



Submissions for the Wiyi Yani U Thangani Framework for Action for First Nations Gender Justice and Equality and First Nations Gender Justice Institute: Answers to Questions

Womens Business Australia, 22 December 2023

Measuring change outcomes

- 1. What change do you want to see for First Nations women and girls, in all their diversity, with their families and communities, to live their lives in the way they want? What would you feel, see, hear, sense or collectively understand if this change was happening?***

I would like to see First Nations women and girls prioritised in Federal, State and Local Government funding initiatives. I would like to see programs, pathways, funding, grants, scholarships designed for First Nations women and girls.

If this change was happening, I would see, hear, sense and understand that First Nations women and girls Human Rights were being acknowledged, respected and prioritised.

- 2. In your experience, what practices and approaches are most effective in collecting data, measuring and evaluating change?***

The most effective approaches in collecting data and measure and evaluating change include setting targets and measuring success against those targets. For example, if we make up 2% of the Australian population, then 2% of us should be sitting on boards in Australian companies. 2% of us should be receiving funding form the Indigenous Advancement Strategy fund or the NIAA funds. 2% of us should be supported to win elections at local, state and federal governments.



3. How do you want to see local change practices and data collection inform national priorities and achieve systemic outcomes, and how could this relate to the Wiyi Yani U Thangani Framework for Action for First Nations Gender Justice and Equality?

I want to see more finance flow ethically and morally to First Nations women and girls' programs. For too long, Indigenous men and boys' programs (particularly sport) have been backed and funded by governments.

Only a small minority of First Nations women and girls choose to play sport.

First Nations women and girls' interests and activities should be funded in the same way that sports programs are funded for boys and men.

First Nations women and girls are passionate about children, families, community wellbeing, advocacy for change, yarning gatherings/events to strategies. We are solutions-oriented problem solvers, capable and captivating. Events and gathering that enable and empower us to design unique solutions that bring meaningful change to our communities should be funded.

We should be enabled and empowered to redesign the solutions for our communities and we should be funded to create those designs and execute them.

4. Do you have any additional thoughts, views or experiences about gender-specific data and outcomes that could be included in the Wiyi Yani U Thangani Framework for Action for First Nations Gender Justice and Equality and the First Nations Gender Justice Institute's work?

Yes, I believe all Federal, State and Local Government grants, contracts and tenders should identify and quantify how much positive impact has occurred for First Nations women and girls. We are the most marginalised demographic in this country and we need to measure how much impact taxpayers funding goes to improving our standards of living, our economic development and our human rights.



Ensuring a strong accountability and evaluation approach

1. Should government (and other stakeholders) be accountable to community determined outcomes? How can this be included in the Wiyi Yani U Thangani Framework for Action for First Nations Gender Justice and Equality?

Yes, all levels of government should be accountable and measuring that accountability is vital. We can't change what we don't measure and unless we measure the incremental impact on First Nations Women and Girls, we cannot understand the positive contribution that government (and other stakeholders) makes to improving the lives of First Nations Women and Girls.

2. What does the Wiyi Yani U Thangani Framework for Action for First Nations Gender Justice and Equality and First Nations Gender Justice Institute need to do to incorporate diverse lived experiences and to ensure that no one misses out on opportunities to contribute to and hear this work?

Conduct community consultations so that you can gather feedback from women on country and in communities.

3. We recognise that the process to implement change is just as important as achieving outcomes. How would you want to see implementation processes evaluated over time?

Setting targets to reducing inequality and injustice will assist us to measure positive change. Unless we articulate and qualify the extent of change we want to achieve, we won't

4. Do you have any additional thoughts, views or experiences about accountability practices that could be included in the Wiyi Yani U Thangani Framework for Action for First Nations Gender Justice and Equality and the Institute's work?

Yes, Federal, State and Local Government funding must transparently account for how much funding flows to First Nations Women and Girls.



We contribute to winning tenders, grants and contracts for many non-Indigenous organisations, only to find that we are scammed and exploited in the process. We are inevitably offered crumbs (if we're lucky) from the affluent tables of non-Indigenous organisations. Quantifying our contribution in comparison to our earnings from TAX PAYER FUNDED programs will assist us to measure the extent of First Nations Women and Girls contribution to winning funds and the breadth and depth of our inevitable exploitation.

Protecting and strengthening data sovereignty and governance

1. What are your hopes and aspirations for what the First Nations Gender Justice Institute's database on First Nations women's and girl's lived experience and voices could look like? How can we ensure safe and considered access and use of the database?

My hope is that our data is accurately measured and the gaps in our disadvantage are authentically communicated.

2. How do we ensure that this living database is used and owned by First Nations women and girls?

You need to talk to Data Sovereignty experts to answer this question.

3. How can the First Nations Gender Justice Institute support First Nations women and girls to access, contribute to and use the database? How can this help women and girls to make decisions about their own local priorities to measure what works on the ground?

Work with Assoc Dean Nareen Young at UTS Business School. She has already started to collate data on the experience of First Nations women in the workplace. Collaborate with her to expand the research on First Nations women and girls lived experience.



4. Do you have any additional thoughts, views or experiences about strengthening data sovereignty and government that could be included in the Wiyi Yani U Thangani Framework for Action for First Nations Gender Justice and Equality and First Nations Gender Justice Institute's work?

I'm not a data sovereignty expert but there are many First Nations women who are. Draw on their knowledge and advice.

Do you have any final comments or feedback?

Yes, "Advancement Goes Where Money Flows" quote by Kat Henaway!!!!!!!!!!!!

Advocate for FINANCIAL JUSTICE for First Nations Women & Girls.