

FAMILY WELLBEING [FWB] NEWSLETTER

Issue 4 July 2017

Welcome to another report of deadly developments for the National Centre for Family Wellbeing. The report describes some of the activities undertaken during the second quarter of the year. Once again a very active quarter, highlights including:

- submission to the Queensland Productivity Commission [QPC] Inquiry
- presentation to the Lowitja Institute board in Townsville
- Entrepreneurship paper drafted and submitted
- organising for accredited Certificate II in Family Wellbeing training in Adelaide and delivering power point presentations
- Graduate Certificate in Research Methods
- budget submission to CRE-IQI for the flagship project
- abstract submitted for NHMRC/Lowitja Research translation forum

QPC Inquiry into Service delivery in Queensland's remote and discrete Indigenous Communities – "This inquiry aims to understand what works well, and why, to improve outcomes for all remote and discrete Aboriginal and Torres Strait Islander communities." We were approached by the QPC panel to meet with them and share our research work on family wellbeing and some of the ways that outcomes were being considered with Aboriginal and Torres Strait Islander communities, groups, organisations and individuals. Our meeting went very well and we have sent our written submission to the QPC. See all public submissions here https://www.qpc.qld.gov.au/ inquiries/service-delivery-in-queenslands-remote -and-discrete-indigenous-communities/

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CEO's Report cont'd

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Professor Yvonne Cadet-James and myself of the National Centre for Family Wellbeing [NCFWB] presented to the Lowitja Institute Board at their Townsville Annual General Meeting early June, outlining the activities undertaken since the establishment of the NCFWB. The board were very interested in our activities and developments.

Leigh-Ann, Cath and myself co-authored and submitted manuscript 'Exploring how Indigenous entrepreneurship drives the development of Social and Emotional Wellbeing Innovation Hubs: A sustainable Indigenous-led enterprise', this manuscript was submitted for consideration to the *Journal of Management and Organization* (JMO) special edition in November 2017.

My reflections on our recent TAFE SA training in Adelaide for Certificate II in Family Well Being was facilitated very well by our teacher Robyn Pedler and we were able to complete all the task required. Robyn allowed us to use one of the sessions to facilitate a power point presentation regarding the National Centre for Family Wellbeing and the questions of sustainability and partnership.

A lot was shared from TAFE SA, ACT 4 Kids, Gosford Family Well Being program with young men at risk, Mildura District Aboriginal Health Services and the National Centre for Family

Wellbeing. The participants shared the importance of Registered Training Organization's with ongoing training development and support. Establish master Trainers who will be trained facilitators with national recognition. Establish a national database of facilitators and participants. NCFWB website and Facebook page. Research and evaluation was considered very important in the continued collection of evidence that FWB works and training, advocacy and support of FWB workers in organization's is paramount.

Lastly, I accepted an offer to study part-time Graduate Certificate in Research Methods beginning the second semester at James Cook University. This is the pre-requisite course for my PhD. I am excited and looking forward to studying, especially doing a literature review of family wellbeing.

In the next quarter we hope to be holding a forum to further develop our business model, engage partners and seek strategies for a sustainable centre. We look forward to seeing many of our Family Wellbeing friends, partners, organisations at the forum to improve access, spread the Family Wellbeing message and help others to do the same.

Les Baird CEO NCFWB



6th National Closing the Gap Indigenous Health Conference 27-29 November 2017 Cairns—Abstracts due 30 July 2017



National Indigenous Mental Health & Wellbeing: Out of the Shadows, Into the Light Conference Cairns 27 –29 November 2017

The origins of FWB by Janya McCalman Central Queensland University

This is the story about the origins and early vision for the spread of FWB across Australia. The story came from 18 people who I interviewed for my PhD and documents from the early stages of the program development which were provided by one of the program originators.

The start: The FWB Program started in 1992 with a meeting of three public servants at the headquarters of the Aboriginal Employment Development Branch (AEDB), in the SA Department of Education, Training and Employment in Adelaide (see photo). They were responsible for the statewide implementation of the Commonwealth Aboriginal Employment Development Policy (introduced in 1986–87) to support a long-term economic development process. Their aspiration was to "reach total parity of outcomes and participation rates with the mainstream Australian population, and to reach a high level of sustainable development and wellbeing at all levels and in all spheres of life, consistent with our cultural beliefs, values and practices" (AEDB, 1994a).

