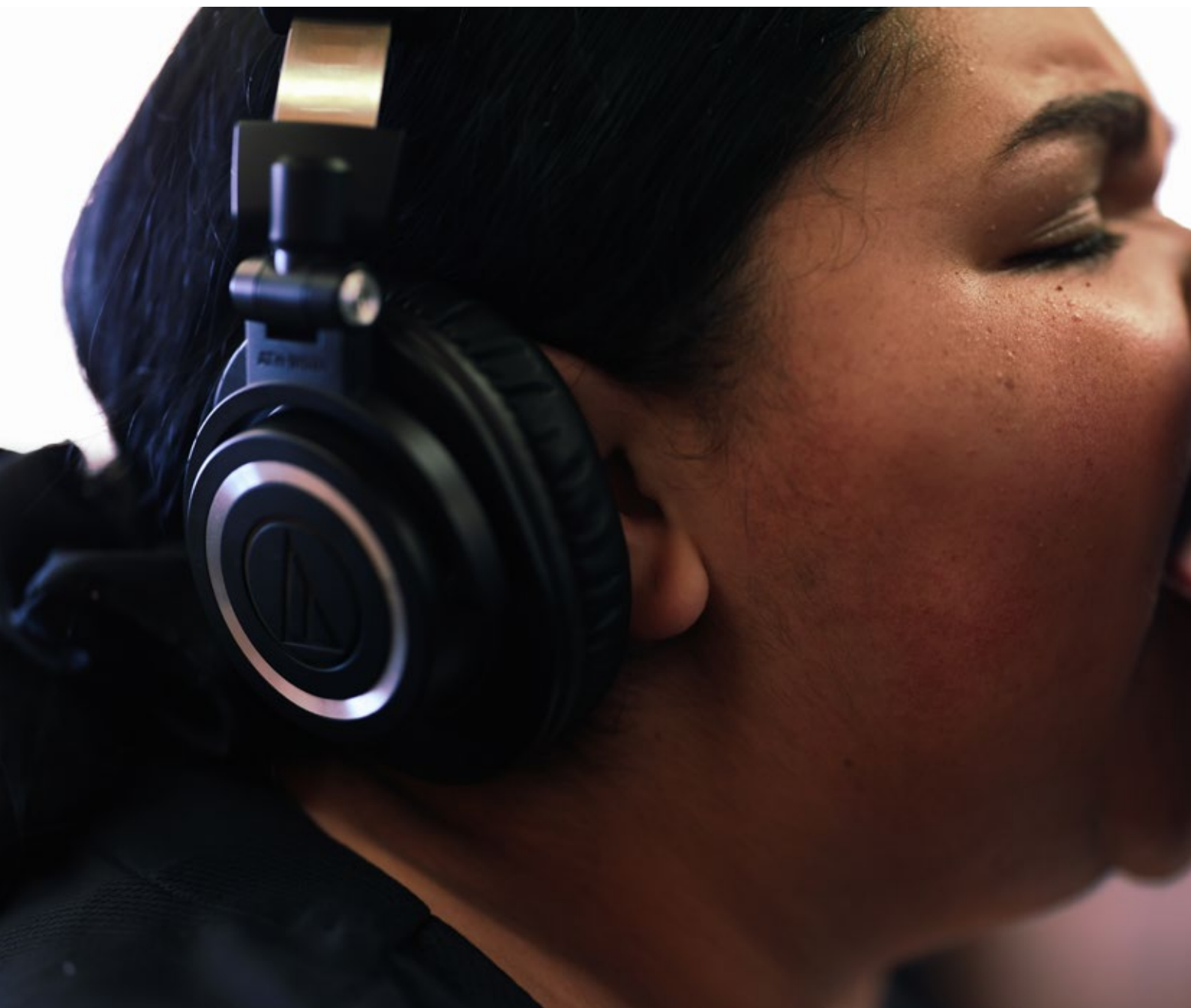




Image supplied by Desert Pea Media

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Geoff Scott, Will Ingram and Percy Raveneau kicking off a new collaboration in Cowra.

“

.. I especially look forward to working with our allies and partners across the academic, philanthropic and government services such as PRF, NSW Police, Education, Health, and DCJ, as we seek further to understand the causes of the drivers of offending.

Geoff Scott

Introduction from the CEO

Justice reinvestment (JR) is an approach to Aboriginal overincarceration which captured my attention since I first heard about it from my friends in Ngemba country, coming out of Bourke and what is known as Maranguka today. It is my privilege to now lead the Just Reinvest NSW team who is working for communities across New South Wales and engaging with Aboriginal and Torres Strait Islander communities throughout Australia - on what is JR, and how it can be relevant as a solution to the justice issues they face.

It is pleasing to see that some State and Territory governments and the Commonwealth Government have started to invest in JR approaches in individual Aboriginal communities – recognising perhaps for the first time that purely punitive approaches to fix the causes of reoffending, simply do not work to make communities safer, nor do they provide reasonable returns in terms of savings on public expenditure across services.

We need governments and particularly the NSW Government to work with us to alleviate youth crime impacting communities – the propensity of our young people to interact with justice systems is fast becoming a national problem seemingly addressed with mostly short-term goals at the State-level. Government needs to come to the table for the long-term – overturning hundreds of years of injustice, dislocation and generations of human trauma are not redeemable overnight with more short-term justice system-led and government-led responses.

I am excited by the prospect of continuing JR NSW's ongoing collaboration with existing communities such as Moree, Mt Druitt and Kempsey and look forward to sharing our knowledge and resources with others like Nowra, and Cowra. We continue to speak to members of communities in Western Australia and the Northern Territory so we feel well placed to share what our staff know and also benefit from that experience.

I reiterate Jack's thanks and congratulations to all our staff and I especially look forward to working with our allies and partners across the academic, philanthropic and government services such as NSW Police, Education, Health, and DCJ, as we seek further to understand the causes of the drivers of offending.

We will be working towards furthering community-led solutions as a way of addressing these causes, rather than the common mistake of treating the symptoms of a perceived problem. This will be hard work and cooperation above all will be needed to gain this understanding, including gaining access to, and sharing of data, so that each community is empowered to find their own solutions and have them backed strategically by all stakeholders.

Geoff Scott
Chief Executive Officer



*Geoff Scott and Mick Gooda former
Aboriginal & Torres Strait Islander Social
Justice Commissioner during a recent visit
to the JR Mt Druitt office.*

Message from the Chair

The past 18 months have been a time of significant concern for Aboriginal People in New South Wales (NSW) and around the country, many of whom may have family members, relatives or friends who are incarcerated or in contact with the criminal justice system. Sadly, in NSW we continue to see ongoing record numbers of Aboriginal People's interactions with the police and the courts.

Unfortunately, the failure of the national referendum on Constitutional recognition has taken some attention away from community-led solutions such as justice reinvestment (JR). Despite this, there has been important growth, support, and community interest in JR approaches. This also means that Just Reinvest NSW (JR NSW) is now seen as an important intermediary for community-owned and community-led solutions to overimprisonment.

Over the past 12 months I have witnessed the consolidation of JR NSW's position with the development of new structures and expertise with the leadership of our executive team, and that of our community leaders in Mt Druitt, Moree, and a new collaborative place-based initiative in Kempsey, called 'Learning the Macleay'.

JR NSW's transition to an organisation that is Aboriginal led at executive and board level has been a seminal moment as it emerges from the pioneering success of Maranguka's incorporation in Bourke. Now, we are a going concern with NSW government-funding and bipartisan political backing new initiatives in Kempsey and Nowra, while the foundations of JR in Moree and Mt Druitt are already laid. This year alone we opened two new offices and recruited four new staff to their backbone teams.

The JR NSW team staged its first State-wide Reinvestment Forum in November 2022, the first time that Aboriginal communities invited the

government to co-design justice reinvestment. In Barangaroo we (more than 30 members of the Aboriginal communities in Ngemba-Bourke, Gomeroi-Moree, and Darug-Mt Druitt) sat down with senior public servants, researchers, legal and philanthropy to nut out the early stages of what a reinvestment mechanism could look like.

There has been tremendous progress in Mt Druitt too, led by Daniel Daylight and Julie Williams, we saw the launch in March 2023 of the advocacy film 'Mounty Yarns', a truth-telling by young Aboriginal people with lived-experience of over-policing and the criminal justice system (more information on Pg. 28), that proposes solutions such as an Aboriginal community-controlled youth service.

