

BRISBANE | 13-15 MARCH 2018

OUTCOMES REPORT

FIRST NATIONS MEDIA NATIONAL CONFERENCE

CONVERGE



The **Nunukul Yuggera Yugimbir Nugi Aboriginal Dance Troupe** welcomed everyone to Country at the Opening Night on Tuesday 13 March at **Brisbane Indigenous Media Association, 98.9FM.**

OUTCOMES REPORT

DANDIIRI BEERWAH DAHGU >> INTA NAREE YANMANA NGANI

MEETING TOGETHER >> MOVING IN ONE DIRECTION

MEANJIN-BRISBANE | 13-15 MARCH 2018

The Indigenous Remote Communications Association acknowledges the traditional ownership of the land on which CONVERGE was held and those lands from which CONVERGE delegates travelled. The Indigenous Remote Communications Association pays its respects to Yuggera and Turrbal elders past and present and to the elders past and present of the Aboriginal and Torres Strait Islander nations of those attending CONVERGE.



WELCOME TO COUNTRY

Delegates were welcomed to Meanjin with a smoking ceremony at the Brisbane Aboriginal Sovereign Embassy at Musgrave Park. Traditional owners Sam Watson, Boe Spearim and Wayne Coco Wharton welcomed delegates to country. Coco Wharton, one of the pioneers of First Nations broadcasting, gave an inspiring talk on the role of First Nations media in supporting and advancing the rights of First Nations peoples.

This was followed by a Welcome and network event at the premises of local host organisation Brisbane Indigenous Media Association (BIMA). Delegates were formally welcomed by IRCA Chairperson, Dot West and BIMA CEO, Kaava Watson. The Aboriginal dance troupe Nunukul Yuggera Yugimbir Nugi performed a powerful dance performance which was warmly received by delegates, as was the bush tucker tapas provided by Clinto's Kupmurri.

BACKGROUND TO CONVERGE

The First Nations media industry is continually evolving to effectively meet community needs. Our success in this aim is demonstrated by the results of the Social Return on Investment (SROI) study unveiled in the Department of Prime Minister & Cabinet's keynote address at the conference. However our progress has been constrained by a lack of policy development since 1993. There have been major industry developments with convergence, a changing media landscape, broadband and mobile access, increased delivery options for audiences, emerging digital technologies, social media use, targeted delivery and sponsorship revenue increasingly moving online. Despite several efforts to draw attention to much needed policy updates, the development of the First Nations media industry is still restricted by stagnated funding provision. There have been no increases to funding for broadcast activities in real terms over the past 20 years, despite increasing demand for services, increased organisations funded, rising costs associated with wages and program delivery, reduced sponsorship income and required infrastructure and technology upgrades. This has limited the industry's potential to achieve significantly greater impact in meeting community and Government priorities. Against this background, we converge.

ABOUT CONVERGE

Around one hundred (100) First Nations broadcasting and media workers from across Australia met up at **CONVERGE, the National First Nations Media Conference** in Brisbane 13-15 March 2018.

Representatives travelled from many areas of remote and regional Australia – including the Pilbara Kimberley, mid-west and Ngaanyatjarra regions of WA, the Torres Strait Islands, Alice Springs and Central Australia – as well as most urban centres. Government and industry stakeholder organisations also attended and heard first-hand the innovative and appropriate ways that First Nations media organisations are sharing their communities' views, stories and culture locally, national and internationally.

The theme for the conference **Dandiiri Beerwah Dahgu, Inta Naree Yanmana Ngani** translates in Yuggera language as **meeting together, moving in one direction**.

CONVERGE set out to:

- Build on the outcomes of the May 2017 CONVERGE Summit
- Report on IRCA's progress as the new national peak body and current projects including indigiTUBE redevelopment and the First Nations Media Employment and Skills Development Strategy.
- Continue the work of building cohesion and developing networks between remote, regional and urban.
- Hear from Australian Government representatives on policy development and the outcomes of the 2017 Social Return on Investment in Indigenous Broadcasting Services study.
- Promote discussion on key sector issues, including employment and skills development, promoting the value and importance of the sector, growing income streams, content sharing and development and building our news capacity nationally.
- Get sector input on a set of policy positions in relation to government policy, funding, convergence and multi-platform delivery, procurement for government campaigns, facility upgrades, content development, archiving and the broader policy environment.
- Finalise a new trading name for IRCA in its national peak body role.
- Hold IRCA's first AGM in its national peak body role, including Board elections.



“We gathered together to develop a shared vision for the future direction for our industry, and worked out tangible steps to get there. We demonstrated how we can achieve unity despite our diversity. Our national body has great power to speak strongly for our needs and aspirations, and advocate on behalf of the First Nations media sector.”