The vision: Recognising the interrelated nature of education, employment, health and wellbeing, the FWB program originators set out to establish a long-term Aboriginal economic development process. The program originators considered that historical processes of colonisation had propelled Aboriginal Australians from their collective tribal tradition into a competitive and individuated Western society. This had resulted in the social breakdown of Aboriginal extended families and clans, and their traditions and customs.

Consequent to the social breakdown of families, there was significant loss of identity and purpose, accompanied by a loss of inner power and strength, previously met by spiritual beliefs; loss of support and assistance by the extended family for parenting; divisions between men and women; deep wounding, anger, sadness and depression reinforced by racism; the loss of contact between family and clan members due to housing policies; and the denial and devaluing of Aboriginal language, culture, beliefs and practices (AEDB, 1993). In short, Aboriginal people found it challenging to meet their higher level needs and actualise their potential.

What the originators did: The program originators referred to theoretical models of change, including psychological and spiritual self-development concepts, and a three-levelled community development approach comprising a continual action learning cycle. The resultant FWB approach was based on a comprehensive ecological model for promoting Aboriginal development and wellbeing at all levels (see Figure right adapted from AEDB, 1994a).

Consistent with the guiding ecological approach, FWB was premised on the concept that community development and employment should start with personal development, considering individuals' personal blocks and barriers to change and providing opportunities for group interaction prior to addressing community development issues (AEDB, 1993).

Important in the model were personal issues such as selfnurturing and re-parenting; personal and cultural identity; acceptance, recognition and integration of body, mind and spirit; developing will and purpose; cathartic release of emotions and addictions; self-forgiveness; and independence and self-responsibility.

Once a participant had considered these issues, relationship issues might be considered including communication; conflict resolution; forgiveness, reconciliation and healing; parenting skills; love and nurturing; interdependence; and other specific issues for men, women, parents or children. Finally, a participant might focus on issues concerning relationships between groups including respecting and understanding differences; conflict resolution; forgiveness, reconciliation and healing; sharing, cooperation and learning from each other; and interdependence (AEDB, 1993). Missing, though, were explicit links to employment creation or training providers as the program was based on the assumption that participants would naturally choose employment or training pathways once they were able to assert more control over their lives.

The development process: The AEDB staff recognised that it was important to start with the concerns of Aboriginal people and facilitate change processes driven primarily through engagement with community members. They designed a community development and employment approach in consultation with Aboriginal groups, partly through the informal and family ties of AEDB Director, Les Nayda. FWB lunches were offered to community members as theirs to own and run as they wished.

In one early lunch at Murray Bridge, 15 Aboriginal community members of all ages met in a local childcare centre. Members revealed their sense of connection and love with family, their aspirations for health, education, contentment and satisfying



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The origins of FWB cont.

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relationships. They also spoke about their daily concerns and worries about their children, and problems of family violence, alcoholism, conflict, isolation and youth at risk. They decided to meet fortnightly at the centre to discuss specified issues with an invited facilitator.

A shift in the orientation of program occurred when a participant at a community lunch in Ceduna asked about the availability of training for grief and crisis resolution: "Is there any training in this?" The first stage of what was to become the FWB training program was developed in response to this request. The FWB training program was first delivered in 1993 at Port Augusta over a nine-week period, with a three-hour module delivered each week (27 hours). Bolstered by the enthusiastic response to the training program by community groups, the Branch developed an ambitious program strategy in 1994.

Early implementation: ATSIC funding enabled the Branch to develop short-term objectives (to June 1995) which included the development of FWB centres in every major SA Aboriginal community. Aboriginal coordinators were employed and skilled to deliver accredited FWB counselling training and other courses to train and empower members of all major Aboriginal communities. Resources, publicity materials and videos were developed. The result was a highly trained FWB team able to anticipate and respond to changing community needs and work according to a code of ethics. Longer term objectives (to June 1998 and beyond) included program spread and extension of each of the strategies.

By 1995, six FWB centres had been established (Port Augusta, Coober Pedy, Murray Bridge, Ceduna, Point Pearce and Adelaide), with FWB workers employed in each. Their role was to organise FWB lunches designed to "bring together Aboriginal groups, families and communities to develop a common vision which promoted unity, self-responsibility and economic independence for the comprehensive development and wellbeing of each Aboriginal person, family and community" (AEDB, 1994, p. 3). Later other South Australian communities requested the stage one and further training. Stages two to four were added (AEDB, 1998).

