

# Annual Report 2023 - 2024

Reconciliation  
**Tasmania**



## Acknowledgement of Country

Reconciliation Tasmania acknowledges the traditional custodians of Country across Trouwerner/lutruwita. We recognise and respect palawa/pakana connection to and care for Country and Community. We honour Elders past and present who carry the memories, traditions, cultures and aspirations of their people, and who create the path ahead for emerging leaders.

We are committed to respectfully walking alongside, working with, and be guided by Aboriginal and Torres Strait Islander Peoples. In all areas of our work, we seek to listen to and amplify their voices, so they are heard by all Tasmanians.

## The Board

Co-Chair **Clair Andersen**  
Co-Chair **Beth Gilligan**  
**Georgie Crockett**  
**Bonnie Bonneville**  
**Simon Cook**  
**Lee Wilson**  
**Donna Watson**  
**Simon Gates**



The Reconciliation Tasmania Board had their first meeting with the new CEO mid-June. **Top from l-r:** Georgie Crockett, Bonnie Bonneville, Donna Watson, Co-Chair Beth Gilligan, Simon Cook, CEO Pauline Cook. **Bottom l-r:** Lee Wilson, Co-Chair Clair Andersen and Simon Gates.

### ***Cover art - Work in Progress (2024) 21cm x 29.7cm Watercolour on paper***

This artwork depicts a partially completed Aboriginal coiled basket as a metaphor for Reconciliation. The bi-coloured strands of the basket represent Aboriginal and non-Aboriginal people walking side-by-side, weaving and creating together. Green was chosen because it is alive, a growing, living thing. The basket promises to be beautiful and strong yet it is vulnerable to adversity; some parts of the coil loosen in times of hardship. Yet despite these setbacks, the weavers pause, take stock and continue purposefully onwards, with hope for the future in their hearts.

Belinda Casey is an emerging Tasmanian Aboriginal visual artist and proud Pinterrairer woman. Her art practice honours the strength and resilience of the Tasmanian Aboriginal people, their culture and connection to country. Belinda is currently Artist in Residence at Research House, the home of Reconciliation Tasmania.

## About Us

Reconciliation Tasmania is the peak state-wide body promoting reconciliation for all Tasmanians. We promote a deeper understanding, respect and justice for, and with, Aboriginal and Torres Strait Islander peoples.

Reconciliation Tasmania commits to relationships built on trust and respect, demonstrating the positive impact on the advancement of a reconciled Tasmania through a focus on the dimensions of Reconciliation: Race Relations, Equality and Equity, Historical Acceptance, Institutional Integrity and Unity.

Facilitating opportunities for truth telling and truth listening is key to our purpose to support communities to accept, respect and value Aboriginal and Torres Strait Islander peoples. Reconciliation Tasmania recognises, celebrates and promotes Aboriginal and Torres Strait Islander culture and heritage.

Reconciliation Tasmania is committed to develop and strengthen understandings of and commitment to the Uluru Statement from the Heart, and its call for Voice, Treaty and Truth.

### Vision

We strive for a reconciled and just Tasmania that acknowledges, understands and values Aboriginal and Torres Strait Islander people in all aspects of life and walking together to achieve this vision.

### Purpose

Reconciliation Tasmania believes that at the heart of Reconciliation is creating and maintaining relationships based on reciprocity and respect with Aboriginal and Torres Strait Islander people. Our purpose is to champion a Tasmanian society that understands prejudice, discrimination and racism through education, conversation and advocacy.

### Values

**Truth Listening:** acknowledges that deep listening is needed for reciprocal relationships with Aboriginal and Torres Strait Islander peoples.

**Acceptance and Recognition:** acknowledges colonisation and its ongoing impacts have impacted the rights, culture, identity and lives of Aboriginal and Torres Strait Islander peoples.

**Unity:** acknowledges that Aboriginal and Torres Strait Islander peoples' self-determination is the basis for a shared journey.

# The Five Dimensions of Reconciliation

Reconciliation  
Tasmania



## 2023 - 2024 YEAR IN REVIEW

### Race Relations

**15,000**

Tasmanians spoken to in the lead up to the referendum.

**345**

Conversation Tables were delivered across the state.

### Equality & Equity

**154**

Tasmanian-based schools and early learning services registered to develop a RAP on the Narragunnawali platform.

**25**

of these schools and early learning services have a current published RAP.

### Institutional Integrity

**117**

Tasmanian organisations hosted Understanding the Voice workshops in the lead-up to the referendum.

**14**

Organisations assisted by RT since inception to develop a Reflect RAP, with eight more currently being undertaken.

### Unity

**900**

People attended the largest NRW Breakfast we have held, and the largest sit-down breakfast in the state, ever.

**40**

Businesses and organisations are now Organisational Members.

### Historical Acceptance

**330**

People attended Come Walk With Us workshops across the state.

**18**

Come Walk With Us workshops were held statewide.

# Co-Chair Report

Looking back over 2023 -24, it has been a challenging year. With the generous support of the Tasmanian Community Fund, we sought to educate the Tasmanian community about the Uluru Statement from the Heart and the proposed Voice to Parliament.

By the October referendum, we had attracted 250 active and resourceful volunteers who were part of 17 statewide Cluster Groups. Their combined efforts enabled Reconciliation Tasmania to hold 346 Community Conversation Tables, more than doubling our original target. Our 56 skilled facilitators delivered 208 'Understanding the Voice Workshops' including 28 Older Tasmanian workshops. The effectiveness of our 'Understanding the Voice Workshops' demonstrated to us, what could be achieved in shaping community attitudes with well-designed tools and passionate and knowledgeable facilitators.