Led by Thomas Duncan, Mekayla Cochrane, and Judy Duncan the Moree backbone team has undergone governance training and worked hard in collaboration with the Community to develop the Aboriginal Leadership Group - an elected body which is taking ownership of a strategy to make its community safer and provide opportunities for its young people (for more details see page 24).

This year JR NSW has developed our monitoring, evaluation, and learning frameworks, and started the implementation of our Indigenous Data Sovereignty principles. The next phase of engaging other agencies and collection of community data, analysis and impact reporting will help us to analyse and adjust our influence over our goals, and the systems which harm.

I have great hope that JR NSW will continue to evolve its approach and for that I thank all our supporters including the Paul Ramsay Foundation, Dusseldorp Forum, The Charitable Foundation, the Ritchie Family Foundation, Warwick & Ann Johnson Family Foundation and our strategic partner, the Department of Communities and Justice.



This is the perfect moment to introduce and welcome our new CEO, Geoff Scott, who with long experience in senior roles in government and Aboriginal Controlled Organisations, brings a wealth of knowledge, relationships, and a desire to take JR NSW on the next stage of its development.

I also wish to thank our outgoing CEO, Geoffrey Winters for steering us through this transition phase. I am also grateful to Judge Sarah Hopkins, my outgoing co-chair

of the past 10 years and responsible for the launch of justice reinvestment in partnership with the Aboriginal community in Bourke.

Finally, I congratulate all the Aboriginal leaders amongst our Backbone teams in Moree, Mt Druitt and Kempsey for their ongoing commitment and dedication to the delivery of justice reinvestment, and thanks to our Supporting Body team in Redfern for all their hard work.

Jack Beetson
Chair



Photo Credit: Miranda Crossley

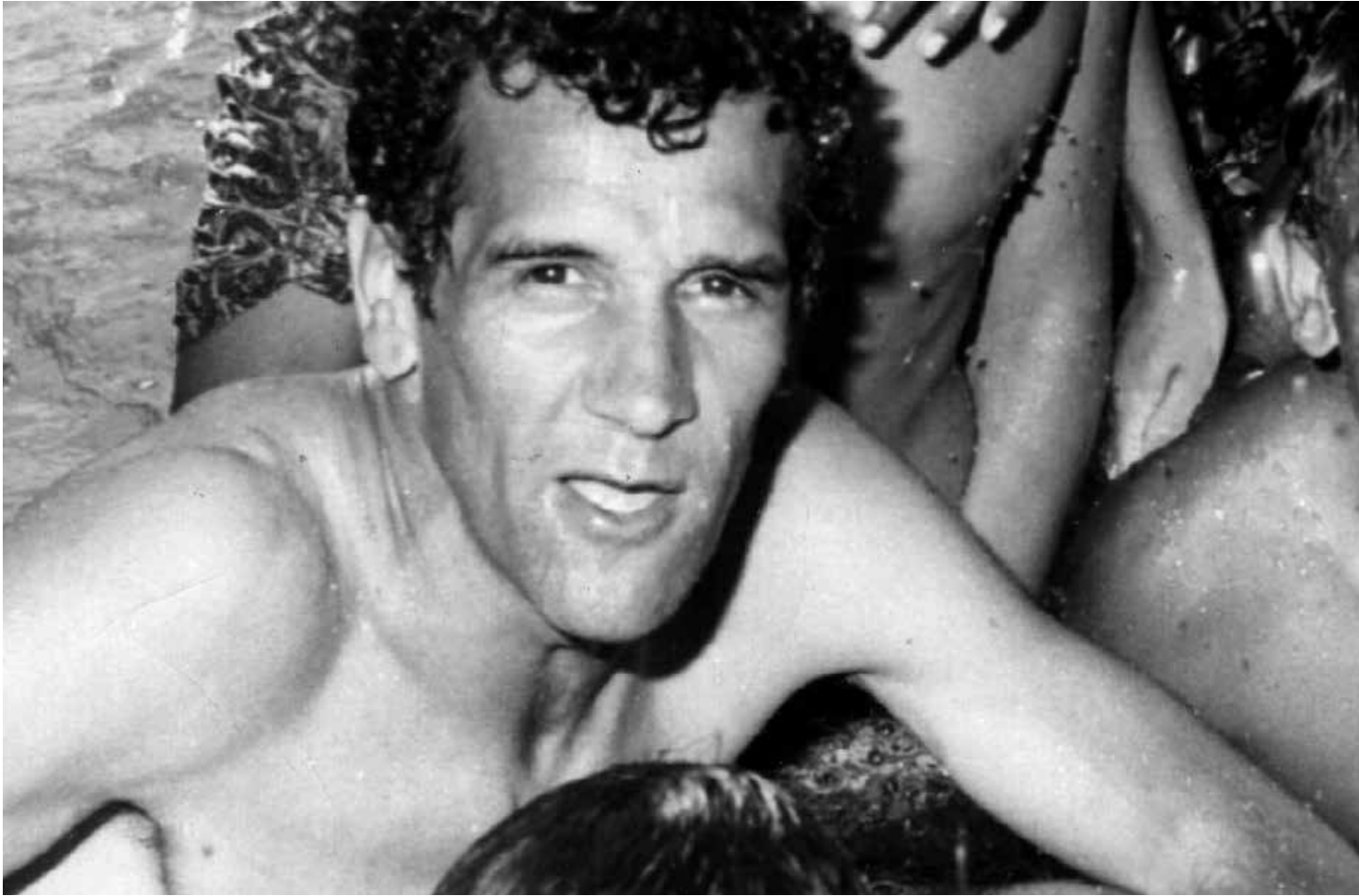


Photo Credit: Neville Whitmarsh/Newspix

*Freedom Ride leader Charles Perkins (on left)
with a group of local children at Moree Municipal
Baths in February 1965.*

A history of where JR works

In Moree the benefits of a decades long agricultural boom of cotton and other crops have not benefitted the Aboriginal people, the Kamilaroi, who comprise a fifth of its 9,000 population.

Moree's history of local segregation and racism means the Aboriginal community have taken steps to overcome this through justice reinvestment (JR), determining solutions to high crime and imprisonment of young black people. The idea of JR resonates with Moree's history and place in the Freedom Ride.

In 1965, inspired partly by civil rights campaigns in America, a busload of students from the University of Sydney spent a fortnight driving through

northern New South Wales. The Student Action for Aborigines group included Charles Perkins, later a leading Aboriginal bureaucrat, and Jim Spigelman, later a chief justice of New South Wales.

The group set out to publicise the conditions in which Aborigines lived, described at the time as "shanty towns, where most blacks lived without sanitation, electricity and often water."

The racial segregation the freedom riders found in towns like Moree was shocking. In Walgett, the RSL club banned Aboriginal patrons except on Anzac Day, including those who had fought two decades earlier in the second world war. Cinemas in Walgett, Bowraville and elsewhere treated Aboriginal people



MOREE / GOMEROI COUNTRY

the way America's Deep South treated black Americans, forcing them to enter by separate doors and to sit in separate seats from whites.

In 1955, the local Moree council passed an ordinance banning Aboriginal children from the town's swimming pool. Amid a stand-off with police and hundreds of angry white folks, Charles Perkins took in a small group of Aboriginal kids, and joined them in the pool.

The Freedom Ride exposed the scope of inequalities and racism in Australia, and some in the media equated what was happening to apartheid. Despite legal and social progress since those times, baked-in prejudices still inhibit Aboriginal people's dreams through the criminal justice system. That is

partly why justice reinvestment has been identified locally as a way for communities to help solve problems that governments have largely ignored since the days of the Freedom Ride.

NB Based on an excerpt from Inside Story's article: "Finding the Moree way", by journalist and supporter Robert Milliken, June 2021.



Photo Credit: Tama Doole-Mellallieu

Youth Engagement Coordinator Isaiah Sines, and Youth Ambassador Terleaha Williams speak at the launch of the film Mounty Yarns.

// A history of where JR works Cont. //

MT DRUITT / DARUG COUNTRY

Mt Druitt in Western Sydney is home to the Darug people, whose traditional land stretches from the coast, north to Wisemans Ferry, west into the Blue Mountains to Hartley, south along both sides of the Nepean River to Appin, and then east approximately along the Georges River to Botany Bay. This broad region includes the Cumberland Plain where Blacktown is located, and historical accounts and oral stories passed down by elders, speak of the Blacktown and Eastern Creek areas as being continuously occupied by Darug people.