The Branch also organised events for training, team building and networking, including a FWB conference on traditional Pitjantjatjara land in northern SA in 1994; a challenging personal and professional development workshop for the new FWB facilitators by a visiting American psychosynthesis therapist, Edith Stauffer; and in 1996, a 12-week crosscultural exchange visit by Tibetan Gyoto Buddhist monks to five remote Aboriginal communities.

Despite Commonwealth and state statements of commitment

to Aboriginal empowerment, partnership and reconciliation, from 1996, with the election of the conservative Howard Government, broader national debates about Australia's welfare system started to impact the FWB approach. A new national policy of mainstreaming Aboriginal-specific programs led to budget cuts for the FWB program.

Still far short of achieving their goal of FWB centres in every major SA Aboriginal community, by 1999 the original FWB agents had resigned, and were replaced by a succession of short-term leaders, the regional FWB workers could not be sustained, and the community lunches were phased out. However, consistent with the changing political environment, a new phase of FWB development was launched in the guise of an Aboriginal counselling training program. Further implementation of FWB to more than 60 sites across Australia was facilitated by FWB hubs at TAFE SA, and later Batchelor Institute of Tertiary Education (in partnership with Tangentyere Council) and JCU's Empowerment Research Program. And the story continued ...

References

AEDB. (1993). *Aboriginal family unity and well being*. Adelaide: DEET.

AEDB. (1994). Family wellbeing strategic plan. Adelaide: SA DEET.

AEDB. (1998). *Family wellbeing facilitator manual*. Adelaide: SA Dept of Technical & Further Education.

<u>Janya McCalman</u> Central Queensland University



Robin learns to heal himself, and others

A BERRI man who lost his mother to cancer in 2014 has urged other locals to undertake a same course that helped him deal with his grief. Robin Wright en-rolled in the Family Wellbeing Facilitation course at TAFE SA's Aboriginal Access Centre in Berri and is now one of five successful graduates of the course, having completed it last month.

Mr Wright now has the skills and knowledge to be a facilitator in family wellbeing issues to assist not only his family, but the local community. "The Family Wellbeing course has changed me forever," Mr Wright said.

"I wasn't expecting the impact that this course would have on me personally. "I realised that I had to learn about myself, and help and heal myself, before I could help others." All five graduates had previously completed the Certificate II in Family Wellbeing. TAFE SA family wellbeing lecturer Shirley Prider said the course was designed by Aboriginal people as a means of providing healing within Aboriginal and Torres Strait Islander communities. "Family Wellbeing is an education and counselling skills program about grief and loss, and family violence, and provides participants with the skills for effective communication and conflict resolution," she said.

"Each student was stretched and challenged during the Facilitator course. They each had the opportunity to show their own unique style of teaching, which grew and strengthened all of us." The Certificate II in Family Wellbeing is funded by the Australian Department of Prime Minister and Cabinet under its Indigenous Advancement Strategy. For information on the next family well being course and other courses offered at TAFE SA's Aboriginal Access Centre in Berri, call1800 882 661 or contact Shirley Prider on (08) 8595 2600.

Story & photo: 16 May 2017 Murray Pioneer, Renmark SA



Give Way to Galiwin'ku Young Mothers attaining Certificate II in FWB

In April 2017 sixteen young mothers from Galiwin'ku, Elcho Island completed their <u>Batchelor Certificate II in Family Wellbeing.</u>
These ladies are part of the IPS (Indigenous Parenting Services) program that run's out of the local Indigenous Corporation, Yalu Marngithinyaraw. They were all very interested in doing some study because many of them didn't finish high school when they had their babies. As there is no adult education center in Galiwin'ku the IPS team organized Batchelor Institute to deliver a four-week course in Galiwin'ku. Despite the challenges of raising children and juggling cultural and family obligations the mothers were incredibly committed and engaged with their learning. Amongst all the chaos of babies and toddlers Karen Khan

managed to encourage and support the ladies to complete the certificate. This is the first time in Galiwin'ku that a large group of young mothers have completed a higher education course and the success of these ladies proves that it can be done with hard work and commitment. These young women are an inspiration for other young mothers in the community and are set on the right path to become future leaders.