## Post Voice Referendum

Whilst the defeat of the referendum was a deep and staggering blow for us all, in the post-referendum period, Reconciliation Tasmania undertook debrief and consultations sessions with our volunteers and community facilitators as well as membership meetings in December. These consultations aimed at re-conceptualising our strategic direction and re-imagining our future vision together. The 2023 ANU Centre for Social Research and Methods' data analysis of the Voice referendum outcome concluded that "Australians voted no because they didn't want division and remain sceptical of rights for some Australians that are not held by others." "No" voters thought the voice model was 'too risky'.

These views are very challenging when for us, and 6.2 million other Australians, the Voice was about unity, recognition, rights and pathways to self-determination. The ANU research however concluded the vote did not signal a lack of support for reconciliation. Their research, along with other significant analysis has provided strong insight into how to shape and re-develop our foundational educational strategy.

## Crucial Resourcing Needs

With pressure to undertake increased organisation and community education, particularly Come Walk with Us Workshops and Reconciliation Action Plans, in local government, diverse industry and government and service agencies, we have operated at a deficit in the 2022-23 FY and also in the 2023-2024 FY.

At the end of 2023, we submitted a proposal to the Department of Premier & Cabinet (DPAC) to provide crucial State government funding to support the critical work of Reconciliation Tasmania. This work aims to continue educating Tasmanians in workplaces, communities and schools to change attitudes towards Aboriginal and Torres Strait Island peoples and be proactive in Closing the Gap strategies. In June 2024, we further discussed with Aboriginal Affairs Minister Jaensch the urgent need for this government funding to be able to operate. The 2024-25 state budget will reveal the government's attitude to and support of reconciliation.

## Changes in Reconciliation Tasmania

At our November 2023 AGM we welcomed Donna Watson and Simon Gates as new Directors to our Board. A new constitution was passed and a new Membership model was endorsed.

At the end of 2023, our CEO Mark Redmond retired and we bid farewell to him and our dedicated Project Officer Marnie Ritz. As we sought new leadership of Reconciliation Tasmania, Carol Altmann served as a wonderful Acting General Manager until May 2024. We welcomed our new full-time CEO, Pauline Cook later that month. We have great confidence in Pauline's strategic leadership and her understanding of the role of reconciliation in developing new relationships and partnerships.

One of the hardest challenges was the tragic passing of much-loved staff member, Chris Crerar to depression in February. We hope our Chris Crerar Reconciliation Scholarship to support an Aboriginal student to study at the University of Tasmania highlights Chris' commitment to reconciliation and enables more Aboriginal students to access tertiary education.



**Beth Gilligan**  
Co Chair



**Clair Andersen**  
Co Chair

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# CEO Report

It is my great privilege to share this year's annual report as a summary of the vital work Reconciliation Tasmania continues to deliver across the state. Since joining the organisation in May this year, we have sought to build on work already underway to refresh our strategies and programs, and strengthen our internal systems and processes. In building a strong foundation, we will ensure that Reconciliation Tasmania as the peak body for reconciliation is able to offer leadership and deliver tangible, long-lasting outcomes for Tasmania.

Our speakers at the 2024 National Reconciliation Week breakfast in Hobart, Goanna frontman Shane Howard, and young palawa man Ged Watts, shared reflections on the challenging nature of this past year. When talking about the work required post Referendum, Shane's words struck a particular chord:

"There is so much healing to do. We need to do the hard yards now. We also need to heal ourselves for our egregious past. It will enrich our lives and our society. It will give us a pathway forward. It is hard. It will hurt. It will break our hearts, but it will make our hearts".

The work of reconciliation is by its nature, difficult. It is often painful, uncomfortable and intentionally seeks to change the nature of our society – both at a systemic level and for each one of us, with the aim that relationships between Aboriginal and non-Aboriginal people can be reformulated so we can live more justly together. I want to assure you that in spite of the challenges of the past year, our commitment to fostering understanding, respect and recognition between First Nations peoples and the wider community has never wavered.

The Referendum showed that many Tasmanians do not recognise the correlation between the history of colonisation and the injustices that continue to play out today, reinforcing the need for targeted, scaled-up education and awareness activities. There is also a need to address racism and inequality, and to recognise the critical importance of Aboriginal rights in our state.

Conversely, the Referendum also generated a state-wide network of people committed to pursuing stronger reconciliation efforts in their own communities, and boosted the profile and visibility of the work undertaken by Reconciliation Tasmania. We know that it is imperative to learn from these experiences and capitalise on this momentum. In response, we have this year launched a number of new initiatives to maintain, build and extend action for reconciliation.

We launched a paid individual membership model and the first Local Action Network Dialogue (LAND) groups was formed by members in the West Tamar - Upper Midlands area, mobilising grass-roots, place-based reconciliation champions working for change in their communities.

Our Reconciliation Action Plan (RAP) facilitation services have also undergone significant revision and development, ensuring we offer high quality, scaled up support to organisations to embed meaningful reconciliation commitments in their work.



**Top:** CEO Pauline Cook with Elders Aunty Brenda Hodge & Uncel Hank Horton, & Aboriginal community members Trish Hodge & Alarna Page.

**Above:** The MyState Bank Arena looked stunning lit up in the Aboriginal flag colours.

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# CEO Report

The Chris Crerar Reconciliation Scholarship, in honour of our cherished colleague, Chris, and his years of dedication to the pursuit of social justice and self-determination for Tasmania's First Peoples, also got off to a strong start, reaching almost \$20,000 in donations (of our \$25,000 target) within two months. This will support a Tasmanian Aboriginal student for the duration of their undergraduate degree at UTAS.

In addition to our wide program of work educating the community about the Referendum, we continued to create other important opportunities for meaningful engagement and learning. The 2024 National Reconciliation Week breakfast was our biggest ever and a sold-out event, with 900 people coming together in solidarity to express a renewed commitment to advancing reconciliation.

