

Artist - Josh Wanganeeen - Dungala Dreaming
Tribes - Yorta Yorta, Kokitha, Narrunga, Kauna
Artwork- Strength - Yarn - Connect

4th October 2019

The Inaugural Exploratory Conversation of the Development of Deadly ABCD

We gathered on the traditional lands of the
Gadigal People of the Eora Nation

Facilitated by:

Michelle Dunscombe, Jodi Sampson
and Dee Brooks from the Jeder
Institute

Hosted by:

KPMG, Barangaroo, Sydney

Attendees:

- James Russo
- Kate Brennan
- Daniela Lana
- Danny Franks
- Anthony Hobba
- Matthew Fellingham
- Gregorio (Greg) Salles
- Vik Nithy
- Silvia Granda
- Warren Mundine
- Scott Franks



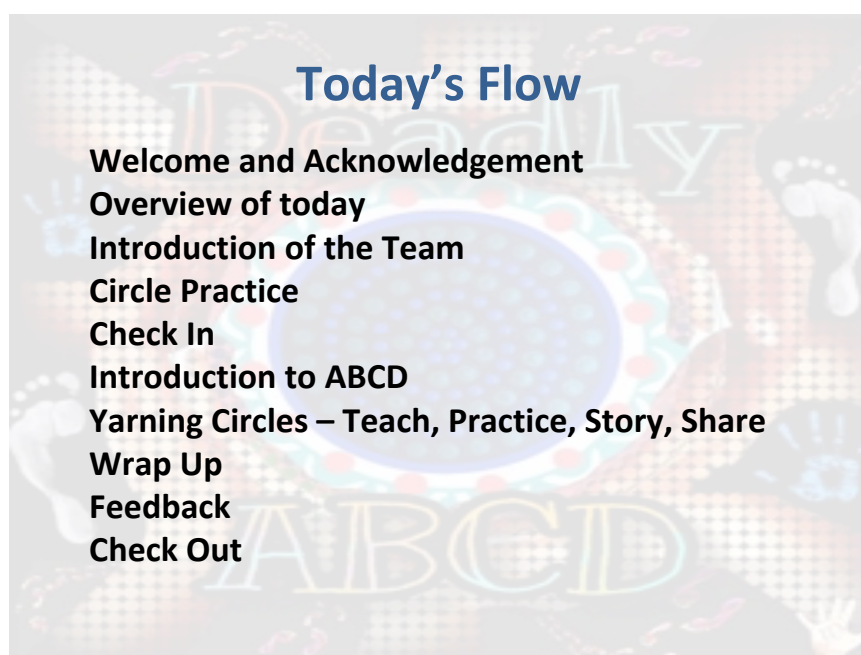
ABN 61 168 152 869
PO Box 353, St Clair, NSW 2759
Email: admin@jeder.com.au WWW jeder.com.au

Welcome and Acknowledgment

We started the day by welcoming those who had felt the call to join us and acknowledged the traditional owners of the lands we were meeting on; the Gadigal People of the Eora Nation.

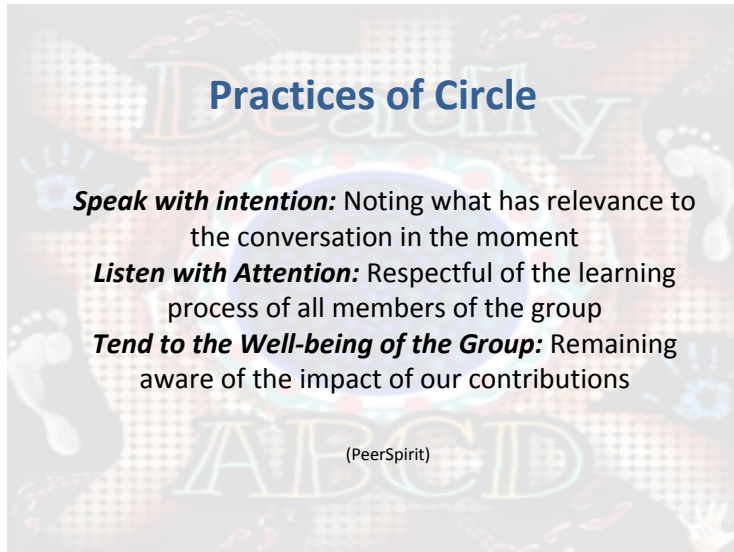
Overview and Introductions

The team of Michelle, Jodi and Dee introduced themselves and spoke of their work in Indigenous communities over many decades and gave an overview of the day and invited people to openly participate in the conversation and share their wisdom and experience.