This is very important for all the young mothers because they are learning about family wellbeing, like how to enjoy and share everything with their family and community. They felt very, very proud when you came

Galiwin'ku Young Mothers and some of their Jarjums

here to teach us the Certificate II in Family Wellbeing. Thank you Karen! '



FWB PROGRAM FACILITATOR TRAINING OF SAFE HOUSE CO-ORDINATORS - The Journey Begins......

Following on from our Train the Trainer with Komla, Victoria and Robyn facilitated Act For Kids' first round of Family Wellbeing training with key staff from the Cape and Gulf Communities in May. Rebecca from Napranum, Karen from Kowanyama, Bessie from Pompuraaw and Rhonda from Doomadgee all made the trip to Cairns to join Priscilla from the Cairns Family Reunification House, Maryann and Michael from our Intensive Family Support Program and Ricky from the Family and Child Connect Program to begin the journey of becoming Family Wellbeing Facilitators for Act for Kids to start the ambitious process of embedding FWB into our workplace. It is envisaged that the knowledge and skills gained from FWB will be formally passed on to their local staff in the remote Safe Houses, as well as informally to families and communities.

In keeping with the Family Wellbeing principles Victoria and Robyn began the training by delivering the first topics in Stage 1 emphasising the importance that all potential trainers must experience the benefits of Family Wellbeing before they can pass on the benefits in training to others.

The group arrived on day one of the training not knowing what to expect. Victoria and Robyn explained to the group how Act for Kids became involved to the Family Wellbeing Program and how JCU had formed a partnership with Act for Kids to embed the program in our workforce. Robyn explained that the program had been developed by Aboriginal people for Aboriginal people and how Act for Kids hoped that the program would improve workforce wellbeing and provide a framework for working more effectively with children and families.



Over the next 3 days the group devised a robust group agreement. This along with the group's previous familiarity with the facilitators and each other enabled the group to build trust to explore the Family Wellbeing concepts in a deep way. The group explored the importance of considering Basic Human Needs in a holistic and integrated way rather than a hierarchical way. We also considered the importance of recognising how we might meet our own basic human needs whilst also needing to attend to those of others in the demanding work roles we have in human services. The group also reflected on Human Qualities and discovered the rich well of human strength and qualities they had in their families, their communities and themselves.

At the end of the 3 days the participants were asked 4 questions:

- 1. What did I get out of the last 2 days?
- 2. What was good?
- 3. What was hard?
- 4. What am I looking forward to?

The following was one the participant's responses:

"Family Well-being was not what I expected. It went above and beyond my expectations listening and participating with the group has made me aware that there are others who have struggles, highs and lows."

FWB training with TAFE SA Adelaide

Family Wellbeing has had its fair share of journeys since I have commenced over a year and a half ago with Central Coast Primary Care under the guidance of its Family Wellbeing Program Coordinator Nigel Millgate. One of the most important of those journeys was the opportunity to travel to Kaurna Country (Adelaide South Australia) for the official delivery of the FWB Training package with TAFE South
Australia

Stepping off the plane on that chilly Sunday night, Nigel and I were greeted in the airport to the large display of Uncle Moogy – Ngarrindjeri Elder, Medicine Man & Healer.

On Monday 26/6/17, a collaboration between some of the country's best Family Wellbeing Facilitators commenced their FWB Training Package with TAFE South Australia courtesy of our deadly TAFE Teacher Robyn Pedler. I just wanted to take the time to acknowledge Robyn in the manner which she delivered our 4 day training course, as she demonstrated a wide range of cultural knowledge and understanding towards our people, and a clear understanding and passion of what FWB's values and beliefs stand for.

The knowledge sharing and expertise over the period of the training package comprised of the following organisations coming together:

- TAFE SA (<u>Robyn Pedler/</u> Marg Mibus)
- Act 4 Kids QLD (Maryann Savage/ Bessie Holroyd)
- Mildura Aboriginal Services (Tiffany Griffin/ Belinda King/ Darlene Thomas)
- National Centre for Family Wellbeing Cairns (Leslie Baird/Taha Hunter)
- Central Coast NSW Primary Care Family Wellbeing (Nigel Millgate/Ben Cheniart)

All 16 to 207.