Leveraging education and seeking to activate young hearts and minds as a driver of intergenerational change toward reconciliation remains a key part of our work. Our work in schools and early learning services, enabled by Reconciliation Australia's Narragunnawali program, has also continued. We know that educating children and young people about Tasmanian Aboriginal histories, and the state's true history, is fundamental to achieving long-term change and meaningful reconciliation. There is a clear and urgent need for early and ongoing exposure to reconciliation activities in order to combat racism and racial discrimination.

We thank all of our funders, sponsors and members for standing alongside us this year and look forward to ongoing relationships built around respect and collaboration. Our sincere thanks to UTAS for generously providing our home at Research House on the Sandy Bay campus.

We also acknowledge the support of our major partners for 2023-24, the Tasmanian Community Fund and Reconciliation Australia.



I extend my deepest appreciation to our Board of Directors for steering the organisation through an especially difficult year. Special acknowledgment is due to our Co-Chairs, Clair Andersen and Beth Gilligan, for their tireless work and wise counsel. Each of our Directors has stepped in on many occasions through this period to offer their time and skills, direct support, and kindness – we are so grateful for your dedication and guidance.

I also extend my heartfelt thanks to our wonderful team for their steadfast commitment, hard work and passion. As a small organisation, every one of our team members consistently goes above and beyond in their efforts to contribute to our organisation's purpose and to the reconciliation agenda in our state. Special thanks to Marnie Ritz-Maynard for her work seeking to build understanding and respect amongst Aboriginal and non-Aboriginal Tasmanians.

I would also like to acknowledge the generosity of spirit of the Tasmanian Aboriginal people for sharing their knowledge and supporting the journey of reconciliation towards a deeper understanding of our shared history. Part of our work as the Reconciliation Council is about encouraging the non-Aboriginal community to recognise the weight of this work, and to carry their fair share of the load. It is only by walking together that we can achieve true reconciliation.

I hope you enjoy reading about our highlights from the year and look forward to working with you for genuine and meaningful change in Trouwerner/lutruwita (Tasmania) over the year ahead.

**Pauline Cook**  
**Chief Executive Officer**



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## National Reconciliation Week 2024

Reconciliation Tasmania's National Reconciliation Week (NRW) events for 2024 followed the annual theme *Now More Than Ever*, which speaks to the work that is needed. We pared back in 2024, as was required after the referendum, reducing our usual three state-wide breakfasts to one, fully recorded nipaluna/Hobart event. This event was a standout success, with a sold out crowd and seamless execution.

This year's NRW Breakfast was the largest RT has held with around 900 attendees, possibly the largest breakfast event in the state, ever! The speeches given by 20-year-old Georgetown man Ged Watts and Goanna frontman Shane Howard couldn't have been more different, and both were rousing calls to action.

Ged had strong feelings about the referendum result last year and called on us all to ask the hard questions, because deaths like that of Cassius Turvey's are still happening on a regular basis. Referring to the 'Now More Than Ever' theme he said, "now more than ever Indigenous incarceration rates, suicide rates, the list goes on, is at an all time high...now more than ever the fight for equality must continue."

Shane Howard shared many stories about how his own journeys of reconciliation have transformed his life. He spoke about his childhood growing up in the country Archie Roach was stolen from without even realising it until years later. He spoke about colonisation in lutruwita, our true history, and the Aboriginal culture still strong here today that we should all be proud of. He mentioned his Irish ancestry and the colonisation and tragedies that occurred there, and told many stories of interacting with Aboriginal people all over this country. He spoke about the deep understanding he has gained from those experiences and about how to live here as an ally and not an intruder.

All attendees witnessed the unforgettable performance of the classic tune Solid Rock performed by Ged and Shane together, with the last chorus in palawa kani. The pair had jammed prior to the event in Melbourne and their interpretation of the epic 42-year-old song was extremely special. Music can really cut through to the heart and reach places where sometimes words alone may not be enough. A special moment to end a very special NRW Breakfast.



**Top:** Ged Watts wows the crowd.  
**Above middle:** Teacher Cathy Ransom with First Nations students from Rosny College, pose with Shane at the NRW Breakfast. **Above:** Shane & Ged played 'Solid Rock', it's the first time RT have incorporated a musical element during NRW.

The success of this event was a direct result of the concentrated efforts of our dedicated staff and the crucial support of volunteers.

Full YouTube video of breakfast at:  
<https://www.youtube.com/watch?v=vMjnYf46gj8>

Special thanks to palawa women Aria Ritz our fantastic MC, and Trish Hodge whose Welcome to Country was pure magic.



# National Reconciliation Week Breakfast

## THANKS TO SPONSORS:



**“What an amazing morning! Congratulations on another outstanding NRW breakfast event. The event was so beautifully run (as always) and the speakers were absolutely amazing and so inspirational! I was absorbed.”**

*Rosie Jones Senior Manager  
Internal Communications*



**Above:** RT Co-Chair Beth Gilligan.  
**Right:** MC Aria Ritz.  
**Far right:** Speakers Ged Watts & Shane Howard. **Middle:** Linton Burgess demonstrates how to apply ochre.  
**Bottom right:** Shane in full storytelling mode.



**Above left:** Elder Aunty Brenda Hodge with daughter Trish at the 2024 NRW Breakfast, MyState Bank Arena, nipaluna/Hobart.  
**Left:** Her Excellency, the Governor, Barbara Baker is escorted into the breakfast by Elders Aunty Brenda Hodge, Alison Overeem & Kris Schaffer.