Circle Practice:

Michelle shared the practices of intentional circle work. She gave an overview and shared some examples of our work and how these practices inform all our community conversations finish with explaining that this is how the Deadly ABCD conversations, held on community, would be practiced.



Practices of Circle

Speak with intention: Noting what has relevance to the conversation in the moment

Listen with Attention: Respectful of the learning process of all members of the group

Tend to the Well-being of the Group: Remaining aware of the impact of our contributions

(PeerSpirit)

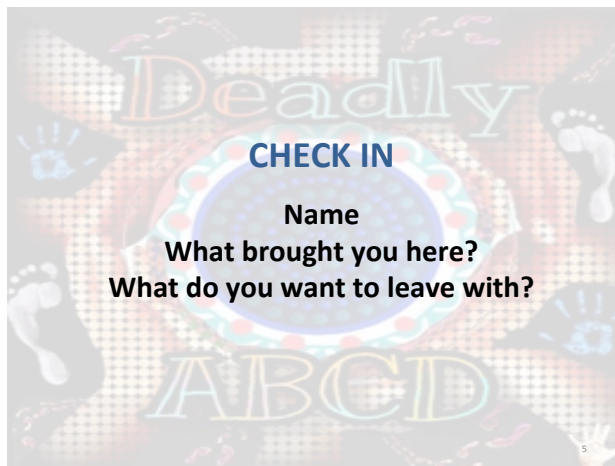
"The circle, or council, is an ancient form of meeting that has gathered human beings into respectful conversation for thousands of years. The circle has served as the foundation for many cultures. What transforms a meeting into a circle is the willingness of people to shift from informal socialising or opinionated discussion into a receptive attitude of thoughtful speaking and deep listening and to embody and practice the structures outlined here."

Sourced from the Art of Hosting



Examples of Circle Practice from the work of Michelle and Dee from around the world

Check-in:



Check-in gives people a chance to learn about each other, share how they are feeling and helps people become more present. Our questions for the exploratory yarn were as follows.

- Warren: I'm a Bundjalung man. I wrote an article in the Sydney Herald in 2004 about Indigenous economic development and growth and believe the land ownership will increase from 20-70% in the next decade. I believe Closing the Gap missed economic development. I want to leave here with more questions.
- Michelle: We have to do things differently. ABCD is the way we always did things in the past and we need to take back our power.
- Dee: It's a long pathway that brought me here, as a non-Indigenous person, from working at the University of Newcastle and working with many regional NSW communities to meeting up with Michelle and then Jodi.
- Sylvia: I'm from Peru, I'm Indigenous Inca and enjoying my journey in Australia working with the Treehouse in Glebe – I want to leave with more understanding.
- Kate: I'm from the Treehouse, Glebe; incredible people, powerful stories – this building feels like the other end of the world – learning here and how we can support access in community – how to bring assets and strengths to life.
- Vic: I'm with Parramatta council and about to start an ABCD project. I'm very passionate about decolonization.
- Daniella: I'm previously from Brazil and a police officer – now a social work student with restorative justice – ABCD offers reality for action and I came to experience and share and learn
- Greg: Also from Brazil, started in corporate work and moved to social work – my mother is in social justice. I worked with Indigenous communities and I'm now a social activist creating "Restart Us" to close prisons globally. Employment and education is needed and we're looking to close 10 prisons in Australia with Jodi and we also mentor social starts ups.
- James: I'm Wiradjuri, started in the construction sector and now new business is fully Indigenous (previously Aboriginal Housing) and have an

understanding of tenant's issues – we need to offer more Indigenous opportunities and be part of the solution. We need mob working in community, need to be part of this and want to leave with inspiration.