The Darug made open campsites on higher ground with access to water sources such as creeks, billabongs and wetlands, and moved with the seasons to take advantage of plentiful plants and animals. The displacement of Darug people from their traditional lands and practices following European colonisation (invasion) in 1788 has meant many traditional stories and practices have been partially or wholly lost.

The Darug cultural connections to Country in the Blacktown area are important with many local Darug people still living in the area today.

Despite seemingly insurmountable social problems plaguing the community, there's a lot of resilience, and the Just Reinvest NSW backbone team has managed to build community consensus about what can help young Aboriginal people from the area who experience over-policing and disadvantage.

Mt Druitt sits within the Blacktown City Council area, and has the largest Indigenous urban population per capita in NSW and the nation with 8,195 people, 2.7% of the local population. The Aboriginal and Torres Strait Islander Community of Mt Druitt is very diverse and made up from families that originate from all over New South Wales.

Mt Druitt was designed and planned in the 1960s to be a new government housing estate which could accommodate up to 70,000 people.

The first houses were built in 1966 and large numbers of Indigenous people were moved into

and given government housing. According to the 2021 Census the Mt Druitt-Whalan suburb has 1,095 Aboriginal and/or Torres Strait Islander people, making up 4.5% of the local population. Many of the people who moved to Mt Druitt were members of the Stolen Generation, forcibly removed from their families for being Aboriginal. Others were Aboriginal people who had previously been under the control of the government on Indigenous reserves and missions.

Mt Druitt offered employment and independence, a place to raise families free of government intervention, but ultimately, they would be let down.

“

Out here in Western Sydney we have the highest Aboriginal population, also out here in Mt Druitt I believe everybody comes from somewhere else. Growing up here in Mt Druitt there weren't many Darug people around when I was growing up.

Family generations have settled here over the years. As housing grew in the 60's and 70's, families were then able to be housed. My family was one of those families to have settled here. I remember as a child years ago out at Landilo families stayed in tin shacks until they were able to be housed by the Department of Housing in Mt Druitt.

I remember my parents being a part of this and making this happen so these families would have somewhere to stay before they were housed. I remember going out there as a kid, majority of these families are still here today, generations of those families. Everyone here in Mt Druitt will all have their own story, how they come, stayed and settled here.

I call Mt Druitt my home, I grew up here all my life, my country is my mother's country, a proud Gamilaroi women that has grown up on Darug Country.

Julie Williams, Mt Druitt - JR NSW

// A history of where JR works Cont. //

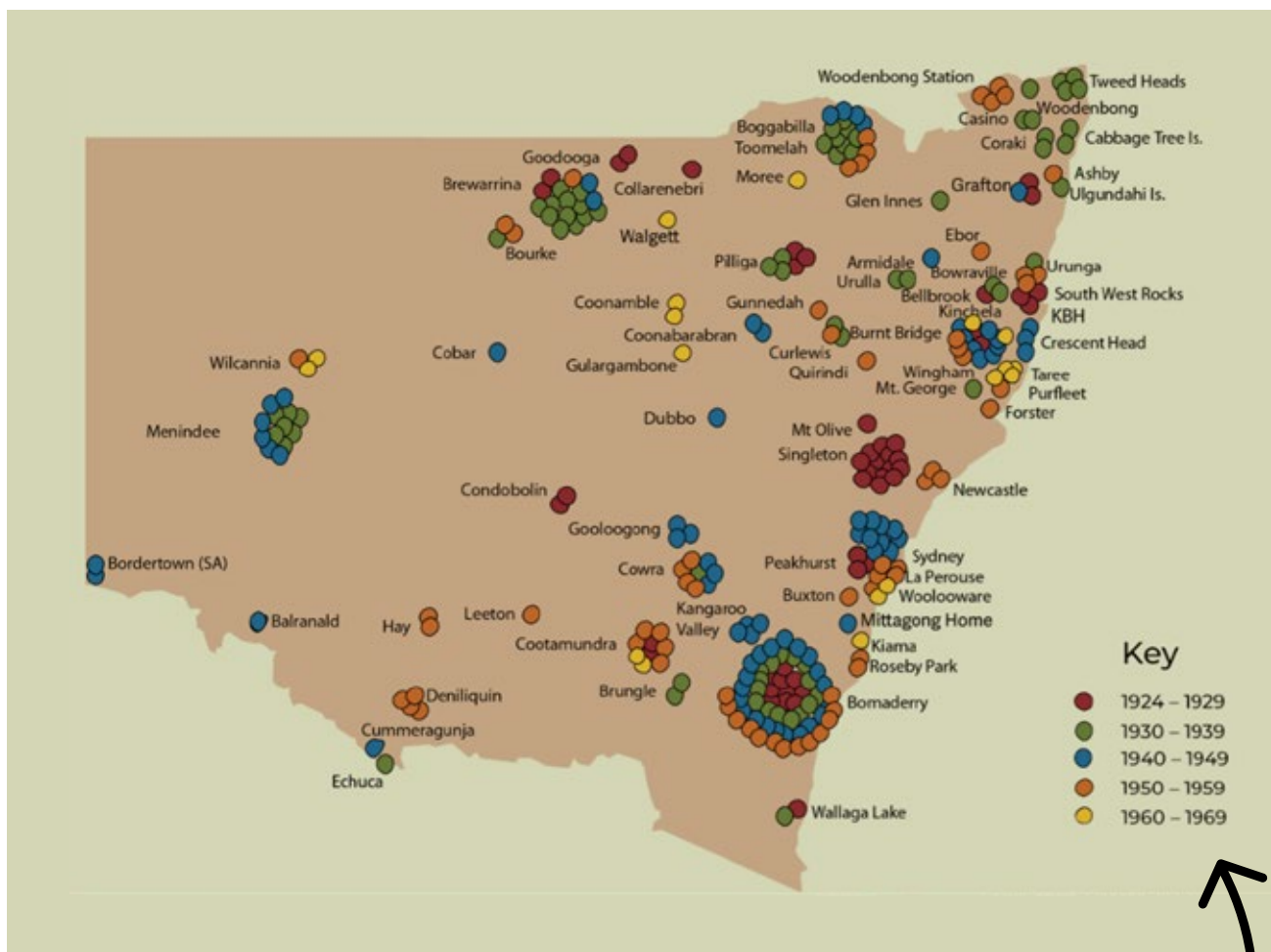
KEMPSEY / DUNGHUTTI COUNTRY

Kempsey has one of Australia's least known histories of abuse, displacement, and separation of Aboriginal children from their families – through the Kinchela Aboriginal Boys Training Home (KBH).

The abhorrent suffering of Aboriginal boys sent there, a home run by the NSW government for almost 50 years from 1925-1970, who were forcibly removed from their families, is a place of deep importance for survivors, their families, and communities. KBH was built on stolen land of the Dunghutti. The site and its associated places hold memories, both painful and otherwise, of their childhood after being kidnapped from their families and deliberately re-programmed to assimilate into white Australian society.

Under the authority of the New South Wales Aborigines Protection Board and its successor, the Aboriginal Welfare Board, between 400 and 600 young boys (and a small number of girls in its first year) were incarcerated at the KBH. These children were taken under accepted government and church policies and practices that created the Stolen Generations. The intent was to re-program them to become 'white', an act tantamount to cultural genocide.





Note: Information on this map is based on KBH Admission Records which were incomplete. From these records the locations of at least 21 children are not accounted for.

KBH is one of the most notorious institutions associated with the Stolen Generations. Conditions within the institution were harsh and hostile. This was a place where physical hardship, punishment, cruelty, alienation, and abuse (cultural, physical, psychological and sexual) are documented as having been part of day-to-day life endured by boys who were kept and made to work there.

The map above traces the locations of the kidnappings, between 1924 to 1969. Each dot represents a boy and where he was taken from. Note: Information on this map is based on KBH Admission Records which were incomplete. From these records the locations of at least 21 children are not accounted for.

1924-1969 Kidnappings

Each dot represents a boy and where he was taken from.

Stolen Generations

The Kinchela Aboriginal Boys Training Home (KBH) is one of the most notorious institutions associated with the Stolen Generations.