# Referendum Report

In the lead-up to the 2023 referendum on constitutional recognition through an Aboriginal and Torres Strait Islander Voice to Parliament, the Board issued the following position statement:

We stand in solidarity alongside the First Peoples of Australia in their call for recognition through the creation of a Voice to Parliament and a Makarrata Commission for the purposes of truth-telling and agreement making (treaty negotiations). We are committed to spreading awareness of the Uluru Statement from the Heart to all Tasmanians. Our role is to engage and inform our communities about the background to the 'Uluru process', the importance of a First Peoples Voice to Parliament and why 'Constitutional Enshrinement' has been requested.

As we move towards this year's Voice Referendum, we recognise with respect, the diversity of views on this matter. Our goal is to provide Tasmanians with clear and factual information about the Uluru Statement and Voice proposal, so they can have the understanding and clarity that will enable them to make an informed choice on referendum day.

We want every Tasmanian to make a decision based on fairness and justice to the request by the vast majority of the First Peoples of Australia for recognition and the creation of a Voice to Parliament.

Reconciliation Tasmania endorses the Uluru Statement from the Heart and we accept the invitation to walk alongside the First Peoples of Australia in a movement of the Australian people for a better future.

Reconciliation Tasmania has been educating Tasmanians about the Uluru Statement since 2017 however we were able to greatly expand our efforts in 2023. In the 100 days leading up to 14 October Reconciliation Tasmania:

- Recruited more than 230 volunteers.
- Worked in 17 clusters/teams around the state.
- Delivered 345 conversation tables – more than double our target of 150.
- Presented 208 'Understanding the Voice' workshops – more than double our target of 130.
- Spoke directly to an estimated 10,000-15,000 Tasmanians.
- Distributed thousands of information packs including:
  - More than 15,000 Uluru Statement from the Heart postcards
  - More than 20,000 "What is the Voice" handouts
  - More than 5,000 timelines about the road to the Voice
  - Approximately 2,000 hand-delivered packs to retirement villages and aged care facilities in the south and north.
- Presented and spoke to people from Stanley to Strahan, Savage River to Scottsdale, Swansea to Cygnet and right down to Dover.
- Letterboxed the entire town of Triabunna.

And in so doing, we have built a strong grassroots network and community.



Above: Volunteers spoke to around 15,000 people across the state in the lead up to the referendum, both on the street through Conversation Tables and in workshops in businesses and organisations.

## Reconciliation Action Plans

Reconciliation Action Plans (RAPs) provide a strategic framework to embed relationships, respect and opportunities for and with Aboriginal and Torres Strait Islander people into an organisation's 'business as usual'.

Since Reconciliation Tasmania's inception, we have provided RAP facilitation services, previously led by our former CEO. Following Mark's retirement, and based on Reconciliation Tasmania's successful delivery of over 200 workshops as part of our statewide referendum education program in 2023, the Board made a strategic decision to update Reconciliation Tasmania's RAP services to:

- Increase Reconciliation Tasmania's capacity to deliver RAP services, by establishing a statewide network of professional facilitators (three of whom are Aboriginal);
- Ensure that RAP artwork commissioning opportunities are available to as many Tasmanian Aboriginal artists as possible;
- Educate all RAP clients about Tasmania's history and current context and engage them in further learning, to create a foundation for respectful dialogue and stronger relationships with Aboriginal people and community organisations;
- Support RAP clients to identify and commit to actions that are meaningful to and will make a real difference for Tasmanian Aboriginal people; and
- Support RAP organisations to progress beyond the initial Reflect RAP, and organisations with a national RAP needing assistance to understand and engage in the Tasmanian context.

Our updated approach is informed by global, national and local frameworks including the United Nations Declaration on the Rights of Indigenous People, the Uluru Statement, the *Pathway to Truth-telling and Treaty* report, national and state Closing the Gap commitments, and environmental, social and governance (ESG) reporting. Our RAP process and materials have been developed in consultation with several Tasmanian Aboriginal people. In 2024-25, we will keep meeting with and listening to members of the Aboriginal community as we continue to develop and refine our approach.

In 2024-25, we plan to engage organisations that have the greatest ability to influence reconciliation in Tasmania, considering factors such as:

- reach into local communities or particular industry sectors;
- activities affecting Aboriginal land, water and/or sea Country;
- obligations to comply with laws and/or policies affecting Aboriginal people, such as heritage protection; and
- power to make or influence laws and policies affecting Aboriginal people.

Our RAP program aims to generate systemic change to give effect to the rights of Aboriginal and Torres Strait Islander people to sovereignty and self-determination, while building understanding and respect among non-Aboriginal Tasmanians.

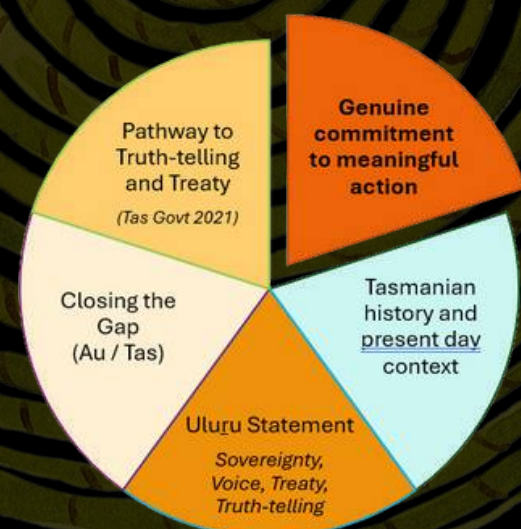
Congratulations to the following organisations who completed a RAP in 2023-24.

Reflect RAP:

- Rural Health Tasmania
- West Coast Council
- Glenorchy City Council
- Timberlink

Innovate RAP:

- MyState Bank
- Hobart Airport
- Forico



# Community Education

## Reconciliation in Education with Narragunnawali

Reconciliation Tasmania has partnered with Reconciliation Australia since 2018 to support schools and early learning services in Tasmania to take action toward reconciliation in the classroom, around the school/centre and with the community.

