Amity Community Services Inc., AOD Indigenous Communities Project 2009-2011

Final Evaluation Report

May 2011

Centre for Remote Health

Phil Entwistle
Doreen Entwistle
Karen Piper
Kylie Stothers
Acknowledgements

The evaluation facilitation team at the Centre for Remote Health would like to acknowledge the Amity project team and in particularly the project manager Annette Mageean for the considerable input into this evaluation.
Contents

Acronyms ......................................................................................................................... 4
Executive Summary ........................................................................................................... 5
1. Background .................................................................................................................... 8
2. Purpose of the Evaluation .............................................................................................. 8
3. Evaluation Methodology ............................................................................................... 9
4. Evaluation Framework .................................................................................................... 9
5. Sources of Data .............................................................................................................. 14
6. Analysis .......................................................................................................................... 15
   6.1 Evaluation of impact – did the activities have the desired effect?..................... 15
       6.1.1 Purpose 1 ....................................................................................................... 15
       6.1.2 Purpose 2 ....................................................................................................... 16
       6.1.3 Purpose 3 ....................................................................................................... 20
   6.2 Evaluation of process – were activities completed and to what standard?....... 23
       6.2.1 Evaluation of outputs relating to Purpose 1 ............................................. 23
           6.2.1.1 Output 1 .............................................................................................. 23
           6.2.1.2 Output 2 .............................................................................................. 23
           6.2.1.3 Output 3 .............................................................................................. 24
           6.2.1.4 Output 4 .............................................................................................. 25
       6.2.2 Evaluation of outputs relating to Purpose 2 ............................................. 26
           6.2.2.1 Output 1 .............................................................................................. 26
           6.2.2.2 Output 2 .............................................................................................. 31
           6.2.2.3 Output 3 .............................................................................................. 31
           6.2.2.4 Output 4 .............................................................................................. 32
           6.2.2.5 Output 5 .............................................................................................. 32
       6.2.3 Evaluation of outputs relating to Purpose 3 ............................................. 33
           6.2.3.1 Output 1 .............................................................................................. 33
           6.2.3.2 Output 2 .............................................................................................. 34
           6.2.3.3 Output 3 .............................................................................................. 34
           6.2.3.4 Output 4 .............................................................................................. 35
           6.2.3.5 Output 5 .............................................................................................. 35
7. Conclusion .................................................................................................................... 37
8. Key Findings ................................................................................................................ 39
9. Recommendations ........................................................................................................ 39
References ......................................................................................................................... 40
Appendix 1 – Summary of Programs initiated or supported by Amity ....................... 41

Centre for Remote Health
PO Box 433
Katherine NT 0851
Acronyms

AFL  Australian Football League
AHW  Aboriginal Health Workers
AOD  Alcohol and other drugs
BLAC  Building leadership and capacity
BOM  Board of Management
CAAPS  Council for Aboriginal Alcohol Program Services
CBF  Community Benefit Fund
CRH  Centre for Remote Health
DAIWS  Darwin Aboriginal & Islander Women’s Shelter
DARWWYN  Darwin and Rural Workers With Youth Network
DEEWER  Department of Education AND Employment Workplace Relations
FaHCSIA  Families, Housing, Community Services and Indigenous Affairs
FORWAARD  Foundation of rehabilitation with Aboriginal alcohol related difficulties
NAPCAN  National Association for the Prevention of Child Abuse and Neglect
NAAJA  North Australian Aboriginal Justice Agency
NAIDOC  National Aborigines and Islanders Day Observance Committee
NTEIPP  Northern Territory Early Intervention Pilot Program
NT  Northern Territory
NTAOD  Northern Territory Alcohol and Drug Service
PaCE  Parental and Community Engagement
VS  Volatile substances
VSM  Volatile substance misuse (interchangeable with VSA)
VSA  Volatile substance abuse (interchangeable with VSM)
YMCA  Young Men’s Christian Association
Executive summary – Alcohol and Other Drugs (AOD) Indigenous Communities Project (2009-2011) Evaluation

The current project builds on the previous 2006 Amity project that was funded by the Commonwealth Department of Health and Ageing to address the harms associated with the misuse of volatile substances by Indigenous people in Darwin and Palmerston. The present program includes alcohol and other drugs and continues the work to address volatile substances with Indigenous Communities. The goal and three major objectives (termed purposes for the evaluation) are tabulated below:

<table>
<thead>
<tr>
<th>Goal</th>
<th>To reduce the health and social harms associated with volatile substance misuse (VSM) in the Top End region of the Northern Territory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purpose 1</td>
<td>To develop systems and processes that reduce supply of volatile substances and associated harms in the greater Darwin region</td>
</tr>
<tr>
<td>Purpose 2</td>
<td>Increase the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances</td>
</tr>
<tr>
<td>Purpose 3</td>
<td>Increase the capacity of Amity and other community service providers, individually and collectively, to work with Indigenous communities</td>
</tr>
</tbody>
</table>

The purpose of the evaluation is to:

- Determine to what extent the program has reduced the supply and associated harm of volatile substances?
- Determine to what extent the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances has been increased?
- Determine to what extent the capacity of Amity and other community service providers to work with Indigenous communities has been increased?

Evaluation Framework

The evaluation framework, together with a data collection system was developed collaboratively, with the Centre for Remote Health (CRH) facilitating Amity project staff to develop and manage the evaluation. The evaluation had a strong focus on process. Key performance indicators (KPI’s) were developed to measure the project outputs or deliverables, and a further set developed to measure the three project purposes (objectives). The continuous evaluation of process throughout the life of the project facilitated a dynamic review process which proved to be a good management tool as evidenced by the quality of reports and timely completion of outputs.
Sources of Data

In line with the action research approach taken to evaluate this project Amity was facilitated to implement a system which enabled the continuous collection of data over the life of the project which was relevant to the evaluation. This was achieved by the keeping of a communications log which records the ongoing interaction between project staff and stakeholders.

Data to populate the evaluation framework was obtained from the communication logs and reports produced by project staff and supplemented with stakeholder interviews. The ongoing relationship between the evaluation team and Amity project staff meant that data was continuously reviewed throughout the life of the project.

Results

What was the overall effectiveness, efficiency and appropriateness of the program?

The project overall appropriately addressed the major objectives. The retailers responsible sale of solvents program was implemented well and appears to have been effective as evidenced by interviews with community and retailers. Anecdotal evidence suggests that other materials are being sought out for the purpose of sniffing which tends to support that control of supply is effective, and indicates the importance of dealing with demand issues.

Capacity building activities which support community initiatives to address issues relating to the harmful use of alcohol and other substances have been hampered by lack of governance capacity and project staff turnover. Nevertheless activities have been well received by the communities and where governance has been stronger have been quite successful. The development of partnerships with other service providers is proving a good strategy and greatly contributing to project success.

The final objective of increasing service capacity through the implementation of sound project management tools and staff development has been implemented well and has a positive impact on project success.

Key Findings

1. The intervention instigated by Amity to control the supply of volatile substances is largely effective. However reduction in supply has led to the search for other substances, for example hairspray.

2. The harmful use of substances is effectively “self medication” to alleviate the meaninglessness and depression felt by many community members, and this is the key issue that must be addressed for an intervention to be effective and demand to be reduced.
3. Capacity building involving diversionary activities is having a positive effect, however this is a slow process and needs to be continuous over a protracted period.

4. Continuity of relationships between service providers and community are seen as very important by community members. Staff turnover caused by for example, uncertainty of ones position due to short funding cycles, impacts negatively on these relationships.

5. The pooling of resources and working collaboratively with other service providers is an effective strategy to improve project impact and this is recognized by the communities, however competitive funding mechanisms can work against this.

6. The effectiveness of capacity building in communities is highly dependent on good governance and this must be tackled preferably before or at least alongside other developmental activities.

Recommendations

1. The responsible sale of solvents program is now operating optimally and could be managed by a dedicated program officer. This would free up community development staff for more difficult tasks.

2. A cross cultural competency baseline was commenced at the start of the project but was not progressed. It is recommended that this be further developed as an ongoing activity in conjunction with the communities.

3. The lack of capacity in governance was found to be a major impediment to successful community development. It is recommended that this area is addressed in collaboration with appropriate service providers/stakeholders, and that the community with the least capacity in this area is supported.

4. The development and use of communication logs to capture ongoing data to demonstrate project impact was effective. It is recommended that these be systematized and developed further to further enhance data collection.

5. It is recommended that a strong focus on developing collaborations with other service providers is maintained and further developed.

6. It is recommended that the main focus of the project goes toward community development and to maximize project impact that activities be directed to where they can have the most effect. This effectively means supporting the community with greatest need in the area of governance and building capacity to run activities. While supporting communities with better governance with appropriate activities that they are able to manage.

7. The communications and management system implemented has been effective in retaining corporate knowledge. It is recommended that this be structured and documented to make the interface easily intelligible to new users.
1. Background

In April 2006 Amity was funded by the Commonwealth Department of Health and Ageing for a one year project to address the harms associated with the misuse of volatile substances by Indigenous people in Darwin and Palmerston. This project was staffed by two part time workers and used a Public Health Model and Harm Minimisation Approach to reduce the supply, demand and harms associated with volatile substances. All interventions used in the project incorporated measures that addressed the drug, the person and the environment. These three factors are interrelated in their effects, for example, cutting supply may see improvements in health and a reduction in violence. Much of the work in the 2006 project focused on solvent use in the Palmerston Indigenous Village and the Darwin and Palmerston area as well as establishing a strong working relationship with retailers of volatile substances particularly paints.