Year in Review

BY THE NUMBERS



Mounty Yarns Launch

700

Community attendees Mounty Yarns launch, Mt Druitt-Whalan (Western Sydney)

March 2023

30

Aboriginal community members participated in Reinvestment Forum, Barangaroo (Sydney)

November 2022



JR NSW Forum



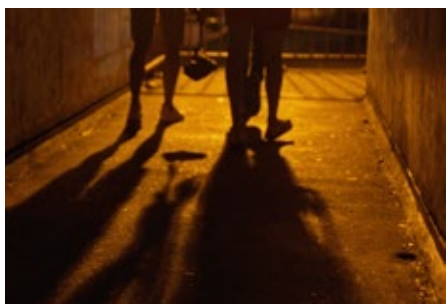
5

NSW Aboriginal communities engaged in justice reinvestment: Mt Druitt, Moree, Kempsey, Cowra, Bourke

8

Justice circuit breaker programs in Aboriginal communities





From Mounty Yarns official film

2.6

Police proceed against Aboriginal young people for fare evasion at a rate 2.6 times higher than any other of Mt Druitt's youth population even though they make up only 12%*



65%

Of youth services in Moree are only provided during business hours Mon-Fri**

65%

Over 18 months, fare evasion was by far the most common crime for which police proceeded against Aboriginal young people "in Mt Druitt, making up 65% of the total"



From Mounty Yarns official film

83%

Of family services in Moree are only provided during business hours Mon-Fri**



*This BOCSAR data covers the 18-month period from quarter 1 of 2022 to quarter 2 of 2023 and reflects the post code 2770, which includes the suburbs of Mt. Druitt, Minchinbury, Whalan, Tregear, Emerton, Lethbridge, Wilmot, Shalvey, Bidwill, Blackett, Dharruk and Hebersham. The crime data includes young people aged 10 to 17 years. The adolescent and teenage population in the Mt. Druitt area (postcode 2770) is estimated to be about 9,300 young people aged 10 to 19. Of those, an estimated 12.6% are identified as Aboriginal based on the 2021 census (ABS), or roughly, 1,170 young people.

** Source: Frontline Services Survey conducted by JR NSW and CLSD (Aboriginal Legal Service). Statistics based on responses from 18 services.

2020-2024 / STRATEGIC PLAN

Goal – reduce the number of Aboriginal people's interactions with the criminal justice system in NSW

PRIORITY AREA

Support, advocate for and promote self-determination through Aboriginal community-led justice reinvestment.

ACTIVITIES

MARANGUKA – BOURKE - NGEMBA

Support to Maranguka focussed on governance, policy & process. A relationship plan was developed to explore ways both organisations could grow our collaboration.

KEMPSEY – DUNGHUTTI

In 2023 the "Learning the Macleay" initiative in Kempsey identified its principles of Healing, Educating and Aligning. JR NSW has joined to support the community's ambitions to improve police relations and support data collection/analysis, monitoring, evaluation and learning to help determine "justice circuit breakers".

Advocate for systemic policy and legislative reform, including a shift of decision-making power from government to community.

POLICY / ADVOCACY FRAMEWORK

Held in Nov 2022, the Reinvestment Forum brought together Aboriginal community members, government, funders, and experts to commence work on economic modelling needed to support a reinvestment mechanism.

MOREE – GOMEROI

Significant progress has been achieved in the development of the JR initiative in Moree including staff and program expansion, development of Theory of Change, Monitoring Evaluation and Learning framework, and ongoing governance structure building, data capacity, skills training, and advocacy with young people in the community. In 2023-2024 broader engagement with services, government and the community are planned.

MT DRUITT – DARUG

Support for the development of a Community Leading JR Group continues to progress in Mt Druitt, and advocacy (Mounty Yarns) of the voices and lived experience of Aboriginal young people from the area are shining a light on the adverse effects of a criminal justice system that continues to negatively impact them through all stages of their lives. Generous support for a refurbished office allowed JR NSW to create a hub for young people to interact with the JR Mt Druitt team, join programs or find out more about services they could access. There are exciting plans for expansion and outreach including casework in 2023-2024.

JRNA

The JRNA team worked from the JR NSW Redfern office through 2022-23, collaborating with members involved in research, community consultation and engagement. JR NSW continues to assist communities from across Australia with enquiries on how JR could work in their community.

NEW FUNDING

In 2023 JR NSW secured funding from the Department of Communities & Justice for the exploration and establishment of JR initiatives in Kempsey and Nowra. JR NSW also advised other Aboriginal communities and groups in NSW seeking to adopt JR and source funding from the Commonwealth Government, such as Cowra.

COMMUNITY VOICES

The Aboriginal communities that are engaging in JR approaches have been involved in local, state and national opportunities for advocacy on the challenges confronting them, and on the solutions they believe should be prioritised.

PUBLIC POSITIONING

Communities have been publicly positioning on their local issues and the Supporting Body has proactively positioned JR NSW in the media - the profile is building slowly.

2020-2024 / STRATEGIC PLAN cont.**PRIORITY AREA**

Ensure we are a strong organisation that convenes dynamic networks to support Aboriginal community-led justice reinvestment.

ACTIVITIES

NETWORKS & COMMUNICATIONS

Investment in professional communications tools and outputs that help develop the profile and explain the JR approach to new audiences, and support Aboriginal communities in efforts to establish JR and advocate for local solutions has helped ensure dynamic networks in support of Aboriginal-led JR.

JR NARRATIVE

Ongoing investment in developing public speaking, writing and production skills of staff and youth ambassadors as champions continues to create wins for community and ensure future leaders.



PARTNERSHIPS 4 JR COMMUNITIES

The expansion of strategic and community partnerships including NSW Police, was prioritised through a new government relations focus and stakeholder engagement activities that included hosting a partner & supporter event in Sydney in 2023 attended by around 100 supporters and partners ranging from politicians, bureaucrats, police, philanthropy, academics, Aboriginal community members and officers of the NSW judicial system.

BUILD SUPPORTER BASE

The strategy remains in development - a database has been updated including all funders, supporters and interested parties which will be useful for future fundraising events, and for a future development & engagement strategy.

TRAIN ADVOCATES

JR-engaged and supported communities are utilising innovative storytelling using art, film, music, reporting and data to share their truths and advocate for JR-supported approaches and community-led solutions.



Policy & Impact

Communications

A communications strategy to influence public and political opinion was developed and invested in with the development of digital tools such as a new landing page for the inaugural Reinvestment Forum and video interviews with young community members.

Following the Forum a campaign about JR and how a reinvestment mechanism works was developed and distributed by a targeted social media advertising campaign gaining 300,000 Impressions; 131,145 Video Views; and 60,000 Reach on LinkedIn, Facebook and X (twitter). Four videos were produced answering the following questions: Why do we need community-led solutions to Aboriginal over imprisonment? What is a justice reinvestment mechanism? Why governments should take this approach; and What is the cost-benefit of a reinvestment mechanism?

The JR Community Toolkit was reviewed by the Policy & Impact and community teams and a new community engagement tool was developed - the 'JR Blueprint' - which explains JR principles and illustrates the JR Pathway to Change in poster format (see pgs. 39 & 40).

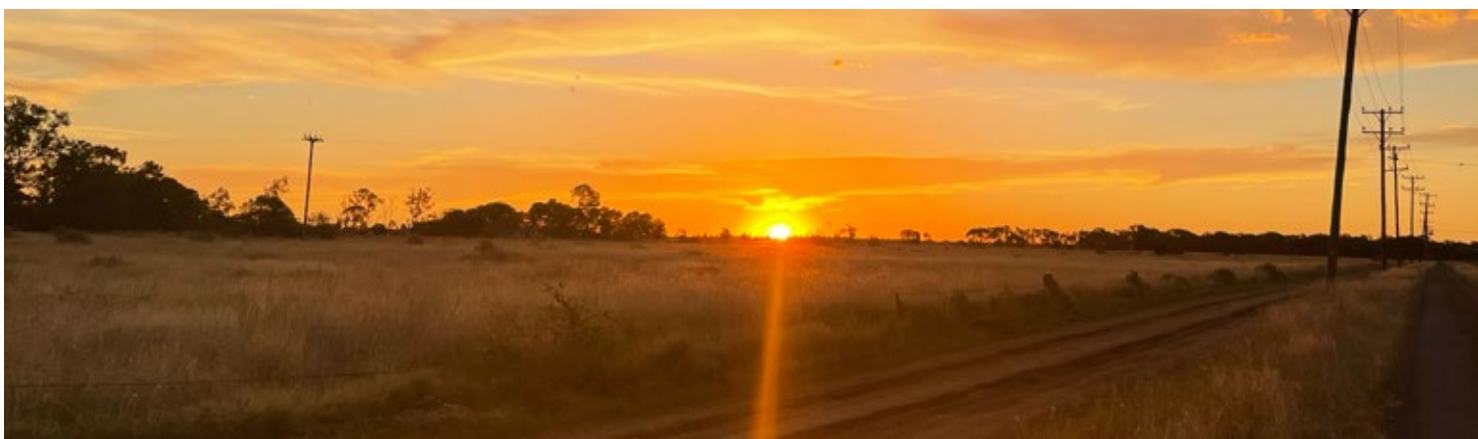
A new JR NSW website was developed and launched in October 2023 showcasing the work of JR in communities where Backbone teams can oversee content and update followers with direct feeds from their community social media accounts.