The state of motive and the state of the

Back row L-R: Tiffany Griffin, Maryann Savage, Marg Mibus, Bessie Holroyd, Nigel Millgate
Middle row L-R: Darlene Thomas, Taha Hunter, Robyn Pedler, Les Baird,
Sandra Hanson (Associate/work colleague of Marg)
Front row L-R: Belinda King, Ben Cheniart

I would also like to acknowledge the work and dedication that each organisation has contributed over the years to make FWB what it is today. The greatest pride in FWB, is that there are so many target audience groups that have been run across the country, and internationally that deliver proven results that FWB is catered to all walks of life.

Over the course of the Training Package, Robyn delivered to the group a fast tracked Stage 1, and partial Stage 2 Facilitator Training Package in an easy and flexible learning environment that consisted more of student based integration and yarning with minimal pen to paper interaction (my kind of learning haha).

Seeing that most of us initially had a fly in and fly out schedule, Robyn acknowledged this and allowed for us students to take the Wednesday off to explore the wonders that South Australia had to offer. I took the opportunity to drive out to Moonta Bay to meet my 70 year old Aunty that I had never met before, to which I had the opportunity to explore her part of South Australia. Nigel took the opportunity to meet up with Uncle Moogy to watch him perform a cultural dance and workshop at a local school & meet with some other prominent cultural men in South Australia. To my knowledge I understand that Robyn and one half of the group explored a little of Adelaide city and the Aboriginal Art Gallery, while the other half took the time to pamper & treat themselves to some retail therapy. Needless to say, we all took away some new experiences and some great connections from beautiful South Australia.

Looking to the future, our group of Facilitators are ready to finalise their 1st and 2nd stage training packages, and to also contribute to the upcoming FWB conference later in the year.

A little update from the FWB Central Coast group. As some of you may have already had the opportunity to watch our feature trailer for the upcoming FWB Documentary, we have just received some amazing news that the funding supplied to Films 4 Change is sufficient enough to complete the feature length post production, and the film will be due for release in the next two months. Please follow the link provided to watch the trailer: https://vimeo.com/223415259

Ben Cheniart, Family Wellbeing Project Officer, Central Coast
Primary Care NSW

7th State Gathering of Social & Emotional Wellbeing [SEWB] Workforce Conference

I was invited as the CEO of the National Centre for FWB by Sandi Taylor to attend the <u>State Gathering 2017 of the SEWB</u> workforce at the Rydges Resort on The Esplanade in Cairns.

Kel O'Neil (SEWB workforce Manager) introduced Trevor Timms AKA – the Murri from Da Curry to facilitate the event as the Master of Ceremonies.

We started with a warm welcome from Henrietta Marrie (a Gimuy Walubara Yidinji Elder and Traditional owner of Gimuy/ Cairns) explaining who she is and what she has been involved in, especially working in many place overseas.

This was followed by a didgeridoo performance by Carl Fourmile and a welcome dance performance by Minjil Yidinji Dancers. Unfortunately Neil Willmitt the CEO of Queensland Aboriginal & Islander Health Council [QAIHC] was not able to attend due to a death in the family, however the new policy manager spoke on behalf of the CEO and she also shared how SEWB has impacted her life being a descendant of the stolen generation.

David Hudson, an EDU Trainer and internationally renowned musician, composer, actor and entertainer in all areas, shared his life story—a fascinating story. Jedess Hudson is David's daughter and they both were involved with the delegates on an art activity after his talk, and displayed later.

The agenda was quite full-on with Michael White talking about trauma, grief and loss and how they worked with the community

after the tragic death of 8 children in Cairns in 2014. This was uplifting, especially as they worked with the local community and other organisations and were able to establish a Community Healing Hub controlled by the community for the community. Florence Onus shared the Healing Waters presentation of their project, which draws on western and cultural therapies, and is auspiced by Gallang Place.

The Gurriny SEWB team did an excellent job sharing their story led by Paul Neal and Mary Kyle (great presenters). Their model of care is integrating the bio-medical model with the SEWB model working together as equals. FWB was acknowledged by Kayleen as one of the core programs of Gurriny SEWB when it was set up.

Overall the forum was well organised and every presentation was encouraging to see all the work being done in the SEWB area across the state of Queensland. Gurriny Health services talked about their programs that included FWB, which is still being used through the men's health group.

I had a brief conversation with Kel O'Neil, the <u>QAIHC SEWB</u> workforce manager, about the possibility of sharing more on FWB at another QAIHC forum and possible ways forward to plan future FWB partnerships within the QAIHC's strategic SEWB plans.