The current project was broadened to include other drugs including alcohol but also continued the work to address volatile substances with Indigenous Communities. The goal and three major objectives (termed purposes for the evaluation) are tabulated below.

<table>
<thead>
<tr>
<th>Goal</th>
<th>To reduce the health and social harms associated with volatile substance misuse (VSM) in the Top End region of the Northern Territory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purpose 1</td>
<td>To develop systems and processes that reduce supply of volatile substances and associated harms in the greater Darwin region</td>
</tr>
<tr>
<td>Purpose 2</td>
<td>Increase the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances</td>
</tr>
<tr>
<td>Purpose 3</td>
<td>Increase the capacity of Amity and other community service providers, individually and collectively, to work with Indigenous communities</td>
</tr>
</tbody>
</table>

This framework allowed the project to evaluate the three purposes of the project and the associated outputs in terms of process, impact and outcome. This effectively provides answers to the questions

1. Were all activities completed to an acceptable standard (process)?
2. Did the activities achieve the desired objectives (impact)?
3. Did these effects contribute to the overall goal (outcome)?

If the above questions are answered positively then the project achieved what it intended and was effective.

2. Purpose of the Evaluation

The purpose of this evaluation is to:

- Determine to what extent the program has reduced the supply and associated harm of volatile substances.
- Determine to what extent the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances has been increased.
- Determine to what extent the capacity of Amity and other community service providers to work with Indigenous communities has been increased.

For the purpose of the evaluation the program is regarded as the sum of the three primary objectives (purposes) above. If the objectives are demonstrably achieved then the program has been effective.

3. Evaluation Methodology

In developing an evaluation framework, program logic was used to examine the interrelationship between objectives. Program logic examines objectives for cause and effect relationships and hierarchically ranks the objectives. In this schema four levels of objectives are recognized namely: Goal, Purpose, Outcome, Activity.

In applying program logic the following evaluation framework was developed to evaluate process and impact. Process measures project output or the package of activities the project delivers. Impact measures the effectiveness of process. Outcome was not measured as it is beyond the scope of the project. The project contributes to the overall goal and to measure this all other contributing interventions would need to be considered.

The evaluation framework, together with a data collection system was developed collaboratively, with CRH facilitating Amity project staff to develop a framework and manage the evaluation data. The evaluation had a strong focus on process. Key performance indicators (KPI’s) were developed to measure the project outputs or deliverables, and a further set developed to measure the three project purposes (objectives). The continuous evaluation of process throughout the life of the project facilitated a dynamic review process which proved to be a good management tool as evidenced by the quality of reports and timely completion of outputs. The data also provided qualitative evidence to measure impact.

Project staff recorded their observations and feedback from community members and other stakeholders at each interaction and entered this in their “communication log”. These logs provided detailed information concerning the effectiveness of activities and contributed to the evidence in support of impact measurement.

4 Evaluation Framework

<table>
<thead>
<tr>
<th>Narrative Summary</th>
<th>Key performance Indicator</th>
<th>Means of Verification</th>
<th>Focusing questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal: To reduce the health and social harms associated with volatile substance misuse (VSM)</td>
<td>Not to be measured</td>
<td>Not to be measured</td>
<td>Has the health and social harms associated with volatile substance misuse (VSM) in the</td>
</tr>
<tr>
<td>Purpose 1: To develop systems and processes that reduce supply of volatile substances and associated harms in the greater Darwin region</td>
<td>Systems and processes that reduce supply of volatile substances and associated harms developed</td>
<td>The completion and documentation of the individual activities to an agreed standard. Interviews with stakeholders re reduced supply and harm</td>
<td>What systems and processes have been developed? How have they reduced the supply of volatile substances and associated harms and by how much?</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Output 1: Increase community service awareness and access to information about volatile substances, protocols, and other relevant information</td>
<td>Demonstration of an increase in community awareness and access to information of VSM</td>
<td>The completion and documentation of the individual activities to an agreed standard and stakeholder interviews</td>
<td>In what way has community service awareness and access to information been increased and by how much?</td>
</tr>
<tr>
<td>Activity 1: Networking, liaising and collaboration with key stakeholders, on a regular basis, for information re VSM and responding to needs, including the development of resources.</td>
<td>All activities completed as stated</td>
<td>Activity documentation verified</td>
<td>Have all activities been completed as stated?</td>
</tr>
<tr>
<td>Activity 1: Networking, liaising and collaboration with key stakeholders, on a regular basis, for information re VSM and responding to needs, including the development of resources.</td>
<td>All activities completed as stated</td>
<td>Activity documentation verified</td>
<td>Have all activities been completed as stated?</td>
</tr>
<tr>
<td>Activity 2: Add information about volatile substances onto the website, e.g. protocol information</td>
<td>All activities completed as stated</td>
<td>Activity documentation verified</td>
<td>Have all activities been completed as stated?</td>
</tr>
<tr>
<td>Activity 3: Develop a VSM training workshop</td>
<td>All activities completed as stated</td>
<td>Activity documentation verified</td>
<td>Have all activities been completed as stated?</td>
</tr>
<tr>
<td>Activity 4: Respond quickly to incidences of VSM with a visit, or appropriate contact, with stakeholders</td>
<td>All activities completed as stated</td>
<td>Activity documentation verified</td>
<td>Have all activities been completed as stated?</td>
</tr>
<tr>
<td>Output 2: Increase retailer and other venues capacity to reduce supply of VS for misuse</td>
<td>Demonstration of increased capacity of retailers to reduce the supply of VS for misuse</td>
<td>Demonstrated improvement following successful implementation of individual activities by retailer interviews</td>
<td>Has retailer and other venues capacity to reduce supply of VS for misuse been increased and by how much?</td>
</tr>
<tr>
<td>Activity 1: Revise and distribute the “Guidelines for Responsible Sale of Solvents” in accordance with ARHEN evaluation recommendations to increase applicability</td>
<td>All activities completed as stated</td>
<td>Activity documentation verified</td>
<td>Have all activities been completed as stated?</td>
</tr>
</tbody>
</table>
## Activity 2: Develop a corporate strategy to be implemented by retailer stores to increase retailer safe storage of volatile substances
- All activities completed as stated
- Activity documentation verified

<table>
<thead>
<tr>
<th>Output 3: Support the strengthening of legislation to reduce volatile substance abuse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence that advocating and lobbying to strengthen legislation was effective</td>
</tr>
<tr>
<td>Capture of supportive feedback from government and non-government agencies</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activity 1: Advocate and lobby to strengthen legislation to reduce VSM</th>
</tr>
</thead>
<tbody>
<tr>
<td>All activities completed as stated</td>
</tr>
<tr>
<td>Activity documentation verified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activity 1: Advocate and lobby to strengthen legislation to reduce VSM</th>
</tr>
</thead>
<tbody>
<tr>
<td>All activities completed as stated</td>
</tr>
<tr>
<td>Activity documentation verified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Purpose 2: Increase the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrate an increase in community capacity through Amity intervention</td>
</tr>
<tr>
<td>Documentation of community activity and use of focus groups and individual interviewing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Output 1: Strengthen Indigenous Community resilience and capacity building</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrated increase in resilience to the social harms through capacity building</td>
</tr>
<tr>
<td>Documentation of achievements through the conduction of focus groups and interviews e.g. photos, reports, timelines and evaluations required as evidence</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activity 1: Develop respectful relationships with communities where Amity has had limited involvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>All activities completed as stated</td>
</tr>
<tr>
<td>Activity documentation verified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activity 2: Increase school attendance and</th>
</tr>
</thead>
<tbody>
<tr>
<td>All activities completed as stated</td>
</tr>
<tr>
<td>Activity documentation verified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Purpose 2: Increase the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Has the strengthening of legislation to reduce volatile substance abuse been supported?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>How effective was this?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Activity 1: Advocate and lobby to strengthen legislation to reduce VSM</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Activity 1: Advocate and lobby to strengthen legislation to reduce VSM</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Output 3: Support the strengthening of legislation to reduce volatile substance abuse</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Has the strengthening of legislation to reduce volatile substance abuse been supported?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>How effective was this?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 3: Co-manage the PIV training and office space to support healthy lifestyle choices and increase community capacity</td>
</tr>
<tr>
<td>Activity 4: Refer and integrate community members into relevant services, especially AOD</td>
</tr>
<tr>
<td>Activity 5: Participate in developing and implementing community plans re AOD and violence, and/or suicide and other mental health issues</td>
</tr>
<tr>
<td>Activity 6: Decrease prevalence of smoking and implement prevention strategies by supporting the community to develop quit smoking activities</td>
</tr>
<tr>
<td>Output 2: Support leadership and governance in Indigenous communities</td>
</tr>
<tr>
<td>Activity 1: Engage with the leadership and governance of four identified urban Indigenous communities</td>
</tr>
<tr>
<td>Output 3: Develop and implement ways to engage Indigenous men</td>
</tr>
<tr>
<td>Activity 1: Research and implement ways to engage Indigenous men</td>
</tr>
<tr>
<td>Output 4: Increase access to relevant information to support informed community decision making, including government policies, procedures and legislation</td>
</tr>
<tr>
<td>Activity 1: Promote informed decision</td>
</tr>
<tr>
<td>Purpose 3: Increase the capacity of Amity and other community service providers, individually and collectively, to work with Indigenous communities</td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>Output 1: Develop a team to effectively work on AOD Indigenous Communities project</td>
</tr>
<tr>
<td>Activity 1: Recruit and train an effective team to work across the project</td>
</tr>
<tr>
<td>Output 2: Develop cross cultural organizational structures, practice and competencies</td>
</tr>
<tr>
<td>Activity 1: Work with cross cultural consultants</td>
</tr>
<tr>
<td>Output 3: Increase Amity’s capacity to work effectively across</td>
</tr>
<tr>
<td>Activity 1: Participate in intra-agency meetings</td>
</tr>
<tr>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>Activity 1: Capture corporate knowledge in an appropriate and accessible manner</td>
</tr>
<tr>
<td>Activity 1: Support and assist communities and service providers to work in partnership</td>
</tr>
</tbody>
</table>