Key relationships

The creation of the Policy & Impact team in 2022 was a strategic response to the need to foster relationships with key government departments and agencies where it intersected with JR NSW's systems change goals. These goals are focused policy areas: Throughcare (pre and post release support); Smarter orders; Children and Young People; Schools' exclusion and Reinvestment.

To this end relationships with key JR stakeholders were developed across NSW including the Department of Communities and Justice, Department of Aboriginal Affairs, the Department of Premier and Cabinet, Police, Local Courts, and the Children's Court.

At the national level relationships were forged with The Minister for Indigenous Australians, the Attorney General and his Department's First Nations Justice Taskforce. It became clear that the level of understanding of justice reinvestment was extremely low and there was also an urgent need to communicate and educate a range of stakeholders including the Aboriginal Community.



ADVOCACY

Police relations

Relationships between police and Aboriginal communities across NSW was identified as a priority for ongoing improvement and development, so at the state level discussions with the Minister for Police & Counter-terrorism and the Police Commissioner's office were held; and the former Director of Policy & Impact Ashlee Wone jointly presented a panel with Superintendent Greg Moore of NSW Police about justice reinvestment approaches at the Australasian Indigenous Family Violence Policing Conference in June 2023.

Reinvestment

The inaugural Reinvestment Forum was held in November 2022 based on the research report and briefing paper on JR NSW's experience implementing JR and the views of communities exploring JR. Titled "Redefining Reinvestment: An opportunity for Aboriginal communities and government to co-design justice reinvestment in NSW"; over 30 members of Aboriginal communities in Bourke, Moree, and Mt Druitt came together with senior public servants, NSW Police, academics, law firms and philanthropy to discuss the potential co-design of a NSW JR Action Plan focusing on key areas including supporting Aboriginal community-led solutions; local decision-making around resource allocation; data and outcomes measurement and reinvestment mechanisms.

Legislative

In November 2023 the P&I team published a new Policy Position in the briefing paper in support of "Raising the Age of Criminal Responsibility to 14 in NSW" and joined the #RaiseTheAge campaign and coalition.

Impact & Data

The Monitoring, Evaluation & Learning (MEL) frameworks have been developed with Kowa Consulting for the Moree, Mt. Druitt and Kempsey community backbone teams and their Theory of Change completed.

The recruitment of a new Data and Research Manager (Talia Hagerty) to the Supporting Body, and data officers in Moree, and planned in Mt Druitt and Kempsey has laid the groundwork for a data strategy that supports the community teams. The Data team is working on stabilising data security, storage and governance architecture, policies and protocols which will allow JR NSW to implement Indigenous Data Sovereignty and governance. The next stage includes data collection and analysis against the MEL frameworks and the release of Impact Reports that will provide communities and their supporters with evidence of the impact of justice reinvestment, and ultimately influence on the systems identified that harm Aboriginal people.

To this end in 2024 JR NSW will develop its own in-house data management systems which will include tools such as dashboards, data visualisation, and programming for statistical analysis which will allow JR NSW to develop a data ecosystem for all stakeholders.



Policy & Impact cont.

JR NSW REINVESTMENT FORUM

The forum facilitated collaboration between Aboriginal communities from Bourke, Moree and Mt Druitt and senior Federal and NSW public servants. There was much optimism being the first time the three “JR Communities” had joined to share knowledge and their experience as they invited government to their table for co-design of a reinvestment model. No-one had attempted this ground-breaking work until now.

It was also exciting to see NSW and Commonwealth government attendees discussing how they might work more closely on future justice reinvestment work.



Aboriginal community members & JR team members from Bourke, Moree and Mt Druitt at the forum.

Following the Forum a campaign about JR and how a reinvestment mechanism works was developed and distributed by a targeted social media advertising campaign gaining **300,000 Impressions; 131,145 Video Views; and 60,000 Reach** on LinkedIn, Facebook and X (twitter).



JR NSW

“

The report is an invitation to government from the Aboriginal communities in Bourke, Moree and Mt Druitt to co-design a reinvestment action plan and financial mechanisms; an invitation to take their budget announcements and turn them into locally tailored initiatives that address the underlying causes of Aboriginal incarceration



Communities / **MOREE (GOMEROI)**

The JR Moree team has had a big year following the successful opening of its first fit-for-purpose office in the centre of town, and the gradual expansion of the Backbone team, including a new JR Manager (Thomas Duncan), a Data Officer (Sahara Cochrane) and Admin/Project Officer (Jyppsee Stevens), in addition to the existing roles of a Community Engagement Lead (Judy Duncan) and a Youth Lead (Mekayla Cochrane).

In the past year the Moree team has made significant progress on identifying its goals, firstly by establishing its Theory of Change facilitated by Kowa Consulting. This has enabled the team to develop its Monitoring Evaluation & Learning (MEL) framework, which in turn has provided the opportunity to build its data capacity in collaboration

Governance is a focus for the backbone team as a central requirement for JR initiatives to be successful and a key step on the pathway to change.

- The Community Leading Justice Reinvestment (CLJR) group has completed:
 - * Planning sessions facilitated by Collaboration for Impact (CFI).
 - * Leadership & communications training with Talkforce communications agency.
- An Aboriginal Leadership Group (ALG) was formed via elections and meetings held on strategy to influence the community-led change it wants to achieve.
 - * ALG members with multiple skillsets utilise their expertise in areas such as justice, rehabilitation, social and emotional wellbeing, child protection, and Aboriginal Affairs.
- Governance training: An interorganisational governance training took place for the ALG, JR Moree Staff, and the Justice Reinvestment Officer from the Aboriginal Legal Service (ALS), provided by Russell Styche, Managing Director of ATSI ICT Aboriginal Corporation.

As the Moree Aboriginal community has multiple leadership, consultative and elder groups, community engagement remains a top priority for the JR backbone team including hundreds of meetings, workshops, roundtables, events, briefings, acknowledgments, and network moments attended for internal and external purposes. With over 50 service providers in town, coordination and collaboration across sectors remains one of the greatest challenges in Moree for the JR team.



Photo credit: Miranda Crossley





COLLABORATIVE BAIL PROJECT

Since February 2021 a joint effort on bail involving JR NSW, the New England Police District Command, and the Aboriginal Legal Service (ALS), has been operating to ensure better opportunities for young people already engaged in the criminal justice system. This project is focused on ensuring that bail conditions are not only fair, but also realistically achievable for young people involved in legal proceedings.

Police or court specified bail conditions can be unrealistic in an Aboriginal community context for example curfews can prevent young people from participating in education, employment, or safe cultural activities. By negotiating with authorities, JR NSW Moree and ALS help ensure young people can reasonably adhere to their bail conditions. Furthermore, the police have been very willing to collaborate to achieve the best outcomes for youth and the community.



Image supplied by Desert Pea Media

CATALYST YOUTH ACTIVITIES

JR Moree's Youth Lead, Mekayla Cochrane, has initiated several youth programs and activities, many of which are now being carried forward by Community, to maintain their sustainability.

Examples include:

- School Holiday Programs - Moree SHAE Academy and Miyay Birray Youth Service have now expanded this program; with ongoing support from the JR Moree Youth Lead.
- Health - the need for more education around nutrition and healthy eating habits was identified at the JR Moree Youth Cultural Camp, and subsequently an activity was organised in the July school term that included cooking classes with a nutritionist.
- Skills and capacity development - public speaking workshops for young people in summer school holidays.
- Craft - establishing weaving workshops during school holidays, a type of therapy available for young people.
- Community Day events - JR coordinated for families during school holidays (70 attendees).

Communities / MOREE (Gomeri) cont.