Our Program supports all schools and early learning services to foster a high level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

We offer information sessions that lead to workshops, aiming to assist understanding of how to complete Reconciliation Action Plans (RAPs) and include localised information such as the Orb (Aboriginal Education) with links to other resources for RAPS and other Reconciliation in Education initiatives. We also offer advanced workshops for centres/schools who have completed RAPs.

In the year July 2023-June 2024 there were:

- Eight workshops with a total of 112 people attending
- Six information sessions

The opportunity to attend the biannual *Reconciliation in Education Forum* of Reconciliation Australia in November '23, which included awards for Reconciliation Action Plans, meant hearing from Aboriginal educators and their generosity in positively looking forward beyond the Referendum.

## Education Circle Group

The Education Circle group was formed in 2019 with the purpose of providing networking, strategic direction, leadership, promotion of programs and support within the local education sector, to progress national Reconciliation initiatives such as Narragunnawali and Reconciliation Action Plans across the state.

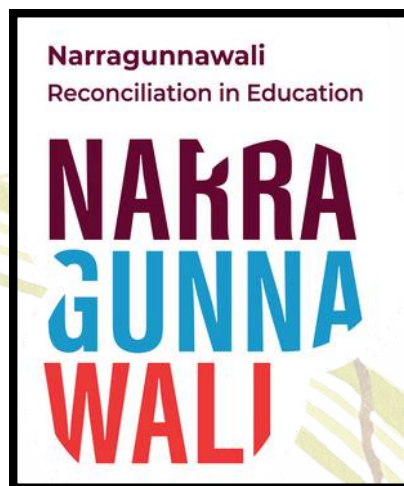
Four meetings are held per calendar year. There are currently 36 members and on average eight members per meeting.

Guest speakers this year included:

- Tracie Acreman, teacher The Friends School who spoke about the school's RAP process.
- Dr Justine Grogan, Senior Advisor, Aboriginal and Torres Strait Islander Education, Australian Institute for Teaching and School Leadership spoke about Moving Across the Intercultural Development Continuum towards Responsiveness in Education.
- Clair Andersen, Co-Chair RT Board and Associate Professor of Curriculum and Academic Development at the University of Tasmania, discussed education post Referendum.
- Anna Davidson, teacher/librarian at The Hutchins School, talked about their pilot study group for teachers with RAPs.

“Having a RAP means the school is committed to taking action to achieve social justice for the local and wider Aboriginal community. It is a structured and supported process that allows us to set and work towards reconciliation goals and invite the entire school community along on the journey.”

**Anna Davidson, Teacher/Librarian,  
The Hutchins School**



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## Youth Speak Out Program

2023 was the sixth year of RT's annual Youth Speak Out education initiative. Entries were submitted from across the state with around 35 students from Year 5 – 12 expressing the next generation's views on reconciliation through art, multimedia, written works or whole class projects.

Selected students from as far afield as Queenstown presented their works at Government House in November, receiving certificates from the Governor and enjoying morning tea. Another presentation at Parliament House followed with the Premier, Labor and Greens leaders speaking to the importance of reconciliation in education, and how through Youth Speak Out young Tasmanians were leading the way.



Above: The stand-out entrant to RT's Youth Speak Out 2023. Bahzi Nicholas, The Friends School, Year 9.

## Come Walk with Us

Come Walk With Us (CWWU) is an innovative and hands on workshop which takes participants through the timeline of colonisation and the historical and continuing effects of government policies on Tasmanian Aboriginal people and their communities. RT continues to deliver this workshop in organisations and the community in order to deepen understanding of what has happened to Tasmanian Aboriginal people through history and how this impacts on Tasmanian Aboriginal people today.

With the departure last December of Marnie Ritz-Maynard our dedicated Education Officer of two years, Co-Chair Clair Andersen, together with Aria Ritz and Duncan Robinson have continued to work to meet the demand for our Come Walk With Us (CWWU) programs across the state. A new pricing structure has been developed and the content updated, with further updates coming. Feedback from CWWU workshop participants continues to highlight the positive impact of the program.

Feedback from CWWU participants.

**"Very powerful and should be promoted widely, in all industries."**

**"Got a much better understanding of the history of what occurred, why and what is being done to make right the wrongs for our traditional land owners."**

**"I have gained a passion and devotion to learn more."**

**"Excellent facilitation and learning strategy. Makes me for impatient for change!"**

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## Youth Mob

The Youth Mob (YM) pilot program was proposed as a southern Tasmanian Aboriginal youth network, aimed at giving young First Peoples agency and a platform to connect with their peers, Elders and their community at large, including sharing life experiences and exploring issues facing them. Participants have been involved with leadership, mentoring, enterprise development, event organisation and connecting with culture.

Activities have promoted agency and empowerment, alongside group cooperation and collaboration. Participants have taken the lead in online chats shaping program activities, including On-Country events, such as the two overnight camps held at Murrayfield. Having established strong foundations in the past two years, the pilot program is now ready to enter a transition phase with discussion of future steps underway, including an independent evaluation.



**Above:** Trish Hodge of Nita Education talks about the uses of native plants with Youth Mob (YM) members.



**Above middle:** YM fishing at Murrayfield.  
**Above right:** Elder Uncle Rodney passes on cultural knowledge. Bruny Island. **Right:** CJ from Nita Education teaches members an emu dance.



## Communications

Over the past year, we have improved and increased our digital and social media presence. Followers have significantly increased across our three main social media channels:

- Facebook (2.5K)
- Instagram (1.2K)
- LinkedIn (351)
- TikTok also added to reach the youth demographic during the referendum.