### 5. Sources of Data

In line with the action research approach taken to evaluate this project Amity was facilitated to implement a system which enabled the continuous collection of data over the life of the project which was relevant to the evaluation. A focus was made on collecting sufficient descriptive date also termed “thick description” (Geertz 1973) to demonstrate the impact achieved while working with service providers and the target communities. This was achieved by each project staff member keeping a communications log. This log records the ongoing interaction between project staff and stakeholders continuously through the life of the project. Similarly any data in the form of reports or articles supportive of the evaluation were collected and filed for use in the final evaluation.

Data to populate the evaluation framework was obtained from the communication logs and reports produced by project staff and supplemented with stakeholder interviews. The ongoing relationship between the evaluation team and Amity project staff meant that data was continuously reviewed throughout the life of the project.
6. Analysis

In this section data to support project impact and process is examined. Firstly project impact is examined for each of the three project objectives named purpose 1-3 in this schema. The focusing question is posed followed by a short answer. There then follows the evidence and discussion in support of this.

Secondly the project process evaluation is discussed. This examines the completion and quality of each of the outputs as they relate to their respective objectives (purpose). This is done sequentially. Starting with purpose one each of the outputs relating to that purpose is examined sequentionally. Again each output has a focusing question followed by a short answer. Evidence to support that answer is then discussed. This is repeated for each output. The process is then repeated for purpose two and three.

6.1 Evaluation of Impact – did the activities have the desired effect?

6.1.1 Purpose 1 To develop systems and processes that reduce supply of volatile substances and associated harms in the greater Darwin region.

Q. Have the processes developed reduced the supply of volatile substances and associated harms?

A. The strategies implemented and described in the evaluation of process below have been effective. Retail outlets have been monitored over the life of the project concerning issues with volatile substances and feedback recorded on a communications log. These data indicate minimal issues and that the safe storage strategy has been effective. Two stores of the 49 monitored reported thefts and have since stopped selling paints. The other outlet to report an issue had not followed the safe storage guidelines.

The communication log also indicates an increased awareness and capacity to deal with volatile substance incidents. The feedback gained from the interviews with retailers and data captured in the communications log indicates that the introduction of the two fact sheets to replace the original booklet is an improvement in increasing staff capacity to understand and respond to VSM. Interviews with store staff concerning the new fact sheets confirm this and that these have assisted them in dealing effectively with the sale of volatile substances.

Getting compliance with safe storage strategies was an important issue with large outlets being very cooperative. The largest outlets were also quite proactive in working with the project and incorporated VSA (volatile substance abuse) training into their induction programs. However dealing with very small retailers was more problematic. This was due to the relative cost of purchasing safe storage cabinets compared with store turnover and workload. In these instances using cost effective strategies, for example placing volatile substances near the counter was recommended and this was effective. The
strengthening of legislation will positively assist in this area where reluctance to implement safe sale and storage strategies is an issue.

Regarding this a number of strategies were implemented to strengthen legislation and are described in Output 3. The major outcome of which has been the set up of the VSA advisory group who developed a discussion paper entitled “Preliminary Regulatory Impact Statement” which will guide the NT Government policy regarding VSA.

Discussions with community members indicate minimal VSA activity, although there has been isolated incidents with other substances including petrol and deodorants. The move to other substances is not unexpected when one source of supply is curtailed. However this does indicate the control of solvents is effective.

6.1.2 Purpose 2 To increase the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances.

Q. Has the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances been reduced?

A. Capacity building activities which support community initiatives to address issues relating to the harmful use of alcohol and other substances have been hampered by lack of governance capacity and project staff turnover. Nevertheless activities have been well received by the communities and where governance has been stronger have been quite successful. The development of partnerships with other service providers is proving a good strategy and greatly contributing to project success. As Dr Clive Allcock the psychologist and expert in gambling addiction noted when he made a field visit to the communities where Amity is involved:

*These are complex factors that must impinge on the communities and the behaviours within. While they are difficult to solve they will affect the work you are doing and naturally impose some limits. Nevertheless from what I saw you are really doing well in building acceptance in these settings and from that will grow the chances to assist change when the communities are ready for it within the limits of the conditions as outlined. .*

The capacity of the target communities has been increased to strengthen relationships and provide continuity and sustainability in the communities of concern by using a mixture of diversionary, educational and communication strategies. This is evidenced by the following:

**Diversionary activities** provide alternatives to using harmful substances and engaging in anti-social behaviour. Having nothing positive to do has been identified by the community members as a major reason for the harmful use of substances, including alcohol. Involving the community in meaningful activities therefore increases their capacity to reduce substance induced harm.
Diversionary activities have been organised through the medium of men, women and youth groups. These groups provide community members with a variety of activities such as fishing, hunting, beading, sporting events and regular outings. These groups provide a safe environment for community members and opportunities for discussion and to promote and share their skills with the community thereby increasing their own confidence, knowledge and skills in addition to the community’s.

The men’s activity group has shown good outcomes such as the ongoing football training which resulted in an AFL match between two communities. The following quotes from the men’s project worker shows the importance of continuing these men’s groups:

"Community leaders are pleased with the outcomes of the Men’s activity workshops and are keen to keep the group together and work on expanding as much as we can."

"The day began with a BBQ. We had a few young men from Knuckey’s Lagoon who’ve been in trouble with the law recently and the older men of the group took the time to mentor the young men and provided stories and support."

The women’s group activities have been instigated at the request of the women themselves who also have input in how they will be involved in the activities. As the women’s project worker stated:

"Knuckey’s (Milgarri) ladies have decided that every Tuesday is set aside for them to do their choice of activity, this week I took them to Manton Dam to some hunting for turtle and do some fishing. This time allows the ladies to engage with each other, tell old time stories and teaching each other about the land (bush medicine plants)."

The organisation of a women’s outing and harbour cruise provided a new experience for many women who had never been out on the water before. This also provided the opportunity to strengthen relationships with Amity and for the women to engage with the general public. This outing led to further activities for young people such as attending the Moscow Circus, visiting Crocasaurus Cove and a visit to the movies.

Feedback from the community women also shows their appreciation of Amity’s support of the group as reported by the project worker:

"The feedback that I receive from the ladies is excellent, Amity is the only Service Provider that has taken them out so far, which is very pleasing to hear. All the ladies have confirmed that it is nice to get out of the community instead of sitting at home doing nothing and watching drunks fight."

The Knuckey’s (Milgarri) Community Women’s group program was highlighted recently by Menzies School of Health Research as an exemplary model, as the program applies
inclusive decision making and strong community development principles. Amity have been approached by the Women’s and Children’s Health (WCH) Knowledge Hub, concerning a filed trip to view the program. The hub is a collaboration of the University of Melbourne’s Centre for International Child Health, Menzies School of Health Research and Burnet Institute’s Centre for International Health and draws on regional expertise to enhance the quality and effectiveness of WCH interventions in the Asia and Pacific Regions.

Amity’s employment of a youth worker has increased youth diversion activities in the communities which seem to be appreciated by the young people as evidenced by the youth worker:

*Around 13 young people turned up for the afternoon’s events, Damien and Bob from Corrugated Iron where there to do drumming with the kids, all who came had a good time and will continue next week thanks to Catholic Care for lending the drums for the activities.*

Amity was successful in obtaining Community Benefit Fund grants to assist in purchasing health and fitness equipment for youth diversion activities (Milgarri Community Youth Diversion) and assisting community members to attend the Barunga Festival which included participation in sporting and cultural activities. The production of a youth DVD was undertaken which contained a series of sketches with information on healthy lifestyle activities, a creative play, a cooking show, and some risk mapping on safe and unsafe areas in the communities identified by the children. This was produced in collaboration with “Corrugated Iron” a community arts group who support creative young people in Australia’s Top End to engage with the creative arts.