YOUTH GROUP

The Youth Action Committee's (YAC) meetings commenced in March 2022 at the JR office in Moree, providing young people with a safe space to gather and a vehicle to make their voices heard with input into the allocation of resources, and access to practical support. The YAC program connects directly to three of the Pathways to Change for JR: Building on Moree's strengths; Young people as agents of change; and Education engagement.

The YAC is providing input to the planning of the Education Summit to be held in mid-2024, to ensure young people are leading the agenda and their voices are heard. The aim is for the Moree community and the education system to realign and work together to address the disengagement of young people in schooling in Moree. The YAC also informs and supports the youth activities delivered by SHAE Academy and Miyay Birray Youth Service. This connection is crucial for the youth services to hear what the young people in Moree want to participate in, and importantly when they should be scheduled to address nights and weekends.

The YAC comprises around 10 young people and meets approximately 1-2 times a month. They rely on the JR backbone team for administrative and financial support with the following needs: school transportation, accessing personal identification required by employers (drivers' licences, superannuation funds, Proof of Age cards, tax file numbers, job applications, Working With Children Checks) and assistance with job applications, resume writing and interview preparation.

The YAC provided valuable input to the redevelopment of Cooe Park in south Moree left in a state of neglect by authorities; service mapping and delivery with Red Earth Advisory (contracted by Council); new program design

(supporting recovery with Public Health Network); participation in Indigenous data governance in justice workshops with BOCSAR, YFoundations' Sticky Stuff workshop (for young people on how to talk about sexual health with peers).

The Crossroads project, a collaboration between Desert Pea Media and JR Moree's YAC culminated with a song and music video developed through 2023 and released in February 2024. The collaboration involved four consultations with young people to design the program to ensure the voices of the Moree young people was front-and-centre.

SATURDAY NIGHT PROGRAM

Initiated by JR Moree's Youth Lead to provide the young people with safe, pro-social activities. Based on the success, (and a joint funding application for \$1.7m to the Safer Communities program), SHAE, Ephriam House & Miyay Birray Youth Service have expanded the program to include Thursday, Friday, and Saturday night. The program has: created staff positions in the organisation; provided a teacher to support alternative/distance education; and provided transport to get kids home safely on weekend nights.



CULTURAL CAMP

During the June 2023 school holidays, in collaboration with Fly About, Thinawaan Dreaming, and the Young Gomeroi Alliance, our Youth Lead Mekayla organised a cultural camp at Copeton Dam campgrounds.

This initiative, aimed at youth and families at risk, commemorated the 1838 Myall Creek Massacre Anniversary where 28 Wirrayaraay people were slaughtered by a group of convicts, former convicts, and a settler.

Developed in partnership with local police and youth services, the time spent on country provided a unique opportunity for identified families and at-risk children (including parents and 10 young people) to practice culture, healing, building community whilst taking time away from their day to day lives. There was a lot of excitement as a camp like this had not been offered before. Research supports that connection to country & culture is an important positive influence on health and we will continue to offer these opportunities to young people & their families each year with the attendance numbers growing.

ELDER'S STORYTELLING

Youth spearheaded the development of this project where young people interviewed Elders and other influential community figures. This initiative will culminate in an open day exhibition during NAIDOC 2024 featuring the screening of the final video and photography, showcasing the stories of community.



Image supplied by Desert Pea Media

Communities / **MT DRUITT (DARUG)**

The past year has been a seminal moment for the JR Mt Druitt team launching several key projects, all with the leadership of the backbone team's JR Manager Daniel Daylight, Community Engagement Lead Julie Williams, Youth Engagement Leads Isaiah Sines and Projects Officer Jess Brown. In 2024 Peter Cohen joined the team as Youth On Track Program Manager. Tama Doule-Mellallieu relinquished his role as Admin Project Officer in December 2023.

ADVOCACY

Mounty Yarns

Mounty Yarns is a youth-led project, presented in a groundbreaking film launched in March 2023 in the community at Kimberwalli many stars in Whalan (with more than 700 community members in attendance from the Mt Druitt area). The film presents Mounty Yarns as stories, expertise, and knowledge by and with Aboriginal young people with lived experience of the criminal justice system and its impacts. The film has been successfully received and has featured at TedX Youth Sydney and was presented by two JR Youth Ambassadors to the NSW Children's Magistrates and Registrars conference, hosted in Penrith. In May the team also presented the film at the Justice Health – Sharing the Care conference at Little Bay.

In October JR Mt Druitt met with the Youth Justice Executive Director to discuss collaborating on solutions raised in the film. The backbone team working with the Penrith Youth Justice Office on implementing these solutions in the future; main one being the provision of a space, the JR Mt Druitt office, as a place young Aboriginal people could do supervision without having to travel to Penrith. Having to travel for supervision is a big

driver of breaches of bail conditions and court outcomes, and this solution could break that cycle of offending.

The JR Mt Druitt team and young people also developed the Mounty Yarns Report for all stakeholders asking for support and help to bring about changes, including establishing a Aboriginal controlled youth service, and for the government to work in partnership with Aboriginal young people from Mt Druitt by sharing data on programs, services and projects including Police, Education, Health, Housing and other government services to improve their relationships with community and work with community to achieve better outcomes.

The JR backbone team in Mt Druitt has been extremely busy throughout the year engaging stakeholders and the community; the Western Sydney Watch Committee has been meeting with police in attendance at the JR office. Team members have been meeting with a group of Aboriginal elders, who have subsequently endorsed the MY report. One outcome was the planning for the raising of the Aboriginal flag at the front of the Police Station.



YOUTH-LED ENGAGEMENT

The Youth Ambassadors are also taking action to support and do what young people are asking for. They are leading programs at the local public school, running a boxing program twice a week, gym sessions, gaming afternoons, music programs, art programs and continuing to be flexible and responsive to what young people want: They are building each other up, holding each other to account and taking care of each other in the following ways:

OzTag

The Native Sons Oz Tag team is in its third year and won its second competition in a row. The program also includes brokerage, youth engagement funding and casework support. Through OzTag the JR backbone team have been able to bring families together for the first time in years and have been recognized by the Children's, District and Supreme Courts as having positive impacts on young people's lives. The OzTag Program has been funded by VivCourt Trading for the last two years.

Boxing

In 2023 the JR Mt Druitt team initiated a boxing program for young people in partnership with Paul Flemming an Aboriginal professional boxer from Tully, Queensland who fought at the 2008 Olympics at featherweight. The boxing promoting fitness (mental and physical) and prompts the participants to think about their well-being. The young people have formed a tight knit crew who are extremely dedicated turning up twice a week to train hard. The Boxing program is currently funded by VivCourt Trading.



Photo Credit: JR NSW/Tama Doule-Mellallieu



Communities /
Mt Druitt (Dargug) cont.

YOUTH-LED ENGAGEMENT CONT.

Music Program

JR Mt Druitt continues to provide creative outlets for young talented musicians, securing musical and recording equipment for a music space in the office. A producer comes in on Mondays to make 'beats' and help young people create their own music. Young people independently come in on other days and work on their songs alone or in collaboration with each other. The music program is currently funded by VivCourt Trading.

Art Workshops

JR Mt Druitt started a great partnership with the Art Gallery of NSW holding art workshops with young people, particularly those who have had contact with the justice system. Young people are being trained up as mentors to run Art Programs with Willmot Public School being their first opportunity to use new-found skills. The children at Willmot love seeing someone from within their community out the front leading the sessions and this shows them what might be possible one day.

The art workshops program and all art supplies are funded by the Art Gallery of NSW and included both paint and digital art. The term finished with Willmot Public School students going to the gallery for a tour with many asking when they could return.

Young Fathers and Mother's Groups

Our team members Isaiah Sines and Terleaha Williams lead these separate groups.

They are creating a safe space for young parents to come together, support each other, have a breather, and learn critical skills in parenting. As seen in Mounty Yarns it was identified how few positive father figures the young people had and are now at the age where they need to be those father figures themselves.

The young women's group had its first session in December that included massages (a first time for many of them!). Sephora donated make-up and they are excited to do some make up workshops next year. This program is currently funded by VivCourt Trading.

Casework and Support

The team have been visiting the Aboriginal cultural group at the Youth Justice Centre in Cobham to engage with young people, letting them know there is a place for them to get support when they leave custody and make them feel they are still part of a community while they are in custody. We have also been supporting others in the Youth Koori Court. Isaiah Sines, our Youth Engagement Co-ordinator shared his story with young people in the cultural groups and at a TedX event where he inspired other young people to investigate youth advocacy and doing positive things for their community.