- Matt: I'm with Winya and work with 2 artists selling into women's prisons in Canberra to break the cycle and offer somewhere to keep skills. I've always worked in art and started a lighting company with like-minded people. I was just voted onto Land Council and I'm proud to pass this onto my 3 sons.
- Anthony: Invitation and curiosity brought me here – I wanted a deeper understanding of ABCD instead of "you must do this". Our biggest asset is our people in community and I believe that we employ FIRST and then train, not the other way around, to engage with other brothers and sisters and make it easy to stay in mainstream everyday. I want to leave with new friends and more knowledge.
- Danny: I was sent to the wrong meeting! I want to hear different points of view about social impacts in community. We need to be connected and know your country and need for the next generation to know lore and customs and continue until we're old. I started a business alongside my dad.
- Scott: I'm from Newcastle where mining only has 6% of land left. Terrible history/story but not ignored. Even now in Muswellbrook mixed marriage is not acknowledged – blended was always a contentious issue. Now I'm working with significant mining companies and work with Indigenous anthropology with 100% Indigenous workers and looking after local archeology – helping small businesses with a hand up not a hand out and looking after mob. There's a need for community to get together and work with aboriginal businesses.
- Jody: I'm sold out to my mob and I'm passionate to connect mob and dream again – we're the best storytellers and need to ask, "when was it the best thing?"



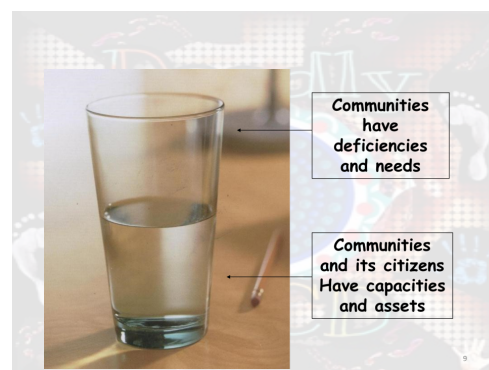
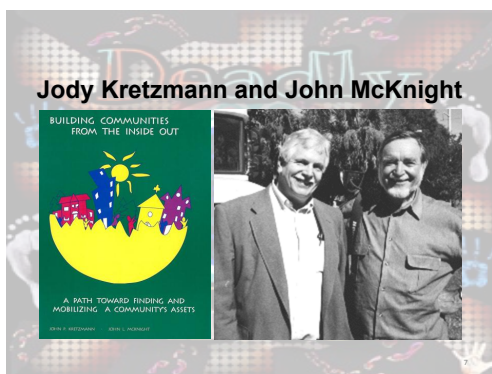
What is ABCD?

Michelle shared that Asset-based community-led Development is about creating sustainable, positive change in communities which:

- Focuses on community assets and strengths rather than problems and needs
- Identifies and mobilises community and individual assets, skills and passions
- Is built on community leadership
- Builds on local relationships

How can ABCD support Indigenous communities?

Jodi explained how ABCD is relationship driven and builds on the strengths and assets of individuals and communities to address complex, trans-generational challenges by acknowledging the local wisdom and experience of community members and elders. ABCD is a strengths focused approach which helps to identify and connect the skills, talents and passions of individuals with local networks and resources instead of approaching deficiencies and needs.



Michelle gave an overview of the 6 assets to connect in community which, when linked together productively and powerfully, build on what's already strong:

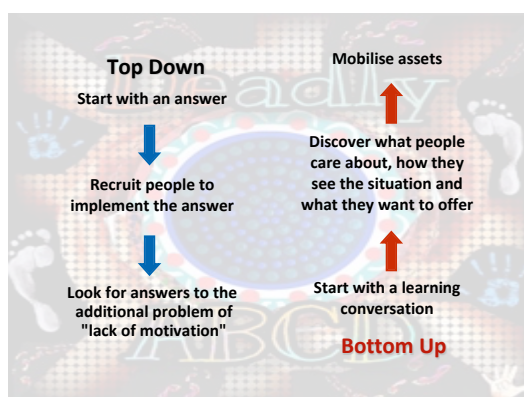
What are the Assets in ABCD?