Supporting attendances at a Back to School Fun Day, a Cultural Awareness Day and the Lipa Lipa three day culture sharing between old and new generations event provided opportunities for young people to become involved in various fun and cultural activities. The women’s project worker commented:

*The children had a great day as there was a lot of fun activities for the children to do, fun, laughter and lots of smiling faces was lovely to see.*

The Breakfast program and PaCE’s (Parental and Community Engagement) after school step up activities, which have resulted in increased school attendance with less truancy and temptation to use substances, are good examples of diversionary strategies. The Breakfast program provides children with a healthy breakfast, lunch and recess. The women of the community do the shopping and general running of the program with Amity provided the funding for food. The program is appreciated by the children as indicated by the following observations from the women’s project worker:

*The program is running quite smoothly at present, the children are happy with having breakfast before leaving the community to attend school. The children are engaging with each other also if one child is missing they will call out to let them*
know breakfast is on, I see this as a positive approach with the children. I am pleased to see that most of the children have lunch boxes now.

Seven children had come over to have breakfast, lunch and recess was provided for the children. It was very good to see the children engaging with each other and to see the smile on their faces before they go to school. After they had finished breakfast they all walked down to the bus stop laughing and talking, it was a positive sight to see.

**Educational activities** assist in increasing awareness about relevant issues and giving people choices on how to address issues. These are essentially health promotion activities. Amity projects that have provided educational programs include:

Knuckey’s Tucker which teaches community members how to cook healthy, versatile and affordable food is both an educational and diversionary activity. The Milgarri Community Positive Health and Activities project positively engages young people through alcohol and other drug information and awareness activities. The RespectED program and collaboration with Save the Children has raised awareness and educated community members in relation to safe communities and addressing child protection issues, with the result that women are self-reporting incidents and also anti-social behaviour. The Barunga Festival, Gurdorrka Cultural Awareness Open Day, Family Well Being Day and Drug Action Week activities provided opportunities to increase awareness about alcohol, tobacco and other drug issues plus healthy lifestyle choices. These are important events in the communities as evidenced by the Milgarri Community leader on the Family Well Being Day (which Amity assisted the community in planning):

> The benefits from this event will encourage residents to support, respect and have pride within our communities.

Attendance at an Alcohol and Other Drug workshop and a Drink Driver Education Session also increased awareness of harmful substance use issues.

Collaboration with Corrugated Iron and NTEIPP (Northern Territory Early Intervention Pilot Program) included a drink driver education session, held at Hidden Valley Fast Karts, for older members of the group.

**Communication** and collaboration with other services and the communities are necessary for building strong partnerships and relationships for improved outcomes.

The majority of programs mentioned above have involved collaboration and communication with other services, organisations and the communities. Working closely with Save the Children and the Red Cross RespectED program has assisted in strengthening ties between the communities and organisations themselves and resulted in an increased capacity for the communities to become safer environments in which to reside.
Amity’s collaboration with Save the Children and Catholic Care has assisted in the success of Knuckey’s Tucker, a project which has increased the knowledge and cooking skills of the community women involved, and has provided a voice and supportive link for the women. According to Amity’s project co-ordinator:

.....We have noted that the women of this community are isolated from mainstream society and there is much family violence which has impacted on women’s wellbeing. Through Sarah’s (Amity project worker) work with the women at Milgarri, support and assistance has been provided by Amity to resolve concerns such as healthy food choices and educational opportunities such as the current petrol sniffing incidents. In the new year ways forward include a Knuckey’s Cookbook, guest speakers to promote health and budgeting.

The Cultural Awareness Open Day, Family Fun Day and Back to School Fun Day provided opportunities for community members and the many service providers who visit the communities to get together and strengthen relationships. As remarked by the women’s project worker in relation to the Back to School Fun Day:

Services Providers engaged with each other, ideas were exchanged and new contacts had been formed. Hopefully more of these activities can be organised in the future by the different service providers who visit the different communities with the urban areas.

Securing the involvement of the Northern Territory (NT) Police with the men’s’ group, and in particular the football training and eventual AFL match, has resulted in strengthened relationships between the police, community members and stakeholders. This is an excellent outcome as relations in the past with the police had not been positive.

Amity has developed a new partnership with the Balunu Foundation who target disadvantaged youth through their Indigenous Youth Healing Program. Following Amity’s engagement of community members in three day Lipa Lipa cultural sharing event organised by the Foundation they are keen to involve the youth Amity has links with in their program. The program aims to support youth in addressing anti-social behaviour by providing positive cultural experiences through their participation in cultural camping trips.

As a way of engaging Indigenous men, Amity has instigated an Oral History Project following consultations with the men in the community. To date a background literature search has been completed and an Elders Group, comprising three men from Milgarri, has been interviewed giving them an opportunity to share their stories.

6.1.3 Purpose 3: Increase the capacity of Amity and other community service providers, individually and collectively, to work with Indigenous communities.

Q. Has the capacity of Amity and other community service providers to work with Indigenous communities been increased?
A. The capacity of Amity and other community service providers to work with Indigenous communities been increased by instigating a relatively comprehensive staff training program, establishing a data management and communications system and developing cross service relationships.

Working with the project team from the start of the project CRH staff were able to observe the increased capacity of individual members as evidenced by their input and increasing level of participation. One member of the team was actually “head hunted” by another organisation because of his newly developed skills. While this had negative impact on the Amity project it does give one example of increased capacity. Retention of corporate knowledge is a major factor in project continuity and effectiveness. The major barrier to this is staff turnover leading to a break with community relationships and discontinuity with project rollout.

The development of a good project design produced at the start of the program together with the implementation of a good system of communication has reduced the negative impact of staff turnover. The development of communication logs at both management and project officer levels has provided continuity and retention of corporate knowledge that would have otherwise been lost.

Due to funding gaps and to uncertainty with regard to renewal of project staff contracts. There has been a complete staff turnover which caused considerable difficulties with project rollout. CRH staff were able to observe the positive effects of the systems put in place that allowed the project to get quickly back on track. This is evidenced by the timely output of project progress reports. Staff noted that the communications logs provided good background to get “up to speed” and provide focus. After discussing the relative merits of the communication logs with the project team the project coordinator summed up as follows:

*They are particularly useful in capturing project process and key stakeholders we have been working with. Confidentiality and maintaining privacy principles are particularly important. The logs if maintained and updated regularly provide an accurate picture of aims of our communications and outcomes. As coordinator of the project the logs are particularly useful in capturing relevant information to report to the board, DoHA and feedback to stakeholders. For the workers they can identify trends and motivation associated with stakeholders and our deliverables and assist with forward planning.*

The use of these logs by the evaluation facilitation team at CRH have been an invaluable source of data to demonstrate impact of the project.

Developing collaborations with organisations working with Indigenous communities has increased the capacity of those agencies and Amity to effectively deliver programs through pooling resources and sharing knowledge. Examples of the impact of this strategy are detailed below.
The success of “Knuckey’s Tucker” project in the Milgarri community was assisted by collaboration with Save the Children and Catholic Care. In this instance Amity provided funding for the food and some dedicated time from an Indigenous project officer, who was able to bring special skills to the project not possessed by the other organisations. This project has increased the knowledge and cooking skills of the community women involved, and has provided a voice and supportive link for the women.

The RespectED program is a violence prevention, education and capacity-building program that works with Aboriginal communities to build capacity and leadership and is an initiative of the Red Cross. Both Amity and Save the Children are collaborating on this program.

The program focuses on safety and child protection issues, and has assisted in strengthening ties between the communities and organisations themselves and resulted in an increased capacity for the communities to become safer environments in which to reside.

Amity has developed a new partnership with the Balunu Foundation who target disadvantaged youth through their Indigenous Youth Healing Program. The program aims to support youth in addressing anti-social behaviour by providing positive cultural experiences through their participation in cultural camping trips.

Following Amity’s engagement of community members in a three day Lipa Lipa cultural sharing event organised by the Foundation the project reach is being increased by involving the youth Amity has links with in their program.

Amity has been able to extend the content of their youth diversionary activities by collaboration with Corrugated Iron Youth Arts Organisation. This collaboration has assisted in engaging young people in the community and provided after-school activities. In this instance youth have been involved in the production of a DVD which consists of a risk mapping workshop showing safe and unsafe areas identified by the children.

The Cultural Awareness Open Day, Family Fun Day and Back to School Fun Day provided opportunities for community members and the many service providers who visit the communities to get together and strengthen relationships. As remarked by one of Amity’s project officers in relation to the Back to School Fun Day:

“Services Providers engaged with each other, ideas were exchanged and new contacts had been formed. Hopefully more of these activities can be organised in the future by the different service providers who visit the different communities with the urban areas”

The communities are also starting to realise the impact of service collaboration and are starting to advocate for this themselves. One community leader when approached by the men’s outreach workers from one organisation concerning men’s activities told, them that Amity was already doing this and said:
Why don’t we all combine it together, ring Amity you people and ring everybody and make it really big...

6.2 Evaluation of Process – Were activities completed and to what standard?

6.2.1 Evaluation of outputs relating to purpose 1 - To develop systems and processes that reduce supply of volatile substances and associated harms in the greater Darwin region.

6.2.1.1 Output 1: Increase community service awareness and access to information about volatile substances, protocols, and other relevant information.