Photo Credit: Tama Doule-Mellallieu



Photo Credit: Tristian Stefan Edouard

Youth On Track program

In late 2023 the JR Mt Druitt team won a tender to provide case management services for up to 60 Aboriginal detainees and released young people per year, as part of the Youth On Track service of the Department of Communities and Justice. Funding has successfully been diverted from the previous service provider to JR NSW. The Program Manager has commenced working in Mt Druitt office in March 2024. The program is funded by DCJ Youth Justice.

Learner Driver program

The program assists young people with all aspects of getting a driver's licence from completing paperwork to apply for ID, taking driving lessons and preparation for driving tests. Applicants are not limited to a number of lessons; our instructors stick with them until they pass giving them a sense of accomplishment. Funding has successfully been diverted from the previous service provider to JR. The program is funded by IAG.

Cultural activities

This year the team took large groups of young people from Mt Druitt out on country with respected cultural mentor Eric Brown a highly talented Aboriginal artist with a profound connection to his heritage. This connection to country and culture included visits to Kuringai National Park, the Royal National Park and the Adelaide Hills, SA. These experiences had a significant impact on the young people who participated, especially with the knowledge shared from Eric who has a deep-rooted commitment to preserving and celebrating Aboriginal culture. The cultural activities program is currently funded by VivCourt Trading.



Communities /

LEARNING THE MACLEAY (KEMPSEY-DUNGHUTTI)

Learning the Macleay fosters a collaborative and sustained effort among government and non-profit services, philanthropy, and supporting organisations, all under the guidance of the community. Its inclusive approach extends beyond the Aboriginal community, emphasising that everyone has a role in healing and building a thriving Macleay Valley.

The initiative's pillars, identified by the community themselves, are Healing, Educating, and Aligning. Healing holds particular significance in the Macleay Valley due to the painful legacy of the Kinchela Boys Home—a place where Aboriginal boys were forcibly taken or as the Surviving Uncles describe it, “kidnapped” from their families and subjected to brutal conditions. The trauma, loss, and grief associated with this history have left a lasting impact on the community.

JR NSW SUPPORT

In 2023 Just Reinvest NSW was invited to join Learning the Macleay with support from the NSW Government commitment, to bring our justice reinvestment expertise to Dunghutti (Kempsey and the Macleay Valley), to help address some of the root causes of criminal behaviour amongst their young people.

Learning the Macleay partners with the Kinchela Boys Home Aboriginal Corporation, NSW Department of Communities and Justice, Commonwealth Department of Social Services, Dusseldorp Forum and the Paul Ramsay Foundation and other local services and NGOs.

Throughout May 2023 a JR Supporting Body executive team participated in multiple discussions and learning circles about the findings from the Learning the Macleay Early Stage Mapping process; with representatives of Community, NGOs, State and Federal government departments, philanthropic supporters, schools, council, health, legal, education and police services.

A local ‘Backbone’ team was established in Kempsey and JR has directly supported data analysis, and plans to manage data collection, monitoring, evaluation and learning that will help determine justice circuit breakers and establish relationships with the local and regional NSW Police commands and find locally-led solutions to some of the drivers of reoffending.

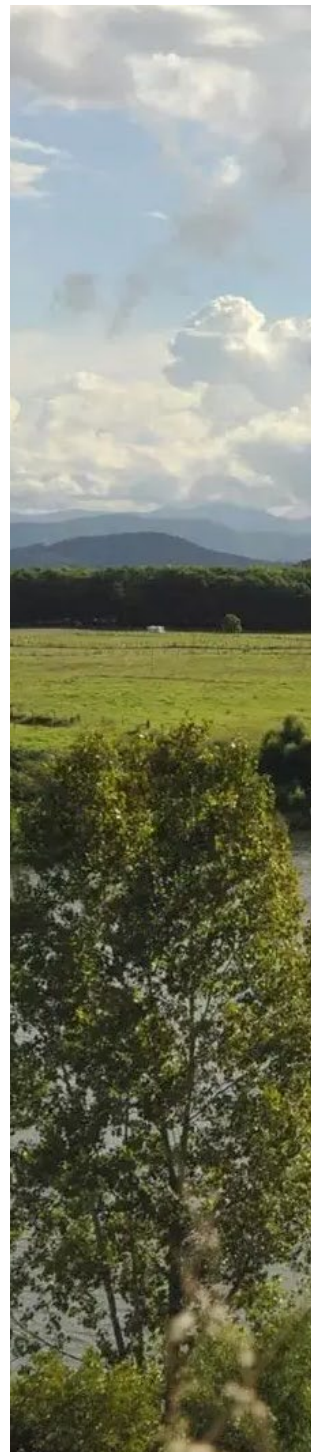






Photo Credit: Miranda Crossley

Our Partners

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We know that the best outcomes emerge when the voices of people affected by decisions are heard. This is why it's so important to invest in Aboriginal-led organisations like Just Reinvest NSW which supports Aboriginal communities seeking long-term, sustainable change to their overrepresentation in the criminal justice system.

In 2023, Paul Ramsay Foundation strengthened its commitment to listen to the voices of First Nations people. In Mt Druitt and Moree, we've seen the success of JR NSW's place-based, community-led model furthering self-determination of people in those communities. We look forward to seeing this approach in other communities in 2024.

Professor Kristy Muir
CEO Paul Ramsay Foundation

STRATEGIC PARTNERS AND SUPPORTERS



PRO BONO



L-R: Peder Pederson,
Lisa Stanford,
Acting Assistant
Commissioner Greg
Moore,
Ann Johnson



Kristy Muir,
CEO
Paul Ramsay Foundation



Our People

We began in 2011 as a coalition of more than 20 organisations and strategic initiative of the Aboriginal Legal Service NSW/ ACT. Our small team are guided by an Executive of Aboriginal and non-Aboriginal people and supported by a network of champions, youth ambassadors and supporters across the corporate, government and for-purpose sectors.