- **"Individuals"** – Elders, Aunts, Uncles, in fact everyone in community
- **"Community Groups & networks"** - Small informal groups of people e.g clubs, volunteers, men's & women's groups, youth groups, dance groups, volunteers
- **"Government & Non Government"** - Paid groups of people who generally are structurally organised professionals e.g ACCO's, Community Health & Schools
- **"Physical assets"** - Land, waterways, buildings, open space (e.g national parks/ovals/ car parks)
- **"Local Economy"** – Local businesses, Co-ops - Our spending power
- **"History, Stories, Culture, Lore"** – Songlines, Dreaming, Dance

Top Down versus Bottom Up

Michelle and Jodi gave an overview of the benefits of a bottom up approach when working with a community by inviting and honouring their wisdom and experience and by tapping into the wealth of existing skills, talents and passions of community members. By taking the time to listen to community members, we hear what they care about, how they view the situation and what they might have to offer. **This is the glass half full.**

The top down approach, amongst other things, can create a welfare mentality and ignores the ability of community members to act for and by themselves. There are many other consequences of working in this way; for example, the first message a community hears through this lens is that they are broken or need fixing. **This is the glass half empty.**



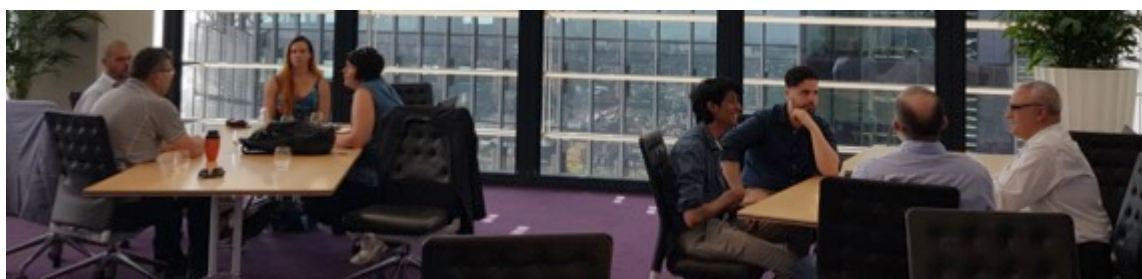
We stand on shifting sands.....

- In the past when a person had a need they went to their neighbourhood for assistance. But this has shifted today to the belief that the neighbour does NOT have the skill/s to help them, therefore we need a "professional" for assistance.
- The welfare system today works in such a way that professionals have made clients and recipients of the poor, robbing them of the support from their neighbours who now think that they are NOT "skilled" enough to help.
- This leads to isolation of the individuals. People begin to see themselves as people with "special needs" that can only be met by outsiders, but this can be changed through the Deadly ABCD process.

14

Yarning Circles:

Based on the ABCD practice of Asset Mapping, Dee gave an overview of the participatory processes we would be inquiring through for the afternoon and we moved into yarning circles and discovered what people in the room would like to offer.



Discover!

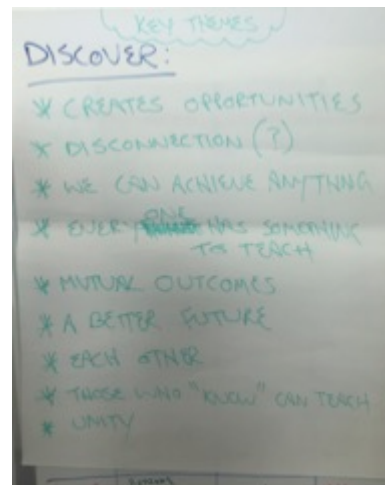
The gifts of the head, hand, heart, heel and human connection is a soft-entry, conversation-based way of engaging with others and discovering the “hidden gems” that people often do not think of as skills and abilities that they have to share.

We invited the people in the room to pair up with one other person and have a sharing conversation about their gifts. After 15 minutes, everyone offered feedback on the process and talked about how it was a powerful way to start people talking in a non-threatening and inviting way.