Q. In what way has community service awareness and access to information been increased and by how much?

A. In the following way:

- Networking and liaising with stakeholders - Since the onset of the project Amity have developed and further strengthened a number of helpful and strategic partnerships. These include Palmerston city council, Centacare, Alcohol and other Drugs Service, schools and youth services. Collaboration has been developed with the NT Police Early Intervention program, Danila Dilba, Anglicare, YMCA, NAPCAN, Headspace and Palmerston City Council through the attendance of Rural Youth Service network meetings. This collaboration was with respect to youth outreach activities.


- A VSM training workshop was developed and delivered to 20 outlets. Also 21 information kits were distributed and 158 visits were made to a total of 49 retail outlets. Response protocols to VSA developed - The development of the “Guide to Respond to Volatile Substances: for N.T service providers” was the result of collaborations between the Health Department, Justice Department and non-government services. The relevant information is available for download on the Amity site here - [http://www.amity.org.au/AOD-Indigenous/VSM-resources.shtml](http://www.amity.org.au/AOD-Indigenous/VSM-resources.shtml).

6.2.1.2 Output 2: Increase retailer and other venues capacity to reduce supply of VS for misuse.

Q. Has retailer and other venues capacity to reduce supply of VS for misuse been increased and by how much?
A. Over the period January 2009 – January 2011 Amity made 158 visits to 49 retail outlets. Distributing 21 information packages and delivering 20 training and information sessions. From evaluation feedback all retailers that received training gave positive feedback. The FAQ sheets were found to be particularly useful to the younger staff. The brief and simple form of information sessions were also appreciated, particularly with younger staff.

Bunnings have been the most responsive outlet in increasing their capacity to deal with VSM. In March 2009 an information session was conducted for 23 staff at the Bunning’s Darwin store and further sessions were conducted in January 2010 and October 2010 to 15 and 6 staff respectively. Four training and information sessions were also run at the Palmerston branch.

The Bunning’s session provided an initial opportunity to trial a new retailer information session format and this was well received by Bunning’s staff. Management noted that the information sessions had been very useful and staff felt more confident in dealing with clients suspected of VSM. It has also been noted that management have been quick to action recommendations from the sessions.

Retailers generally have noted that the introduction of the two fact sheets to replace the original booklet is an improvement in increasing staff capacity to understand and respond to VSM. Effects of training with retailers have lead to the introduction of white knight non sniffable paint and one large outlet has removed all paint with toxic components (eg toluene) for non toxic paints.

The views of “Retailers on Possible Changes to the Sale and Storage of Volatile Substances in the Northern Territory” was the subject of a report to AOD program, Department of Health and Families, Darwin by Dr Sue Gleed November 2010. While this report covers retailers NT wide the report detailed positive responses from retailers who were almost unanimous in support for training.

6.2.1.3 Output 3: Support the strengthening of legislation to reduce volatile substance abuse.

Q. Has the strengthening of legislation to reduce volatile substance abuse been supported?

A. A number of activities have been enacted to support the strengthening of legislation and include the following:

Discussions regarding reviews of legislation and input into proposed related legislation were held with staff at the Chief Ministers Office, Department of Justice and Department of Children and Families during 2009.

Amity was nominated to join the VSA advisory group set up in August 2010 which was to review the legislative options for the security and storage of volatile substances.
An option/discussion paper entitled “Preliminary Regulatory Impact Statement” was developed by the group in September to go to the Ministers office.

The NT volatile substance prevention legislation was reviewed, and Amity played an active role in providing feedback in the review process. Furthermore, Amity promoted ways to further strengthen the legislation, particularly from the supply side through correspondence with the Minister. This involved consultation with key stakeholders throughout the territory to develop recommendations.

A letter was forwarded to Ministers of Children and Families and Minister for Health, which requested recommendations to further strengthen and support the current act regarding the “Unlawful Supply of Volatile Substances”. A window of opportunity was made available when project staff became aware that the NT Government was looking at anti-graffiti legislation and antisocial behaviour. The NT Department of Justice approached Amity to provide Australian jurisdiction comparisons of supplier/user and product based legislation and information regarding discrimination and sale of volatile substances in the NT.

Amity continue to advocate to strengthen legislation via the Volatile Substance Advisory Group.

6.2.1.4 Output 4: Promote increasing the effectiveness of the mandating process and support appropriate resources.

Q. In what way has increasing the effectiveness of the mandating process been promoted and appropriate resources been supported?

A. The mandating process deals with clients with severe substance dependence making treatment mandatory. Recommendations for treatment can be forwarded to any program in Australia not necessarily a residential program. The magistrate can mandate to other programs or therapy that may reduce VS use. Treatment and intervention programs are aimed to reduce harm, offer stabilisation, rehabilitation and after care. Once the chief health officer has signed off on an application for treatment order the process is fairly quick. However when the assessments take place across different departments the process can be slow.

To address this issue Amity has been supporting families to apply for a treatment order and has been supporting communication between services and mandated clients to expedite the process. The referral process has been improved and is assisted by the NT Guide for Service Providers which is available on the Amity website. This provides a referral process to respond to volatile substance misuse.

To date the AOD Indigenous Communities project has assisted three people residing in Gurdorkka (previously PIV) and Belyuen Community, which resulted in an advocated process for referral for intervention. Three young people from Milgarri, by linking their families with the Volatile Substance Clinicians NT AOD for referral for treatment. To
date these individuals have stopped using solvents and support is being given to their families via the women’s program. Two young people from Gurdorkka have accessed services at Ilpurla Aboriginal Corporation, who provide rehabilitation services for young people. This was via the mandatory treatment order process of the Volatile Substance Abuse Prevention Act. One young person completed the program whilst the other was removed through family intervention to attend sorry business he has since returned and completed the program. The young man assisted at the Belyuen community was provided treatment at the Council for Aboriginal Alcohol Program Services (CAAPS).

6.2.2 Evaluation of outputs relating to purpose 2 - To increase the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances.

6.2.2.1 Output 1 Strengthen Indigenous Community resilience and capacity building.

Q. In what way has Indigenous Community resilience and capacity building been strengthened?

A. A number of activities have been carried out to strengthen resilience and capacity building. The approach taken was to widen the reach of the capacity building activities that continue in Gurdorkka by first developing relationships with the communities where Amity had previously little contact. The communities in question were, Milgarri, Belyuen and Bagot.

The communities were then supported to develop and implement activities to strengthen community resilience. The programs involved collaboration with the men, women and young people of the communities, community leaders/elders, schools and other organisations/service providers.

A collaborative approach was taken to involve other organisations in the capacity building process which included Youth Beat, Corrugated Iron, YMCA, Red Cross, CAAPS, FORWAARD, Catholic Care, DAIWS Indigenous Men’s Service, Save the Children, Larrakia, Team Health, AHW Nutrition and Catholic Care, and is described below:

Developing relationships with communities where Amity has had limited involvement i.e. Belyuen, Bagot and Milgarri (formerly Knuckey’s Lagoon).

**Milgarri**

With Milgarri Amity has strengthened relationships and built capacity by assisting them to obtain two Community Benefit Grants (CBF) aimed at young people in the Milgarri community. The purpose of the grants was to develop a project that engages the youth in various activities and to obtain health and fitness equipment for youth diversion activities in the community and thus providing alternatives to substance use.
Amity has also developed strong relationships with the women in the Milgarri community through their support of the women’s group, which provides the women with a safe environment, support, a chance to share ideas and skills and to be involved in various activities and outings. The women’s program was expanded on request to include beading, and screen printing activities. Feedback has been very positive with the women appreciating the opportunity to be involved in the various activities which gives them an alternative to just sitting at home, and also having input in the decision making regarding the type of activity to be undertaken. The women’s project officer noted:

*Knuckey’s (Milgarri) ladies have decided that every Tuesday is set aside for them to do their choice of activity, this week I took them to Manton Dam to do some hunting for turtle and do some fishing. This time allows the ladies to engage with each other, tell old time stories and teaching each other about the land (bush medicine plants). The feedback that I receive from the ladies is excellent; Amity is the only Services Provider that has taken them out so far, which is very pleasing to hear. All the ladies have confirmed that it is nice to get out of the community instead of sitting at home doing nothing and watching drunks fight.*

Through their involvement with Save the Children Amity has increased the capacity of the community to become a safer community through health and safety education in relation to child protection. This has resulted in an increase in self-reporting and raising child protection concerns to Amity project staff.

Relationships with the community have been strengthened with the support given to the community with their planning of the Family Wellbeing Day. This provided a good opportunity for services to get together and deliver health information and education and healthy lifestyle activities, in a two-way learning setting.

*Belyuen*

With Belyuen relationships have been developed mainly through the men’s and women’s groups in a similar way to the Milgarri group. The groups have been developed at the request of the communities and appear to be well supported. The women’s group have recently requested further assistance with the development of an arts and crafts program. Through the men’s group Belyuen men have been involved in regular football training which resulted in them participated in a well attended football match played between two communities. The match was highly popular with the communities and strengthened relationships with them, the police and stakeholders.

Amity has also worked with the women in the Belyuen community in supporting Child Protection Week which assists in increasing awareness of child protection issues in the community.