DOT WEST IRCA CHAIRPERSON

OUR MEDIA MATTERS

DANDIIRI BEERWAH DAHGU >>
INTA NAREE YANMANA NGANI
MEETING TOGETHER >>
MOVING IN ONE
DIRECTION

CONVERGE >> BRISBANE >> CONVERGE >> FIRST NATIONS MEDIA NATIONAL CONFERENCE >> 13-15 MARCH 2018 >>

SPEAKERS, MCS AND DELEGATES

Thank you to Meanjin Traditional Owners, local hosts BIMA 4AAA, our MCs, keynote speaker, forum facilitators and panelists, showcase presenters, and all delegates for their valuable contribution to make CONVERGE a productive and successful event.

WELCOME TO COUNTRY

Shannon Ruska
Yuggera and Turrbul Nations

KEYNOTE SPEAKER

Ryan Bulman
Dept. of Prime Minister and Cabinet

MCs

Lola Forester Gadigal/Koori Radio
Elijah Blair Brisbane Indigenous Media Association

PROGRAM FACILITATOR

Dot West
Goolarri Media and IRCA Chairperson

DELEGATE ORGANISATIONS

4ZZZ 102.1FM
ABC Indigenous
APRA AMCOS
Australian Film, Television and Radio School
Bilbie Pty Ltd
Brisbane Indigenous Media Association
Bureau of Meterology
Central Australian Aboriginal Media Association
Christine Ross Consultancy
Community Broadcasting Association of Australia
Community Broadcasting Foundation
Community Media Training Organisation
Dept of the Prime Minister and Cabinet
Derby Media Aboriginal Corporation (6DBY)
First Australians Media Enterprise (3KND)
Gadigal Information Service Aboriginal Corporation (Koori Radio)
Gilimbaa
Goolarri Media (6GME)
Indigenous Community Television
Indigenous X
Indigistream
Inyerpocket

Jumbunna Institute for Indigenous Education and Research
Koori Mail
Mackay and District Aboriginal and Islander Media Association
McNair YellowSquares
Media Heads
Midwest Aboriginal Media Association (Radio MAMA)
National Indigenous Radio Service
National Indigenous Television
Ngaanyatjarra Media
Ngaarda Media Aboriginal Corporation
Ngakkan Nyaagu
Nunga Wangga Aboriginal Corporation
Pilbara and Kimberley Aboriginal Media (PAKAM)
Pintubi Anmatjere Warlpiri (PAW) Media
Radio Larrakia
SIBW
Spots and Space
Torres Strait Islander Media Association (TSIMA)
Wangki Yupurnanupurru Aboriginal Corporation (6FX)
Waringarri Media Aboriginal Corporation (6WR)

OUR MEDIA IS OUR IDENTITY

"I am from Darwin and I am involved in our media industry through my work at Indigenous Remote Communication Association (IRCA). Our Media is our identity; a vehicle for sharing our culture and languages with everyone. We are able to tell our stories our way and in our own communities. Aboriginal and Torres Strait Islander people have a lot to share as we have been here for 60,000 years."

Stephanie Stone, IRCA Australia



OUR MEDIA BUILDS BRIDGES WITH THE WIDER COMMUNITY

"Our Media offers Australians the opportunity to gain awareness, understanding and appreciation of its first peoples, and in doing so, has the power to change attitudes so that we not only build those bridges together, but cross them, united and strong."

I am a Noongar woman from the south west of Western Australia who has lived in the Kimberley and Pilbara region for the last 40 years, with the last 30 of those years dedicated to the development and growth of Our Media."

Dot West, IRCA Chair



OUR MEDIA CREATES, CONNECTS AND EMPOWERS

"I am a Yuwibara (Mackay Qld) Australian South Sea Islander woman. I produce and host Blackchat for Koori Radio. Our Media creates, connects and empowers First Nations people, and informs the wider community, through broadcasting. Moving forward with pride."

Lola Forester, Blackchat Koori Radio



OUR MEDIA ENTERTAINS

"I am a Kaytej man and a freelance filmmaker. Our Media promotes our own entertainment and helps educate the wider community."

Heath Baxter (Heath Baxter Productions)

View more at irca.net.au/ourmedia

“Indigenous Broadcasting Services return on average \$2.87 of social, cultural and economic value for every dollar invested”

MORE THAN RADIO A COMMUNITY ASSET: SOCIAL RETURN ON INVESTMENT ANALYSES OF INDIGENOUS BROADCASTING SERVICES, NOVEMBER 2017.