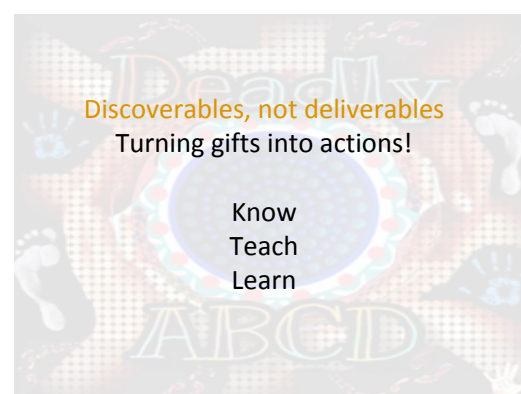
After this activity, we brainstormed, as a large group, what it means for community when we discover individual talents, skills and passion of individuals.

- Creates opportunities
- [addresses] Disconnection (?)
- We can achieve anything
- Everyone has something to teach
- Mutual outcomes
- A better future
- Each other
- Those who “know” can teach
- Unity

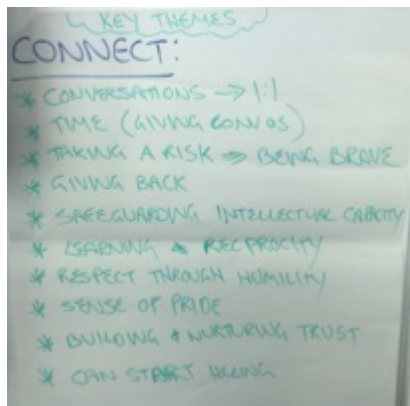


Connect!

The “know / teach / learn” framework offers a way to turn our latent gifts into actions. The process encourages us to think of what we can offer our communities instead of starting with outcomes and having to force actions to happen.



We asked people to share the conditions that can be created when we offer what we know, share what we can teach and ask for what we want to learn about.



- Conversations 1:1
- Time (giving conversations)
- Taking a risk → being brave
- Giving back
- Safeguarding intellectual capacity
- Learning and reciprocity
- Respect through humility
- Sense of pride
- Building and nurturing trust
- Can start healing



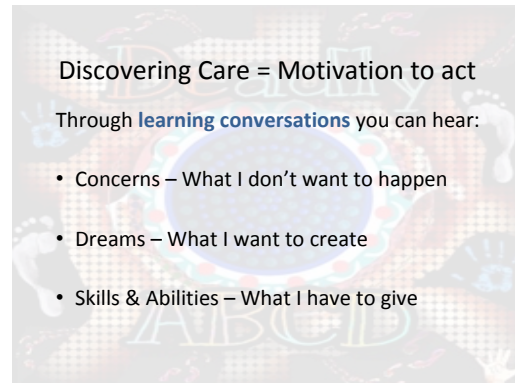
Mobilise!

The Learning Conversations framework from ABCD is based on the work of Mike Green and Henry Moore, ABCD in Action: When People Care Enough to Act.

Through Learning Conversations, we are discovering people's motivation to act. The framework intentionally supports people to reframe their challenges and is therefore, a powerful blend when combined with Appreciative Inquiry and/or World Café, as an example.

The framework intentionally starts with asking people to share their concerns or worries through discussion and then shifts into reframing them and then invites them to participate in the outcome. The framework is usually held over 3 rounds of discussions:

1. CONCERNS – ask people to share their concerns, and very specifically here, what they DON'T want to happen
2. DREAMS – invite people to share their dreams – what is their preferred future vision?
3. SKILLS & ABILITIES – by asking people to step up and share their skills and abilities, we are encouraging their motivation to act and discovering what they truly care about enough to act on

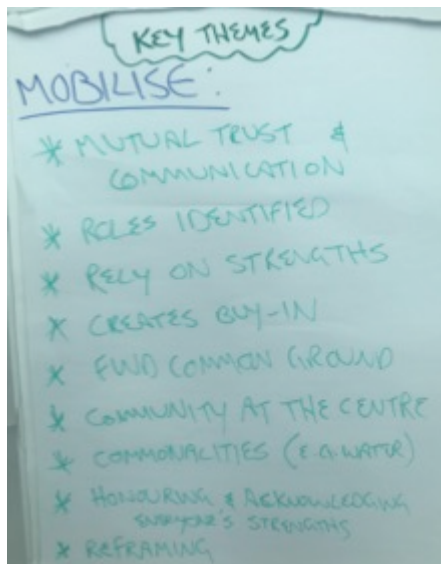


Discovering Care = Motivation to act

Through **learning conversations** you can hear:

- Concerns – What I don't want to happen
- Dreams – What I want to create
- Skills & Abilities – What I have to give

We invited people to reflect on a time when they have seen communities mobilise (through active, positive action) and share what made that possible.

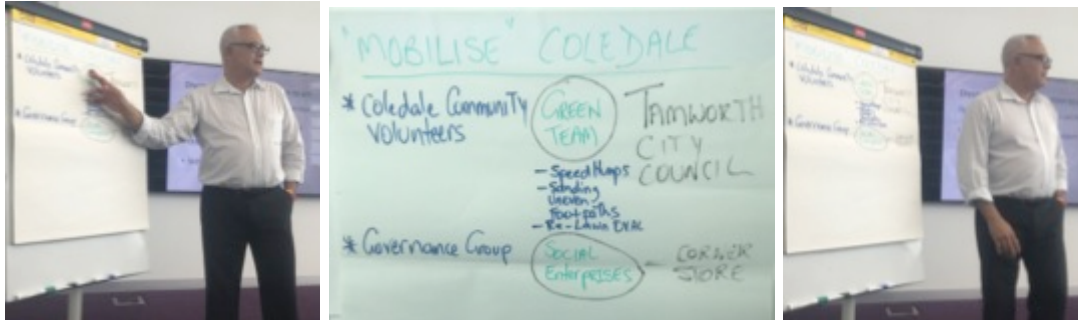


- Mutual trust and communication
- Roles identified
- Rely on strengths
- Creates buy-in
- Find common ground
- Community at the centre
- Commonalities (e.g. water)
- Honouring and acknowledging everyone's strengths
- Reframing



Story of Practice: Coledale

Jodi shared the story of Coledale and how they worked with people's strengths and assets to achieve community-led action. He also shared the power of ABCD to discover assets and strengths as a starting point for change and how ABCD can support the shift towards sustainable, economic community development.



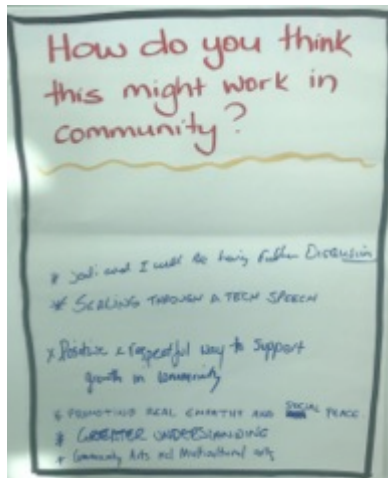
ABCD POWER!

- ❖ ABCD draws out strengths & successes in a community's shared history as its starting point for change.
- ❖ Among ALL the assets that exist in the community, ABCD pays particular attention to the assets that come about in social relationships, as evident in formal & informal associations & networks. *(THIS IS WHAT WE DO)*
- ❖ ABCD's community-driven approach is in keeping with the principles & practice of "participatory approaches to development", where it is "active participation & empowerment" & prevention of "dis-empowerment". *(eliminating the assumption of seeking an "expert" depending on the situation).*
- ❖ ABCD is a strategy directed towards SUSTAINABLE, ECONOMIC and COMMUNITY DEVELOPMENT that is COMMUNITY-DRIVEN!