*Bagot*

In Bagot Amity has strengthened relationships and built capacity through their collaboration with the Australian Red Cross’ program Red Cross RespectED. This is a
violence prevention, education and capacity-building program that works with Aboriginal communities to build capacity and leadership around safety and child protection issues.

Amity has assisted and supported the Bagot community in the development of an advisory group in relation to this program.

Bagot was one of three communities where Amity supported indigenous families to attend the annual cultural festival at Barunga. Relationships were also strengthened with Amity assisting Bagot to be involved in the planning and preparation of the trip and participating in the festival’s sporting and cultural activities.

**Other activities across multiple communities including Gurdorkka**

The men’s project officer has maintained continuous involvement with the men’s program in the communities. These programs provide opportunities for referrals and invitations to assist concerns identified by the men. They offer a safe environment for men, regular outings, traditional and sporting activities, (hunting, spear making and AFL football) and workshops. Regular discussions are encouraged and topics have included drinking and gunja, mental health and bullying and respect. The need for mental health and support programs has been identified through these interactions. The AFL training sessions in particularly have provided an important alternative to substance use. An AFL game between two communities, which was also supported by NTEiPP, YMCA and Danila Dilba, attracted 43 players. The event has assisted in establishing and strengthening relations between NT Police, the community and stakeholders in Milgarri, Gurdorkka and Belyuen.

Amity has been working closely with the Parental and Community Engagement Program (PaCE) a national funded initiative of DEEWER. It is a community driven program for parents/caregivers of Aboriginal and Torres Strait Islander young people aged 0-19 years with the aim of improving educational outcomes for these young people. Amity has been particularly involved in PaCE’s return to school Step Up Activities which resulted in two communities achieving 100% attendance on the first day of school (Bagot and Milgarri).

Engaging 30 residences of three communities in the Lipa Lipa 3 day culture sharing between old and new generations event organised by the Balunu Foundation. The Foundation targets disadvantaged youth through their Indigenous Youth Healing Program and is keen to involve the youth Amity has links with in the program. The aim is to support youth in addressing anti-social behaviour by providing positive cultural experiences through their participation in cultural camping trips.

Amity assisted families from Milgarri and Gurdorkka to attend a “Back to School” fun day at Bagot which involved various service providers who visit the different communities within the Darwin region. This provided a good opportunity for both the children and service providers. As observed by the women’s project worker:

*The children had a great day as there was a lot of fun activities for the children to do fun, laugher and lots of smiling faces was lovely to see. Service Providers*
engaged with each other, ideas were exchanged and new contacts had been formed.

Increasing school attendance and retention to reduce opportunities for sniffing and anti-social behaviour

Amity has been involved with two programs that have increased school attendance and retention. Support given by Amity to women involved in the Breakfast Program at Gurdorkka aims to increase school attendance and retention by providing school children with a healthy breakfast, lunch and recess. The program has had a few setbacks mainly due to a lack of funding. However since restarting at the end of August 2010 attendance has increased with all 8 juniors attending school. According to the women’s project worker:

The program is running quite smoothly at present, the children are happy with having breakfast before leaving the community to attend school. The children are engaging with each other also if one child is missing they will call out to let them know breakfast is on, I see this as a positive approach with the children. I am pleased to see that most of the children have lunch boxes now.

Amity has been working closely with the Parental and Community Engagement Program (PaCE) a national funded initiative of DEEWER. It is a community driven program for parents/caregivers of Aboriginal and Torres Strait Islander young people aged 0-19 years with the aim of improving educational outcomes for these young people. Amity has been particularly involved in the return to school Step Up Activities which resulted in two communities (Bagot and Milgarri) achieving 100% attendance on the first day of school.

Amity has also employed a youth worker who conducts after school activities to help promote school attendance which resulted in one of the three teenagers attending school.

Assisting in the management of the Gurdorkka training and office space to support healthy lifestyle choices.

Amity has assisted in building capacity in the Gurdorkka community by supporting the community in obtaining a Community Benefit Fund grant for a new training room and office. This provides a training resource for residents and a venue for external agencies to utilise such as performing health check. Amity are currently providing support and facilitating community process to co-manage the training room and office.

Referring and integrating community members into relevant services with a focus on alcohol and other drug services

Capacity in communities can be increased by raising community member’s awareness of relevant services available in their community.
The Cultural Awareness Open Day, Family Fun Day and Back to School Fun Day provided opportunities for community members and the many service providers who visit the communities to get together and strengthen relationships. As remarked by the women’s group project worker in relation to the Back to School Fun Day:

*Services Providers engaged with each other, ideas were exchanged and new contacts had been formed. Hopefully more of these activities can be organised in the future by the different service providers who visit the different communities with the urban areas.*

An increase in referrals to NTAOD by community members shows increased capacity of the community. This was a result of Amity instructing community members on how to complete referral forms.

Evidence of enhanced community control is also shown by the increased numbers of reporting child concern notifications and contacting police in relation to antisocial behaviour by community members.

**Participating and developing and implementing community plans in relation to alcohol and other drugs and violence, and/or suicide and other mental health issues**

Amity has worked in conjunction with Red Cross RespectED to develop an advisory group for a safe community in Bagot. This program aims to build community capacity and leadership around the issue of safety and child protection through education, awareness-raising and capacity building using a community development approach. Collaborating with Save the Children to address issues of child protection, health, safety and education. Amity’s continuous encouragement for community members to self-report has resulted in women in the communities raising child protection concerns to Amity project staff. This collaboration also included working with women on the community in supporting Child Protection Week.

Amity has also introduced and set up meetings with the community with various agencies from Save the Children to NAAJA and Top End Women’s Legal Service.

**Decreasing the prevalence of smoking, implementing prevention strategies and supporting the community to develop quit smoking activities.**

Amity has increased the awareness of community members of the effects of smoking by providing brief interventions and supporting other programs that inform people of the effects of smoking i.e. Drug Action Week, the Barunga Festival, the Community Positive Health and Activities project.

The Gurdorkka community designated smoke free zones in particular in the office space and kitchen areas. Danila Dilba assisted in providing patches and education to members of Gurdorkka and Milgarri with Amity for residence who wanted to quit smoking. Guest speakers have been invited to the men’s/women’s activity groups.
6.2.2.2 Output 2 Support leadership and governance in Indigenous communities.

Q. In what way has leadership and governance in Indigenous communities been supported?

A. By working in consultation with Gurdorkka (PIV) community leaders to develop a Training Room Demountable Office Space which supports the leadership at Gurdorkka and providing an environment for service provision at Gurdorkka e.g. weekly health services.

Amity has worked in consultation with the community to improve the environment for the Milgarri’s Activity and Learning Centre.

They have also supported the community to obtain Community Benefit Fund grants and initiatives developed in consultation with the community to develop men’s program, women’s program and youth programs (see Output 1).

Community participation in other activities e.g. Barunga and the NAIDOC celebrations at Milgarri has been a result of improved governance and engagement.

6.2.2.3 Output 3 Develop and implement ways to engage Indigenous men.

Q. In what ways have indigenous men been engaged?

A. An Indigenous project officer dedicated to this activity has been employed by Amity. The project officer, via the men’s groups, has been engaging the community men in traditional activities and crafts such as fishing, spear making and traditional carving through the men’s programs he facilities in the communities. Men have been encouraged to become involved in sports and in collaboration with the NT Police AFL football training at the local football club.

Amity has instigated an Oral History Project as a way of engaging Indigenous men. This has been done in consultation with the men in the community and after the completion of a background literature search. The 2007 paper, *“From Oral History to Leadership in the Aboriginal Community: A Five Year Journey with the Wagga Wagga Aboriginal Elders Group Incorporated, by Milken, Shea and the Wagga Wagga Aboriginal Elders Group Incorporated*, indicates that:

> It is the building of relationships within Elders Group through the educational process of sharing their stories that has led to the growth of social capital within the community.

The intention therefore is to develop an elders group through the telling of oral histories as a way of further engaging Indigenous men in the community. To date Amity has conducted interviews with a group of three Indigenous men from Milgarri giving them an opportunity to tell their stories. However the project is currently postponed due to other
priorities within Milgarri and a change of governance structure. The community leader who would have been driving this project has taken on a mentoring role for other community leaders as the AMSANT consultants are no longer supporting the community.

6.2.2.4 Output 4 Increase access to relevant information to support informed community decision making, including government policies, procedures and legislation.

Q. What information is relevant to support informed community decision making?

Q. In what way has access to this information been increased?

A. Amity has linked with service providers to help support informed community decision making. An example is the facilitation of discussions with community and Police, Fire and Emergency Services. Reporting incidents regarding Community concerns of alcohol entering the community, which are designated “dry” areas.

Through Amity’s collaboration with Save the Children and RespectED access to information has increased in relation to child safety issues to community members to increase their ability to report incidents of concern. i.e. child protection issues and anti-social behaviour.

Amity has also linked community members to Centrelink and established fortnightly Centrelink attendance to support Gurdorkka residences at the community.