KEYNOTE

Ryan Bulman, First Assistant Secretary, Department of the Prime Minister & Cabinet (DPMC)

SOCIAL RETURN ON INVESTMENT STUDY

- DPMC engaged Social Ventures Australia to conduct an SROI study in 2017, to demonstrate the wide range of benefits provided by the sector
- Study undertaken at three case study orgs: – PAW Media (remote); Umeewarra Media (regional) – Gadigal Information Services (urban)
- The average SROI of 2.87:1 compares favourably with other funded Indigenous programmes
- DPMC provide \$21million a year funding to support 44 Indigenous broadcasting organisations and IRCA
- Findings about Indigenous Broadcasting Services (IBS):
 - IBS provide much more than radio: community assets that contribute to strengthening culture, community development and the local economy
 - Activities are varied, tailored to community needs, cross-platform
 - Contribute to more Government priorities than realised
 - If adequately resourced, can generate extra revenue
- Results demonstrate the sector’s value for money, impact and national diversity

FIRST NATIONS MEDIA AUSTRALIA

Delegates at CONVERGE Brisbane made history as they voted for the new trading name for IRCA, their national peak body. Through a process of distilling down from an initial list of 16 names, there was a clear winner for the new name: FIRST NATIONS MEDIA AUSTRALIA. The new name will begin use once the new branding is complete, prior to the next CONVERGE conference in Sydney in November 2018.

INDUSTRY FORUMS

Five Industry forums addressed key issues in the sector. Panel members addresses a range of questions posed by the Forum facilitator. The Industry Forums provided valuable information for the policy discussions of the following day.



INDUSTRY FORUM 1 PROMOTING THE VALUE AND IMPORTANCE OF OUR SECTOR

Facilitator Dot West, Goolarri Media

Panelists David Williams, Gilimbaa | Jennifer Howard, CAAMA | Matt Balogh, McNair
Yellowsquares Susan Locke, IRCA | Jaja Dare, IRCA – Our Media

SUMMARY

In this forum, panelists discussed strategies to promote our industry's value to increase funding, community support and impact. A common theme was the need to work together as a sector, to develop a new narrative to describe our sector's value, our range of work, our impact and how our activities and community engagement link to Government priorities. As the SROI study found, our organisations do much more than broadcasting - we provide social investment in our people, communities, jobs, language and culture. We need to use innovative ways and new platforms to reach our audiences and tell our stories. We also need partners and champions to amplify our voice.

» INDUSTRY FORUM 2 GROWING INCOME STREAMS

Facilitator Jodie Bell, Goolarri Media

Panelists Claire Stuchbery, CBF | Lee Hubber, Spots and Spaces | Dr Donna Odegaard, Aboriginal Broadcasting Australia | Naomi Moran, Koori Mail

SUMMARY

This forum focused on strategies to grow sponsorship and advertising income, attract philanthropic funding, and diversify business models to build income and capacity. Strategies discussed included IRCA developing a fundraising toolkit, doing more targeted promotion of our capacity as a sector, registering with Supply Nation for contracts, lobbying for relevant Indigenous Procurement Policies, and coordinating the delivery of multi-platform sponsorship campaigns. With reduced funding and sponsorship revenue, the focus for fundraising should be on our social investment - our people, jobs, communities and organisational capacity. A strong message was that Government and agencies "sponsor you because you are connected organisations with strong community engagement and trusted voices" that can help get their messages out (Lee Hubber). While radio generates more sponsorship revenue than online channels in the First Nations media industry (compared to a 3:1 ratio of online to radio in other sectors), our industry needs to be more active and collaborative in attracting sponsorship support.

» INDUSTRY FORUM 3 CREATING AND SHARING GREAT CONTENT

Facilitator Gavin Ivey, Gadigal/Koori Radio

Panelists Kelrick Martin, ABC Indigenous | Margaret Ross, ABC Indigenous | Rita Cattoni, ICTV | Anusha Duray, NITV | Jack Latimore, Indigenous X

SUMMARY

Panelists shared views on increasing content sharing within the sector and expanding the lifespan and audience reach of our media content. The balance between appealing to wider audiences and retaining local participation and relevance was discussed. Increasingly, our organisations are streaming radio and TV content and using Soundcloud, Facebook, YouTube, Twitter, Instagram and mobile apps to engage audiences, particularly young people. indigiTUBE is being re-developed as an industry showcase and sharing platform to enable content contributors to reach a bigger audience base. Some concerns were raised around protecting copyright and ICIP rights, royalties for creatives, protecting the branding and audience loyalty of stations and securing the funding needed to support the infrastructure, skills and jobs to create and deliver multi-platform content.