# Memberships

## Memberships

Becoming a member of Reconciliation Tasmania demonstrates a commitment to stand with others who are dedicated to the movement for change. A membership helps transform conversations and intentions into genuine action and connects local and state-wide allies.

## Community

In order to build grassroots action for reconciliation, we have introduced a paid community membership structure for the first time. This new individual membership structure and supporting systems were implemented and launched at the National Reconciliation Week (NRW) breakfast function. In the one month after launching, at end of June 2024 there were approximately 1,300 email subscribers of which 123 have proceeded to join Reconciliation Tasmania as members.

## Organisations (previously known as the Reconciliation Collective)

40 organisations joined us in the last year as valued members and partners for reconciliation.

Highlights of our program for organisational members included:

- The Reconciliation Collective Forum that was held on 29 September with the theme of Close the Gap through Education, Enterprise and Leadership
- Collective Lunches in the north and south regarding the Referendum, featuring member stories & Aboriginal businesses
- The successful on-country Truth Listening Day at Glover Country near Evandale was held again last December. A tour of the house and gardens was provided by the current owner Carol Westmore, followed by refreshments. Professor Greg Lehman, a descendent of the trawulwuy people of north east Tasmania was a special guest. Professor Lehman is one of Tasmania's most well-known art historians & commentators on Indigenous identity & place. His interpretation of Glover's paintings and landscapes gave a unique lens to the gathering.



The Board has identified the need to review and update our membership model for organisations to ensure Reconciliation Tasmania is meeting our members' needs and has effective mechanisms to foster collaboration between organisational members and the Tasmanian Aboriginal community. Reconciliation Tasmania will review organisational memberships over the course of 2024-25 with input from our members.

**“Membership of Reconciliation Tasmania is such a positive, purposeful way to contribute actively to progressing reconciliation in lutruwita/Tasmania. Like many Tasmanians who have a heartfelt desire to see progress in closing the gap, celebrating Aboriginal and Torres Strait Islander culture and delivering justice, I appreciate and value the leadership and guidance provided by Reconciliation Tasmania. Membership of Reconciliation Tasmania, and the opportunity it provides to participate, learn and connect, is an investment we can all make towards the rich and respectful future we so dearly want for our state.”**

**Meg Webb MLC, Independent Member for Nelson**



Become member of Reconciliation Tasmania & support our work to promote a deeper understanding, respect and justice for, and with, our First Peoples.

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## Local Action Networks

Reconciliation Tasmania has initiated the establishment of grassroots Local Action Networks to build on the community energy and commitment that emerged so powerfully in support of RT's Voice Referendum education campaign in 2023. In June 2024 there were already over 1370 supporters and 285 volunteers. Over 30 RT volunteers and supporters attended two meetings held in April and May to share information about local initiatives and resources. The group developed a framework for local networks and identified the types of support needed from the RT office.

A variety of local initiatives are already being taken by RT members including:

- A bush foods stall at local celebrations in the North West
- A book club and learning circle in the North
- RT information tables at community events
- Exploring with local councils their interest in, or progress on, RAPs
- Development and sharing resources such as Aboriginal culture focused book lists
- A summary of Pathway to Truth Telling and Treaty and a Tasmania focused summary of the Bringing Them Home report.

The RT Office is developing proformas, information and mailing lists to assist the establishment of local networks. The RT Board Meeting in June authorised a one-off start-up fund of \$500 for each local group that becomes formally established under the RT umbrella. Local network development is being supported by Rosa Walden, RT's Local Action Networks and Volunteer Coordinator.

### Together Times



Please take my hand  
Together we stand  
No longer a mystery  
Now it is history  
Please see my joy  
Not your blind  
We can Make it better  
By standing together  
All is one  
One is all  
We can Make it better  
Now  
And Forever more  
Walk with us  
In the together times.

- Dallas Brett Burgess

# Vale Chris Crerar

Written by Carol Altmann

I'm so grateful to have the opportunity to pay tribute to my dear friend and long-time work buddy Chris.

Like all of us, I remember so many adventures with Chris and I'm grateful to still have all my limbs intact, but my strongest connection to Chris was actually in our more solitary times.

As journalists, we were thrown together as a news photographer and a reporter often are, and sent on long road trips, often for several days at a time.

In our case, we travelled around remote South Australia and later Tasmania.

Fortunately Chris was fantastic company (as we know, it was actually hard to get him to stop talking sometimes).

It was in South Australia that I first got a sense of Chris's deep commitment to social justice: seeing the Woomera Detention Centre and Baxter Detention Centre up close was shocking and affecting, yet this was Australia.

We began to talk a lot about using journalism skills to try to make a difference – rather than simply climbing up a “career ladder” – and Chris was determined to bring together his talent, and his deep belief in humanity, justice and fairness.

For Chris saw a world without borders, a colourful map not of countries but of cultures and he loved to immerse himself in them, both physically and spiritually.

Because of his respect for other cultures, Chris always seemed shocked so many of his fellow Australians continued to be so self-focused, insular, racist or cruel.

He wanted to change that.

Nowhere was this more evident than in his work these past three years with Reconciliation Tasmania and, in particular, the Voice to Parliament referendum to recognise Aboriginal and Torres Strait Islander people as the original inhabitants and ongoing custodians of this land.

Having travelled to so many other parts of the world, it was the world's longest continuing culture, right here, in his own country, that grabbed Chris's heart.

Chris absolutely got it: the long-overdue need for truth telling, for treaty, for self-determination, and (as he would put it) “for Australia to get its bloody act together and stop listening to people like Tony Abbott”.



**Above:** Chris poses in front of the Mechanics Institute Hall in Scottsdale during NAIDOC Week 2023.

He wanted others to understand how wrongs needed to be righted – and could be righted – in a way that would heal us all.

I remember when Chris was about 12 months into his job at RT and he texted me, saying he thought this was the most important work he would ever do.