6.2.2.5 Output 5 Develop and implement monitoring and evaluation process that support community feedback.

Q. What monitoring and evaluation process has been developed and how has this supported community feedback?

A. An overall monitoring and evaluation incorporating the project plan was developed at the start of the project. The use of “communication logs” by project staff which recorded community feedback were incorporated in the framework.

In addition a survey has been carried out with community leaders to ensure the Amity is on track, and feedback in relation to what the leaders perceive to be the most useful things to monitor is shown below:

Common barriers identified – alcohol no breakfast (restarted breakfast program) gambling, shame overwhelmed no place to do homework. Learned helplessness or cultural barriers to governance? Culturally inappropriate to tell your sisters what to do (avoidance relationships) so community leader cannot effectively govern.

Discussions were initially held with five members of the Gurdorkka community representing the voice of the village re the use of the $44,000 community fund auspiced by Amity. These meetings were often followed by wider community gatherings to
discuss the options for activities and opportunities available through the grant of funds. Men and women identified areas they considered to be desirable, the men wanted men specific activities while the women requested activities in relating to arts, craft, and beading.

The leadership group decided that another focus was to provide the opportunity for 44 adults and 30 children to attend cultural events and to support this with the purchase of provisions and bush equipment for the community.

The Barunga festival scheduled 5th through to 8th June 2009, was identified as a great event in which the community could participate. Discussions were held by the leadership group and various community meetings were attended by from two to thirty adults. The focus of the groups was how to best support and engage maximum community attendance and participation in the music, dance, arts, craft and sport while at Barunga.

6.2.3 Evaluation of outputs relating to purpose 3: Increase the capacity of Amity and other community service providers, individually and collectively, to work with Indigenous communities.

6.2.3.1 Output 1 Develop a team to effectively work on AOD Indigenous Communities project.

Q. Has the team been developed which can effectively work on AOD Indigenous Communities Project?

A. A team has been developed which can effectively work on AOD Indigenous Communities Project as evidenced by the completion and documentation of planned activities. A sound systems approach was taken as follows:

A monitoring and communication system was put in place utilising communication logs which are completed /updated by each team member. This has been augmented by regular fortnightly team meetings and the production of regular communications reports (the Board of Management report on AOD Indigenous Communities Project), which highlights key sectors of team activity with respect to the project.

From the onset of the project an evaluable project plan was developed participatvely by the team and facilitated by the Centre for Remote Health who supplied ongoing assistance throughout the project. This gave the team “ownership” of the project and a clear understanding of their roles and what had to be achieved within the project.

A staff development program was implemented and staff development activities are reported in the Board of Management report. New team members have undergone training in project management, community development and some members have completed advanced first aid.

Job descriptions have also been developed and are now in the process of being refined.
This systems approach has helped ameliorate the severe difficulties caused to the project by staff turnover. This was due to a funding gap which rendered some contracts unstable. It is the view of the evaluators that the systems approach taken minimised the adverse effects of the staff turnover.

6.2.3.2 Output 2 Develop cross cultural organizational structures, practice and competencies.

Q. What cross cultural organizational structures, practice and competencies have been developed?

A. Amity commenced developing a cross cultural competency baseline and engaged the services of the NT based company Cross Cultural Consultants, who ran a two day workshop in Oct/November 2008. However this has not been progressed further and needs to be developed.

Discussions with community leaders noted the cultural specificity of regional groups. Indicating that indigenous staff from other regions also need cultural awareness training relevant to the area they are working.

6.2.3.3 Output 3 Increase Amity’s capacity to work effectively across projects with Indigenous communities.

Q. In what way has Amity’s capacity to work effectively across projects with Indigenous communities been increased?

A. This was achieved by targeting salient agencies working on projects with Indigenous communities and actively participating in intra-agency meetings. By involvement and interaction with the services listed Amity and the respective services were able to better identify service needs and gaps.

The result of this has been the development of collaborations as documented under Output 5 (Increase coordination and coherence between services that work with Indigenous communities) to address these identified needs.

Amity participated in the service providers meeting organised by FaHCSIA to learn what services are working on the Gurdorrka community. The services participating were, Amity, Ironbark (NT) employment and training inc., Yilli Rreung Housing Aboriginal Corporation, Howard Springs School, Government business managers, Women’s Legal Service and Save the Children. Governance issues were identified as problematic. A lack of services specifically supporting Indigenous men’s health was identified and is being addressed in collaboration with Danila Dilba health service.

Red Cross has been in discussion with Amity on a number of issues including:
1. Nutrition programs linked to BLAC leadership
2. Being part of a service to assist Bagot community with AOD issues
3. VSA information sessions for team leaders

Child protection issues were identified in one target community and this is being addressed in collaboration with Anglicare Connect Program, Department of Health and Families, Larrakia Nation, and Save the Children.
Manager Darwin Regional CDEP Inc Ironbark Employment Amity Gambling program, updated on multi media centre at Knuckey’s Lagoon including roles of various agencies.

6.2.3.4 Output 4 Develop systems within Amity to record corporate knowledge and practice frameworks, and contribute to relevant research and evaluation when required.

Q. What systems within Amity have been developed to record corporate knowledge and practices?

A. An electronic database of all corporate knowledge has been set up on a shared fileserver. High level folders include: administration; Amity intranet; Amity website and AOD Indigenous Communities Project. In the latter folder all activities and knowledge pertaining to this project has been captured in a systematic way.

Communication logs detailing all staff’s interaction with stakeholders have been developed and this data is stored electronically. This is a particularly good resource for evaluation assessment and providing background and continuity for activities in the event of staff turnover.

Board of Management reports, capture and communicate salient points of project progress, and the more detailed project plan document captures project activity in detail and forms the basis for reports to funders.

This whole system has been done particularly well and greatly facilitated the evaluation.

6.2.3.5 Output 5 Increase coordination and coherence between services that work with Indigenous communities.

Q. How has coordination and coherence between services that work with Indigenous communities been increased?

A. This was achieved by targeting salient agencies working on projects that concern Indigenous communities and building strategic alliances to increase Amity’s capacity to deliver appropriate services.

A good example of a large collaborative effort is the Volatile Substance Contractor Campaign which was developed by Amity in collaboration with Central Australian Youth
Link-Up Services Tangentyere Council, Central Australian Petrol Sniffing Strategy Unit FaHCSIA, Drug and Alcohol Police Unit Northern Territory Police Fire and Emergency Services, Strategic Indigenous Housing Infrastructure, Central Australia Petrol Sniffing Strategy Unit, Alcohol and Other Drugs Services Central Australia, Alcohol and Other Drugs Program Top End Northern Territory, Northern Territory, Department of Justice and the Northern Territory Department of Construction and Infrastructure.

The collaboration was further developed through discussion and consultation with some Northern Territory Indigenous Communities and support also obtained from the Northern Territory Department of Health and Families and the Australian Government through the Commonwealth Department of Health and Ageing and the Attorney General’s Department and Closing the Gap.

The NT Minister for Health and Families at the launch of the campaign at the Amity offices on June 21st 2010 stated:

*The Henderson Government is totally committed to addressing the problems surrounding alcohol and substance abuses in communities across the Territory, ........ I know this campaign will have a positive and direct result.*

A new partnership with the Crime Prevention Division Northern Territory Early Intervention Pilot Program (NTEIPP) has been established. This program is working with the men’s program to supply AFL training to young men as an alternative to drinking and drug use. The sessions proved to be very popular and the game that was played between the town communities attracted forty three players.

Collaboration has been developed with Danila Dilba, Anglicare, YMCA, NAPCAN, Headspace and Palmerston City Council through the attendance of Rural Youth Service network meetings. This collaboration was with respect to youth outreach activities. Other smaller activities to improve coordination includes involvement with:-

1. Belyuen intra-agency service meeting
2. Centacare Territory Organisation of Alcohol and Drug Sector meeting
3. DARWWYN (Darwin and Rural Workers With Youth Network) monthly meetings to promote the project the AOD Indigenous communities project and strengthen links with youth workers / services, disseminate relevant information.

In addition Amity have supported:

1. Communications between Centrelink and Gurdorrka community concerning income management and Breakfast Program contributions.
2. Team Health Mental Health Workshop for Gurdorrka and Milgarri communities, working with the community leaders and service providers (YMCA, Headspace, Danila Dilba)
7. Conclusion

This is examined with respect to the three major objectives (purposes) of the project

**Purpose 1** - To develop systems and processes that reduce supply of volatile substances and associated harms in the greater Darwin region.

The main strategies implemented which include retailer training and information packages along with the developing of strategic partnerships and advocacy and support for more effective legislation, have been effective in reduction of supply and theft of volatile substances. This has been confirmed through the monitoring of retail outlets over the life of the project.

The feedback gained from the interviews with retailers and data captured in the communications log indicates that the upgraded “Retailers Responsible Sale of Solvents Kit” is a simple to use and effective tool for staff when dealing effectively with the sale of volatile substances, and an improvement on that implemented in 2007.

Getting compliance with safe storage strategies appears to have been largely effective over the 49 retail outlets covered. The largest outlets were also quite proactive in working with the project and incorporated VSA training into their induction programs. However dealing with very small retailers was more problematic. This was due to the relative cost of purchasing safe storage cabinets compared with store turnover and workload. In these instances using cost effective strategies, for example placing volatile substances near the counter, was recommended and this was effective. The strengthening of legislation will positively assist in this area where reluctance to implement safe sale and storage strategies is an issue.