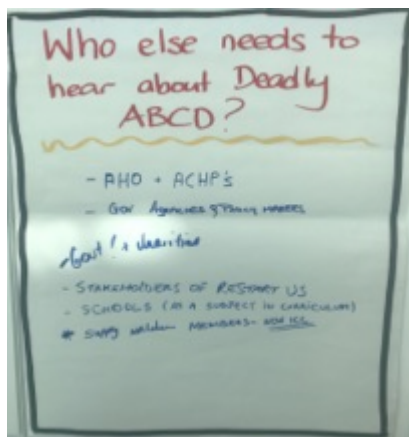
23

Feedback:

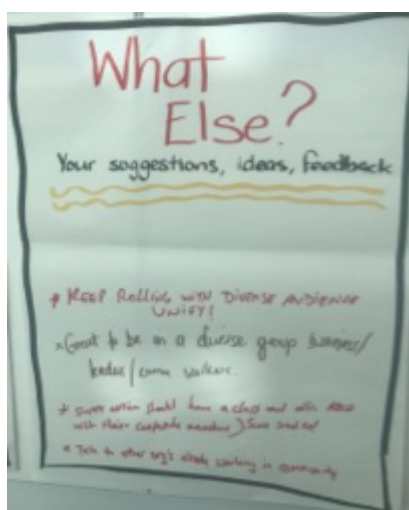
Before we finished for the day, we asked everyone to respond to the following 3 questions and offer us some feedback to move forward with.



- Jodi and I will be having further discussions
- Scaling through a tech speech
- Positive and respectful way to support growth in community
- Promoting real empathy and social peace
- Greater understanding
- Community arts including multicultural arts



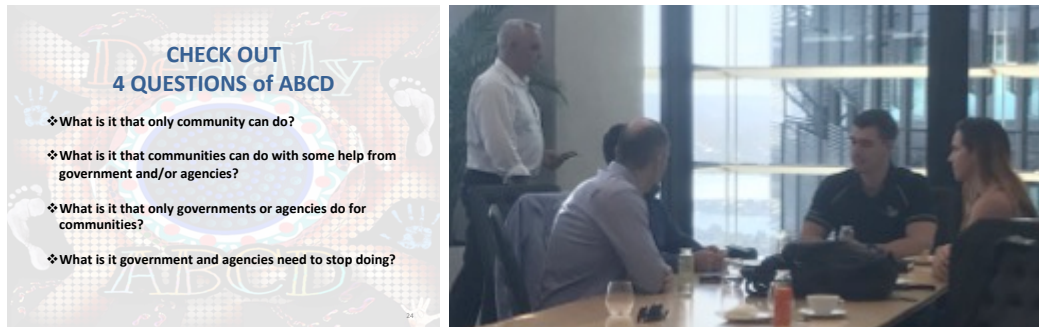
- AHO and ACHP's
- Gov agencies and policy makers
- Govt! and charities
- Stakeholders of Restart Us
- Schools (as a subject of curriculum)
- Supply Nation members – NSW ICC



- Keep rolling with diverse audience
- Unify!
- Great to be in a diverse groups business/leaders/comm workers
- Supply Nation should have a class and instill ABCD with their corporate members / Scott said so!
- Talk to other org's already working in community

Check-out:

Check-out offers a space for people to respond to a final question/s.



Question #1: What is it that only communities can do?

Vic: refuse to participate in engagement process

Dee: anything; including number 2 with support

Jodi: only communities know its' own story from start to end

Warren: lift them selves from poverty and build communities

Sylvia: intergenerational hurt is passed down – need good relationships and celebrate wins

Matt: massive knowledge pool – stories passed down through all cultures

Question #2: What is it that communities can do with some help from government and/or agencies?

Greg: making noise, increasing demand, leads to number 3; will power and “do”

Kate: become the educator, show government and corporates how they lead through shared exchange and them stepping down from power

Anthony: unite, heal and create change

Danielle: promoting learning conversations and understand each other

Question #3: What is it that only government or agencies do for communities?

Scott: hand out, not hand up

Question #4: What is it that government and agencies need to stop doing?

Michelle: stop telling communities what they need

James: solving problems and think they have the solution instead of co-creating with community

The Inaugural Deadly ABCD Yarn was a full day of curiosity, conversation and insight! We greatly appreciate the time taken out of people's busy lives to come and yarn with us, enjoy good food and company and offer their ideas to the co-creation of Deadly ABCD; a community-led, sustainable community development initiative for our Indigenous communities.

Yours in Deadly ABCD,
Michelle, Jodi and Dee