He worked with a small, passionate team and he loved the work, he was so good at it (talking to people from all walks of life), and he was totally committed, especially to the referendum, where I got to work with him again.

In the final days of the campaign last year, I reckon he clocked up at least 1000 km – and that was just running around the office!

He clocked up another 1000 km on the road, travelling to the furthest corners of Tasmania, into really tough territory, just to have one more conversation about the voice.

Even the hardest nuts couldn't help but be charmed by Chris or caught up in his enthusiasm. I would get feedback from people about “the little guy with the shaved head” who was – in their words – “just really great at explaining it all”.

Chris, you were a comet: a blaze of light.

Like everyone here, I will miss you so much – the grief is crippling – but rest assured my friend we are not giving up on trying to make this world a better, more equitable and peaceful place.

Chris always believed in ending with a call to action, so here's our call to action: I know we can keep that flame burning, that fire stick, that lantern, doing what we can – when we can – to keep fighting for what is just, and what is right.

I want to thank you, Chris, for being my friend for more than 20 years.

And I know I speak on behalf of the entire Reconciliation Tasmania team, for Yes23, for all the volunteers and supporters, when I say to work closely with you in what would be the final months of your life was a true gift, and a pure joy.

Love you Chris, rest easy my friend.



## Chris Crerar Reconciliation Scholarship

Announcing the

*Chris Crerar*

Reconciliation  
Scholarship

In memory of our colleague Chris, Reconciliation Tasmania is sponsoring a \$25,000, five-year UTAS scholarship for a Tasmanian Aboriginal student commencing study in any discipline. We would value your contribution.

[Donations are tax deductible]

Donate here today:



**During National Reconciliation Week, Reconciliation Tasmania announced a new scholarship created in the memory of our colleague Chris Crerar.**

The Chris Crerar Reconciliation Scholarship is available to a Tasmanian Aboriginal student commencing a Bachelor degree for the first time, in any discipline, at the University of Tasmania from Semester 1, 2025.

Chris was a cherished staff member at Reconciliation Tasmania for a number of years. This scholarship, sponsored by Reconciliation Tasmania and funded via donations, recognises his contribution to the Tasmanian community throughout his life.

In particular, Chris had a commitment to pursuing social justice and equity for Tasmania's First Peoples. He used his media skills to create greater awareness, understanding and action toward Closing the Gap and self-determination. This scholarship reflects these aspirations.

Applications for the scholarship opened in August 2024 and close at the end of October 2024.

Potential applicants are encouraged to visit the UTAS website from August 31 to view the full scholarship details and apply online.

The \$5000 a year scholarship (\$25,000 over five years) aims to provide financial support for the duration of the undergraduate degree, and to offer the successful applicant opportunities to connect with Reconciliation Tasmania.

# Farewell to Founding CEO Mark Redmond

Reconciliation Tasmania 2017 - 2023

As Reconciliation Tasmania commenced a new phase in its evolution after the Referendum on the Voice to Parliament, Mark Redmond retired from his role as CEO at the end of November 2023.

Mark, together with inaugural Non-Aboriginal Board Co-Chair, Bill Lawson, and Aboriginal Co-Chair Fiona Hughes, carried out important foundational work to establish Reconciliation Tasmania since 2017.

The achievements during the establishment phase of Reconciliation Tasmania have been remarkable. Growth in membership within the reconciliation movement in our state has been aligned to Mark's steadfast public commitment and an array of diverse community engagement activities.

All RT members are grateful for Mark's significant work for reconciliation in Tasmania and recognise the way he has established respectful relationships and supportive networks across the state to further advance the goals of reconciliation.

Mark's personal and passionate commitment to the rights and needs of Aboriginal and Torres Strait Islander people has been unwavering and become well-known.

## Farewell to Marnie Ritz-Maynard

Marnie Ritz-Maynard was a valuable member of the RT team for over two years. Her dedication to her work was incomparable. As Education Officer she managed the bulk of RT's education programs particularly our Come Walk With Us workshop educating participants from all sectors across the state about:

- Tasmanian Aboriginal life before and after colonisation
- Impacts of past policies on health and well-being
- Identity and appropriate language.

Alongside Yabbo Thompson, our Volunteer Coordinator Reconciliation in Education, she was heavily involved in organising our annual youth education initiative, Youth Speak Out, with students from Year 5 - Year 12 entering pieces of art and written work addressing the current year's National Reconciliation Week theme.

Marnie worked within the RT team on all our events whether it was the Reconciliation Collective lunches and on-country events or our major annual events, our statewide National Reconciliation Week Breakfasts. She was always there, working hard, supporting the team, networking with people, setting up tables, and her favourite, being in charge of the roaming mic!



Above: Mark at Agfest in front of the Uluru Statement with MP Michelle O'Byrne and long time RT volunteer Harley Russell.

It is our hope that life after Reconciliation Tasmania will bring happiness and the many rewards that Mark deserves.

All members, volunteers and staff wish Mark every happiness and are grateful for his genuine service to the ongoing achievement of reconciliation.



Above: Mark at the 2023 Reconciliation Collective Forum with Co-Chairs Beth Gilligan and Clair Andersen, Marnie Ritz and Damien Rhind (right) and Helen Ransom and Cecillia Wheatley (left).

Marnie left last December and is greatly missed by the team, as well as our supporters, many of whom knew her well and looked forward to chatting to her at RT events.

We wish her all the best in the next step of her career and are ever grateful for her deep contribution to reconciliation in Trouwerner/lutruwita (Tasmania).