Supporting body /

REDFERN-GADIGAL



GEOFF SCOTT
Chief Executive Officer



JAMES NICHOLS
Communications Manager



PAUL O'BRIEN
Finance Manager



LISA STANFORD
Chief Operating Officer



TALIA HAGERTY
Manager, Research & Data

MOREE-GOMEROI



MEKAYLA COCHRANE
Youth Engagement Lead



JYPPSEE STEVENS
Admin & Project Officer



SAHARA COCHRANE
Data & Project Officer



THOMAS DUNCAN
JR Manager



JUDY DUNCAN
Community Engagement Lead

MT DRUITT-DARUG



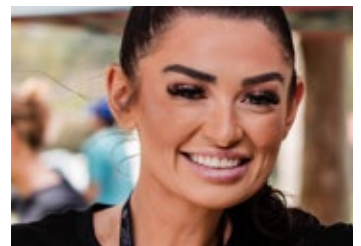
DANIEL DAYLIGHT
JR Manager



ISAIAH SINES
Youth Engagement Coordinator



JULIE WILLIAMS
Community Engagement Lead



JESS BROWN
Youth Engagement Lead

OUR EXECUTIVE COMMITTEE



JACK BEETSON

Chair



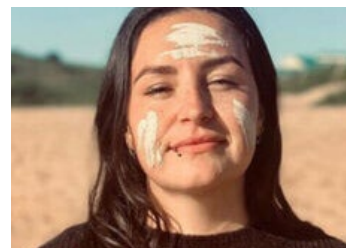
GINO VUMBACA

Treasurer



PAUL WRIGHT

Executive Committee member



KARLIE STEWART

Executive Committee member



TRENT WALLACE

Executive Committee member



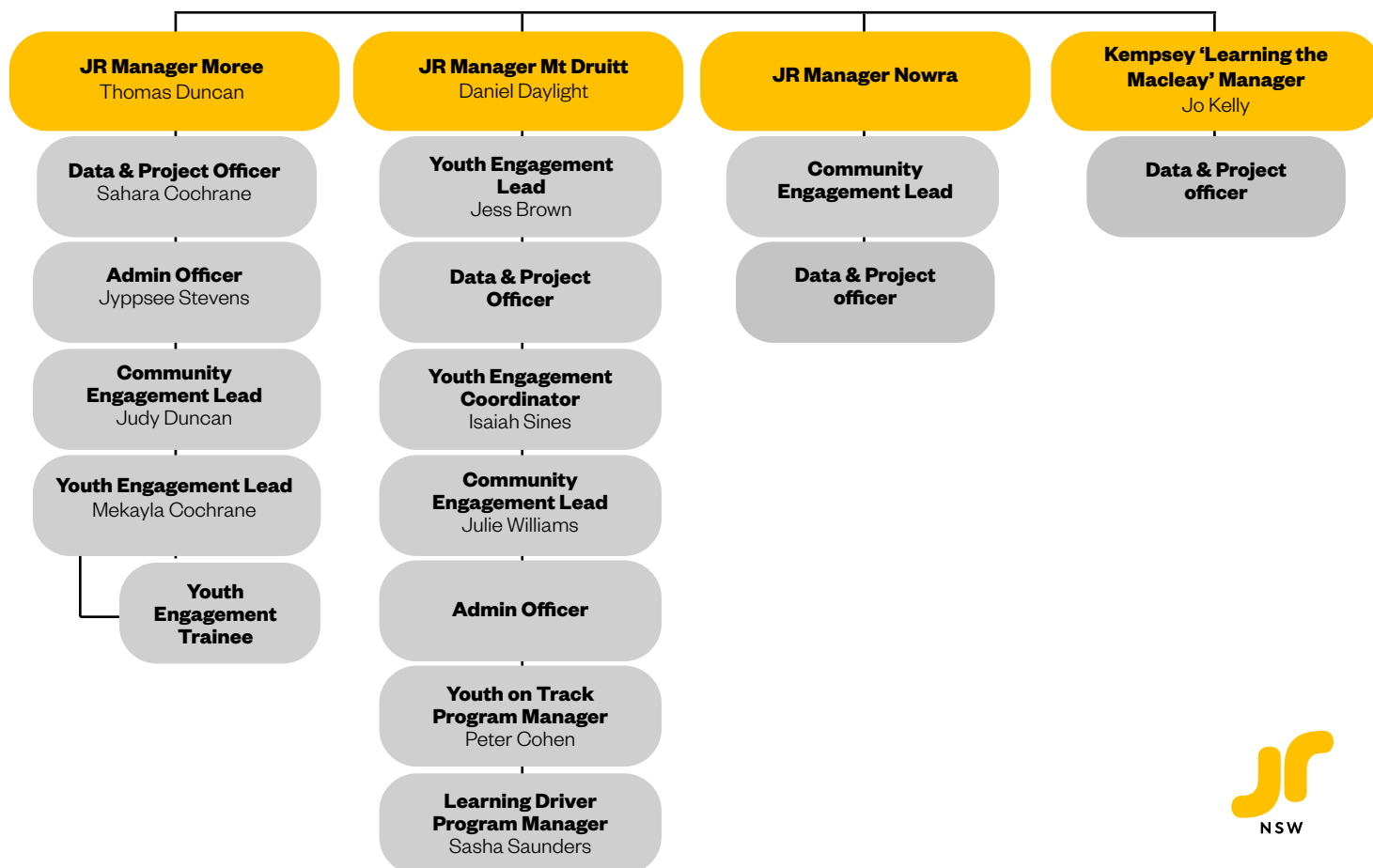
MARK RIBOLDI

Secretary

OUR ORG CHART

JR NSW SUPPORTING BODY

CEO - Geoff Scott | COO - Lisa Stanford | Finance Manager - Paul O'Brien | Communications Manager - James Nichols
Data & Research Manager - Talia Hagerty | Administration Assistant - Tia Duke



A PATHWAY TO CHANGE

WHAT HAPPENS IN COMMUNITY?

COMMUNITY EXPRESSES AN INTEREST IN JR

RECOGNISING THE OPPORTUNITY FOR CHANGE

STRENGTHENING FOUNDATIONS FOR CHANGE

COMMUNITY ELECTS TO PROCEED WITH JR

CREATING A SHARED VISION FOR CHANGE

LEARNING THROUGH DATA MEASUREMENT & EVALUATION > > > ONGOING LEARNING THROUGH

HOW CAN JR NSW SUPPORT YOUR COMMUNITY?

ASSESSMENT OF READINESS INDICATORS

Exploring whether a JR approach is suitable for your community will take community conversations and community engagement.

An assessment of readiness for justice reinvestment also involves understanding community power, leadership and governance, and collaboration.

ESTABLISHING A LOCAL JR GROUP

Representatives from systems such as Police, the Courts, Juvenile Justice, Corrections, Family and Community Services (FACS), local schools or TAFEs, Health, local Council, NGOs, and other services must come together in a JR group. JR NSW can also support engaging higher levels of government including the NSW Ombudsman, and the Department of Premier and Cabinet.

IMPLEMENTATION

**THE SYSTEM
STARTS TO
CHANGE**

**SUSTAINED CHANGE /
TRANSFORMATION
ACHIEVED**

THROUGH DATA MEASUREMENT & EVALUATION >>>

ONGOING LEARNING THROUGH DATA

DEVELOPING A COMMUNITY- SPECIFIC JR PLAN

Developing a JR plan will help you work towards and achieve the results the community wants to see.

Your JR Plan is a strategy for change and should include an overarching goal and vision set by the community; a clearly defined problem and solutions, with measurable goals and targets; and clearly defined outcomes.

SETTING UP STRUCTURES TO IMPLEMENT STRATEGY

To implement your JR strategy, you may have to develop Working Groups or other collaborative groups to coordinate activities that align with your priorities.

A local Backbone Team could be established with roles taken by community members, and JR NSW can support them with capacity building for Working Groups and effective cross-sector support and community engagement.

Data is critical for delivering the change the community wants to see and can change each time it is reviewed.

Financial Summary

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME / FROM 1 JULY 2022 TO 30 JUNE 2023

	Note	2023 (\$)	2022 (\$)
Income			
Grant funding and donations	3	3,142,063	1,998,919
Interest received		175	-
Total income		3,142,238	1,998,919
Expenditures			
Employee expenses		1,673,948	39,797
Operational expenses		1,539,473	177,472
Depreciation expense		334,523	-
Total Expenditures		3,547,944	497,269
Profit for the period		(405,706)	1,501,650
Total comprehensive income		(405,706)	1,501,650

STATEMENT OF CHANGES IN EQUITY / FROM 1 JULY 2022 TO 30 JUNE 2023

	Period ended 30 June 2023 (\$)	Period ended 30 June 2022 (\$)
Accumulated surplus as at 30 June 2022	1,501,560	-
Surplus (Deficit) for the period	(405,706)	1,501,650
Other comprehensive income	-	-
Total comprehensive income for the year	(405,706)	1,501,650
Accumulated surplus as at 30 June 2023	1,095,944	1,501,650

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

	Note	2023 (\$)	2022 (\$)
Assets			
Current Assets			
Cash and cash equivalents	5	3,064,042	1,608,546
Trade and other receivables	6	80,615	11,636
Financial assets	7	25,144	25,000
Other assets	8	33,899	12,650
Total Current Assets		3,203,700	1,657,832
Non-Current Assets			
Bond	7	74,479	-
Property, plant and equipment	9	763,387	-
Right-of-use asset	14	574,293	-
Intangible assets	10	10,000	-
Total Non-Current Assets		1,422,159	-
Total Assets		4,625,859	1,657,832
Liabilities			
Current Liabilities			
Trade and other payables	11	283,174	55,823
Employee entitlements	12	166,246	100,359
Deferred income	13	2,499,585	-
Lease liability	14	236,021	-
Total Current Liabilities		3,185,026	156,182
Non-Current Liabilities			
Lease liability	14	332,957	-
Employee entitlements	12	11,932	-
Total Non-Current Liabilities		344,889	-
Total Liabilities		3,529,915	156,182
Net Assets		1,095,944	1,501,650
Equity			
Retained earnings		1,095,944	1,501,650
Total Equity		1,095,944	1,501,650



Photo Credit: David Maurice Smith



“

I like working with young people and amplifying their voices. Justice Reinvestment allows me to do this and create spaces for them to be heard, as they have the solutions to the problems and outcomes that work best.

Mekayla Cochrane
Youth Engagement Lead
Moree - Just Reinvest NSW

“

The Justice Reinvestment model supports us to challenge systems that continue to cause harm to our young people. Our young people are our fight and together we advocate and seek change for our future generations.

Jessica Brown
Youth Engagement Lead
Mt Druitt - Just Reinvest NSW



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We acknowledge and pay our respects to the traditional owners and custodians of the land on which we walk, work & live.

ANNUAL
REPORT
2022
/23