Development of strategic partnerships to tackle VSM was an important output. The result of this has been a collaboration of many service providers to extend the reach of this project to the surrounding Indigenous communities. This was effected with the Volatile Substance Contractor Launch which provides strategies and support for the safe storage of volatile substances used by contractors working in Indigenous communities. A major impact of another strategic partnership has been the set up of the VSA advisory group who developed a discussion paper entitled “Preliminary Regulatory Impact Statement” which will guide the NT Government policy regarding VSA.

Overall this part of the project has been implemented well with significant results. The information and training packages are optimum and the strategies to develop partnerships and maintain ongoing relationships with retailers have been largely effective. This “package”, to deal with the supply side of VSA, could well serve as a model to be rolled out elsewhere.

**Purpose 2** To increase the capacity of Indigenous communities, in the Darwin region, to reduce the harms and demands of alcohol, drugs and volatile substances.
The capacity of the target communities has been increased by using diversionary, educational and communication strategies. The diversionary activities have been organised through the medium of men, women and youth groups, and these groups have provided community members with a variety of activities such as fishing, hunting, craft work, beading, sporting events and regular outings.

These groups provide a safe environment for community members and opportunities for discussion and to promote and share their skills with the community thereby increasing their own confidence, knowledge and skills in addition to the community’s. The majority of programs mentioned above have involved collaboration and communication with other services, organisation and the communities. Working closely with Save the Children and the Red Cross RespectED program has assisted in strengthening ties between the communities and organisations themselves and resulted in an increased capacity for the communities to become safer environments in which to reside.

**Purpose 3:** Increase the capacity of Amity and other community service providers, individually and collectively, to work with Indigenous communities.

The capacity of Amity and other community service providers to work with Indigenous communities has been increased by instigating a relatively comprehensive staff training program, establishing a data management and communications system and developing cross service relationships.

The development of a good project design produced at the start of the program together with the implementation of a good system of communication has reduced the negative impact of staff turnover. The development of communication logs at both management and project officer levels has provided continuity and retention of corporate knowledge that would have otherwise been lost.

The communications log has assisted the project to further develop staff strengths and often opens discussion about the model of community development practice that is being applied. From this the importance of developing motivation was noted, without which making positive behaviour changes was generally impossible.

Summing up the value of the communications log. The project coordinator stated:

> Our community development work brings a lot of joy to members of the community. We have observed family, and friends of people in the community dealing with the impact of individuals who suffer from alcohol problems and substance misuse. The communications logs demonstrated the crucial importance of working together as a community to reverse welfare dependency and reduce the adverse impact of AOD misuse to reduce incidences of family violence and associated harms associated with unhealthy lifestyles.
The development of cross service relationships and collaborations with organisations working with Indigenous communities has increased the capacity of those agencies and Amity to effectively deliver programs through pooling resources and sharing knowledge as described in the evaluation of impact p17-18. These collaborations have assisted in promoting effective relationships resulting in successful outcomes for Amity, other organizations and the communities.

8. Key Findings

1. The intervention instigated by Amity to control the supply of volatile substances is largely effective. However reduction in supply has lead to the search for other substances, for example hairspray.

2. The harmful use of substances is effectively “self medication” to alleviate the meaninglessness and depression felt by many community members, and this is the key issue that must be addressed for an intervention to be effective and demand to be reduced.

3. Capacity building involving diversionary activities is having a positive effect, however this is a slow process and needs to be continuous over a protracted period.

4. Continuity of relationships between service providers and community are seen as very important by community members. Staff turnover caused by for example, uncertainty of ones position due to short funding cycles, impacts negatively on these relationships.

5. The pooling of resources and working collaboratively with other service providers is an effective strategy to improve project impact and this is recognized by the communities, however competitive funding mechanisms can work against this.

6. The effectiveness of capacity building in communities is highly dependent on good governance and this must be tackled preferably before or at least alongside other developmental activities.

9. Recommendations

1. The responsible sale of solvents program is now operating optimally and could be managed by a dedicated program officer. This would free up community development staff for more difficult tasks.

2. A cross cultural competency baseline was commenced at the start of the project but was not progressed. It is recommended that this be further developed as an ongoing activity in conjunction with the communities.

3. The lack of capacity in governance was found to be a major impediment to successful community development. It is recommended that this area is addressed in collaboration with appropriate service providers/stakeholders, and that the community with the least capacity in this area is supported.
4. The development and use of communication logs to capture ongoing data to demonstrate project impact was effective. It is recommended that these be systematized and developed further to further enhance data collection.

5. It is recommended that a strong focus on developing collaborations with other service providers is maintained and further developed.

6. It is recommended that the main focus of the project goes toward community development and to maximize project impact that activities be directed to where they can have the most effect. This effectively means supporting the community with greatest need in the area of governance and building capacity to run activities. While supporting communities with better governance with appropriate activities that they are able to manage.

7. The communications and management system implemented has been effective in retaining corporate knowledge. It is recommended that this be structured and documented to make the interface easily intelligible to new users.

References

### Appendix 1 - Summary of Programs initiated or supported by Amity

<table>
<thead>
<tr>
<th>Program</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity and Learning Centre Grant</td>
<td>A CBF grant was obtained to support the Activity and Learning Centre in the Milgarri community. This is a community driven incentive which provides after school activities for children in the communities. The grant has supported the purchase of equipment, white goods and kitchen supplies.</td>
</tr>
<tr>
<td>Back to School Fun Day</td>
<td>A one off event held for families before the return to school of the students. Families were assisted to attend this event which involved the various service providers who visit the different communities within the Darwin region. This provided opportunities for community members and the many service providers who visit the communities to get together and strengthen relationships.</td>
</tr>
<tr>
<td>Barunga Festival</td>
<td>The Festival is an annual three day sports and cultural event which takes place in Barunga a small community near Katherine. A grant was obtained to assist indigenous families to attend the event and to participate in the sporting and cultural activities.</td>
</tr>
<tr>
<td>Breakfast Program</td>
<td>The Breakfast program provides children with a healthy breakfast, lunch and recess. The women of the community do the shopping and general running of the program with Amity provided the funding for food.</td>
</tr>
<tr>
<td>Community Positive Health &amp; Activities Project</td>
<td>This project engages young people of the community through Alcohol and other drug information and awareness activities and strengthens relationships between the young men, services and the community elders.</td>
</tr>
<tr>
<td>Corrugated Iron – activities</td>
<td>A community arts group who have involved young people in Australia’s Top End in various creative activities.</td>
</tr>
<tr>
<td>Cultural Awareness Open Day</td>
<td>The Open Day provided an opportunity for the community to work alongside service providers, increase awareness of AOD and healthy lifestyle choices and engage in two-way learning through storyboard presentations and community fishing and hunting.</td>
</tr>
<tr>
<td>Drug Action Week</td>
<td>Drug Action Week is an annual week of activities held nationally and gives individuals, organisations and communities the opportunity to promote awareness of alcohol and other drug issues in Australia.</td>
</tr>
<tr>
<td>Lipa Lipa Event</td>
<td>A three day culture sharing event organised by the Balunu Foundation. Amity where able to support 30 residences of three communities in attending the event.</td>
</tr>
<tr>
<td>Family Well Being Day</td>
<td>A one day special event that aimed to provide opportunities for services to deliver health information,</td>
</tr>
<tr>
<td>Program</td>
<td>Description</td>
</tr>
<tr>
<td>------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Knuckey’s Tucker</td>
<td>This program teaches community members how to cook healthy, versatile and affordable food and also provides a voice and supportive link for the women.</td>
</tr>
<tr>
<td>Men’s groups</td>
<td>These groups engage community men in traditional activities and crafts such as fishing, spear making, traditional carving and sporting activities. The groups also provide a safe environment for community members and opportunities for discussion and to promote and share their skills with the communities.</td>
</tr>
<tr>
<td>Oral History Project</td>
<td>The project’s aim is to develop an elders group through the telling of oral histories as a way of further engaging Indigenous men in the community.</td>
</tr>
<tr>
<td>Parental and Community</td>
<td>This program is a national funded initiative of DEEWER. It is a community driven program for parents/caregivers of Aboriginal and Torres Strait Islander young people aged 0-19 years. The aim is to improve the educational outcomes for these young people through their return to school Step Up Activities.</td>
</tr>
<tr>
<td>Engagement Program (PaCE)</td>
<td></td>
</tr>
<tr>
<td>PIV Office Training Space</td>
<td>A CBF grant was obtained to develop a training room demountable office space. This provides a training resource for residents and a venue for external agencies to utilise such as performing health check. Amity is currently providing support and facilitating community process to co-mange the training room and office.</td>
</tr>
<tr>
<td>RespectED</td>
<td>This is an Australian Red Cross program that works with Aboriginal communities to build capacity and leadership around safety and child protection issues.</td>
</tr>
<tr>
<td>Women’s groups</td>
<td>These groups engage women in traditional activities such as beading, and screen printing and regular outings. The groups also provide a safe environment for community members and opportunities for discussion and to promote and share their skills with the communities.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>