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# Financial Statement

## INCOME

	2024	2023
COLLECTIVE SUBSCRIPTION	48,500	38,500
DONATIONS	83,934	111,641
GRANTS & OTHER INCOMES	661,590	349,429
<b>TOTAL INCOME</b>	<b>794,023</b>	<b>499,570</b>

## EXPENSES

ACCOUNTING, AUDITING & BOOKKEEPING	20,666	4,865
ADVERTISING & MARKETING	58,403	17,274
BAD DEBTS	-354	-500
BANK & COLLECTION FEES	5,702	3,218
CATERING EXPENSES	10,358	62,622
COMPUTER & IT EXPENSES	6,296	1,014
CONSULTANTS FEES	3,004	0
DEPRECIATION	4,652	5,026
EQUIPMENT EXPENSES	11,731	2,429
FORUMS & EVENT EXPENSES	102,580	19,076
INSURANCES	2,787	4,390
INTEREST EXPENSE	0	194
LEGAL EXPENSES	457	87
OFFICE EXPENSES	7,757	2,019
POSTAGE & SHIPPING	11,944	298
PRINTING & STATIONARY	58,633	3,897
REPAIRS & MAINTENANCE	0	610
STAFF COSTS	517,489	383,167
SUBSCRIPTIONS & DONATIONS	944	13
SUNDRY OTHER EXPENSES	10,565	6,058
TELEPHONE & INTERNET EXPENSES	414	5,166
TRAVEL EXPENSE	21,287	20,217
VEHICLE EXPENSE	1,496	1,643
<b>TOTAL EXPENSES</b>	<b>856,811</b>	<b>542,779</b>

<b>SURPLUS/DEFICIT</b>	<b>(62,789)</b>	<b>(43,209)</b>
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# Balance Sheet

## ASSETS

CURRENT ASSETS	2024	2023
ACCOUNTS RECEIVABLE	102,355	68,733
CASH AT BANK	183,926	275,094
PREPAYMENTS	0	56,241
SUNDRY DEBTORS	0	1,392
<b>TOTAL CURRENT ASSETS</b>	<b>286,281</b>	<b>401,460</b>
NON CURRENT ASSETS		
MOTOR VEHICLES @ COST	0	23,000
MOTOR VEHICLES PROVISION FOR DEPRECIATION	0	-8,625
OFFICE EQUIPMENT PROVISION FOR DEPRECIATION	17,418	16,209
OFFICE EQUIPMENT @ COST	5,702	3,218
OFFICE EQUIPMENT PROVISION FOR DEPRECIATION	-9,602	-7,966
<b>TOTAL NON CURRENT ASSETS</b>	<b>7,816</b>	<b>22,618</b>
<b>TOTAL ASSETS</b>	<b>294,096</b>	<b>424,079</b>
LIABILITIES - CURRENT LIABILITIES		
ACCOUNTS PAYABLE	0	9,594
SUNDRY CREDITORS	0	1,100
ACCRUED ANNUAL LEAVE	12,901	121,546
FBT LIABILITY	0	2,667
PAYG WITHHOLDINGS PAYABLE	7,888	9,076
PAYROLL CLEARING	9,517	0
SGC CONTRIBUTIONS	9,590	-112
GST LIABILITY	12,257	16,479
INCOME IN ADVANCE	111,082	170,077
<b>TOTAL CURRENT LIABILITIES</b>	<b>163,235</b>	<b>230,428</b>
<b>TOTAL ASSETS &amp; LIABILITIES</b>	<b>130,862</b>	<b>193,651</b>
MEMBER EQUITY		
RETAINED EARNINGS	193,651	240,550
NET INCOME	-62,789	-43,209
PRIOR YEAR ADJUSTMENT	0	-3,690
<b>TOTAL SHAREHOLDERS' EQUITY</b>	<b>130,862</b>	<b>193,651</b>

# Summary of Significant Incomes/Expenditures

DONATIONS - RECEIVED FROM	
ANONYMOUS	\$80,000
WISE LORD FERGUSON	\$1,000
TASMANIAN CHINESE BUDDHIST ACADEMY OF AUSTRALIA	\$1,000

GRANTS & OTHER INCOMES - ONE OFF GRANTS /RECEIPTS NOT RECURRING:	
TASMANIAN COMMUNITY FUND (REFERENDUM EDUCATION)	\$275,843
RECONCILIATION AUSTRALIA (REFERENDUM EDUCATION)	\$125,000
WORKERS COMPENSATION RECEIVED	\$14,710
PROFIT ON SALE OF MOTOR VEHICLE	\$5,914
MYSTATE FOUNDATION (AUSPICED BY PAKANA SERVICES FOR YOUTH MOB PILOT PROJECT)	\$9,990

RECURRING GRANTS	
RECONCILIATION AUSTRALIA - NARRAGUNNAWALI	\$65,000
RECONCILIATION AUSTRALIA - NATIONAL RECONCILIATION WEEK	\$10,000

SIGNIFICANT EXPENDITURES - (REFERENDUM EDUCATION) ONE OFF EXPENSES NOT RECURRING:	
ACCOUNTING, AUDITING & BOOKKEEPING	\$9,353
ADVERTISING & MARKETING	\$51,900
EQUIPMENT	\$9,300
FORUMS & EVENTS	\$63,700
POSTAGE & SHIPPING	\$11,000
PRINTING & STATIONARY	\$52,665
STAFF COSTS	\$209,330
SUNDRY OTHER COSTS	\$4,000

PLEASE REFER TO THE AUDITED FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2024 FOR ADDITIONAL DETAIL AND CLARIFICATION



# Thank You

Reconciliation Tasmania would like to acknowledge the generous support of our members and volunteers, sponsors and partners who contribute to our vision of a reconciled state. We thank them and look forward to growing our relationships into the future.

## Program Funders & Major Supporters

Tasmanian Community Fund  
University of Tasmania  
MyState Bank Foundation  
Reconciliation Australia

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