Les BairdChief Executive Officer NCFWB



Central Coast Primary Care NSW FWB

Family Wellbeing Program on the Central Coast NSW has some exciting updates to share with the Family.

In March 2017, myself (Ben Cheniart) and Nigel Millgate attended the two day research meeting with the Lowitja Institute Melbourne for "Valuing the role of Aboriginal and Torres Strait Islander young men". This meeting included the attendance of strong prominent leaders both Indigenous and non-Indigenous who took part in a collaborative data collection to formulate a plan which will work towards a national proposal for Indigenous young men. At the conclusion of this meeting, Nigel and myself were nominated to sit on the "Young Men Advisory Subgroup" along with five others. This opportunity will allow us to have a strong foundation of input towards contributing to a research proposal with the basis of our discussions coming from a Family Wellbeing Program approach. This will allow us to share in our model



Pictured left to right Komla Tsey, Nigel Millgate, Megan Williams, Les Baird, Ben Cheniart, Alwin Chong at The Lowitja Institute Melbourne

approach for young Indigenous men, and the way in which we can contribute on a national level to research collaboration. As we know the Family Wellbeing Program also works to tackle the ever increasing and alarming youth suicide rate in Indigenous young men by providing a sense of belonging. We look forward to delivering the program to more youth every term.



Ben Cheniart

Family Wellbeing Project Officer Yaama Central Coast NSW Families, Schools & Community

Central Coast Primary Care NSW FWB cont'd

It's that time of year again for Term 3 Family Wellbeing High School Group 12 Males expression of interest 2017.

Do you have the following within your School or Community?

Aboriginal / Torres Strait Islander Male between the ages of 14 – 18	~
Has the qualities to become a positive Leader in their Community, School, & Home	✓
Willing and able to develop a better understanding of Social & Emotional Wellbeing	✓
Has an interest in connecting with their Culture, and having a sense of belonging	✓
Getting involved in a safe space with new people who want to share on their journey	✓
Young Men who need positive Male Role Models	✓
Need help understanding the complexities of being a Young Man in developmental stages	✓
Available every Friday in Term 3 & the beginning of Term 4 for 13 weeks between 9:30am – 2pm	✓

Please contact Nigel Millgate (0412 361 653) or Ben Cheniart (0432 353 451) at the Central Coast Primary Care NSW on 4365 2294 for any further information.



FWB session at Wontulp-Bi-Buya College in Cairns

I was invited as a guest speaker to do a teaching session on FWB with Certificate III in Addictions Management and Community

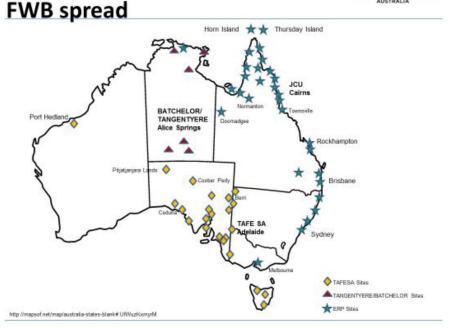
Development students of Wontulp-Bi-Buya College [WBBC]. The students found this program very interesting and asked how could they get this program into their community. In my roles at WBBC and CEO of the National Centre for Family Wellbeing I will do my best to work with the communities to spread the FWB message far and wide.

Les BairdChief Executive Officer NCFWB



The spread of FWB

JAMES CO UNIVER AUSTRALIA



FWB has spread across Australia and other countries. If you are interested in becoming involved, participating in training, delivering training or would like more information about the NCFWB. See below contact details for the National Centre for Family Wellbeing so that we are able to register your details in our data base.

Map from Janya McCalman's PHD thesis

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Publications & links

Chance leads an Indigenous woman into a health and medical research career



Photo: Yvonne Cadet-James (centre) surrounded by PCIC members (left to right) Professor Sandra Eades (chair), Ali Drummond, Professor Kelvin Kong and Dr Yvette Roe holding the Innovate RAP 2016-2018



PNG Impact Research, Innovation, Society Conference, Port Moresby, Papua New Guinea 12-13 December 2017 – call for papers extended



<u>Family Wellbeing Promotional Trailer</u> for the Program run by Primary Care Erina. Course Facilitators Nigel Milgate & Ben Cheniart



Contact Us

Give us a call to have a yarn about your FWB stories.

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