» INDUSTRY FORUM 4 GROWING FIRST NATIONS NEWS AND CURRENT AFFAIRS

Facilitator Dr Chelsea Bond, University of Queensland

Panelists Chris Graham, NIRS | Gilmore Johnston, CAAMA | Naomi Moran, Koori Mail | Danny Teece-Johnson, NITV News

SUMMARY

Why does First Nations news matter? This wide-ranging and passionate discussion made a strong case for increased First Nations news and current affairs capacity and sharing across the country. The backdrop of ongoing under-representation and misrepresentation in mainstream news was exemplified by the Sunrise program's dangerous portrayal of child protection issues in the week of Converge. The need for a network of First Nations journalists around the country to tell the stories that need telling, provide historical context and different views/ voices, and correct other media and educate the public was highlighted. We already have some great journalists at NITV, NIRS, IndigenousX, CAAMA, Koori Mail and online news commentators/ bloggers/ activists helping to correct the stories. However, we need more wages to support emerging reporters for jobs and training, along with a national news platform to share locally-produced stories around the country.

» INDUSTRY FORUM 5 EMPLOYMENT AND SKILLS DEVELOPMENT

Facilitator Pauline Clague, Jumbunna Institute, University of Technology Sydney

Panelists Neil Turner, PAKAM | Lisa Sweeney, AFTRS | Gerry Lyons, 3KND | Giordana Caputo, CMTO | Tanya Orman, NITV | Victor Weetra, Nunga Wangga

SUMMARY

With government policy aiming for 90% Indigenous employment targets by 2020 (our sector is already at 79%), panelists discussed strategies to increase employment and career pathways in our sector. This includes getting more young people involved, creating new jobs and skills in a convergent era such as journalism, online/multi-media production, PR, technical trades and archiving. First Nations media is a professional industry with real jobs. We are not based on volunteerism and we require award wages to attract and retain staff. Funding is needed for more training and co-worker ('shadow') opportunities to provide pathways to management and technical roles, as well as cadetships and scholarships into mainstream media roles. While more accredited training is needed in sector-identified areas, non-accredited on-the-job training using local facilities and support is the best place to start. Sustainable content production initiatives can help drive employment and skills development.

OUR MEDIA



OUR MEDIA



OUR MEDIA PROVIDES MEANINGFUL JOBS AND SKILLS

"I'm a Bundjalung Dunghutti woman, and the General Manager of the Koori Mail – Australia's only national Aboriginal and Torres Strait Islander print newspaper. The Koori Mail provides employment and training opportunities for our people."

Naomi Moran, Koori Mail



OUR MEDIA IS CULTURALLY APPROPRIATE FOR LOCAL COMMUNITIES

"I am an Arrernte woman from Ntaria with Anmatjere and Warlpiri connections. Media is a keeping place for our people's stories. We know the cultural protocols for our own local community and make productions to fit into these protocols. This makes sure they are appropriate for community people. We own what we do in the media and can keep it in community."

Elizabeth Napaljarri Katakarinja, PAW Media



OUR MEDIA IS PRESERVING OUR LANGUAGES

"I come from Milingimbi in north-east Arnhem land NT. My main role is as a Yolngu Radio producer and presenter and most of the time I present my work in Yolngu language, this way I am helping to keep language alive."

Sylvia Nulpinditj, Yolngu Radio (ARDS)



OUR MEDIA IS OUR VOICE

"I'm from Djarindjin Community on the Dampier Peninsula of Western Australia. Our Media is our voice to the future, keeping it strong."

Bernadette Angus, PAKAM

SHOWCASE PRESENTATIONS

Informative and valuable showcase presentations were provided by the following organisations. We thank them for sharing their knowledge and experience.

GOOLARRI MEDIA

JODIE BELL

- The business model and ways in which GME generates income, why this is important for long-term sustainability
- Rough comparison of other income streams of PMC funding
- How GME has responded to variations in sponsorship income in recent years
- Suggestions for how other organisations can identify new business opportunities through looking at their capacity and get started in diversifying income streams.

BRISBANE INDIGENOUS MEDIA ASSOCIATION/4AAA

KAAVA WATSON

- Outlined history of BIMA since starting as a 1 hour Murri radio show in 1984 to starting broadcasting in 1991 as 4AAA
- BIMA established a new state of the art building in late 2000s with digital radio studios, TV studio and training facilities; also provide news, online and PR services
- Established AAA Training as a RTO in the late 1990s for First Nations media training
- "We educate our young people in their own community and culture... succession is of utmost importance" – training leads to job opportunities at BIMA.

MIDWEST ABORIGINAL MEDIA ASSOCIATION/RADIO MAMA

BARRY ANDERSON

- Radio MAMA runs a regional radio network for 6 towns in Mid-west WA, with plans to expand in future
- Strong community partnerships are key- local organisations, schools, sporting groups and local government
- Support community events and music projects with regular OBs and live shows
- Do in-house training, employment, media services, TV productions, music recording
- Promote local language, culture, music and arts eg Yamaji Yarning - storytelling, music
- Current challenges: funding levels, reduced sponsorship, Indigenous succession.

TORRES STRAIT ISLANDERS MEDIA ASSOCIATION/4MW

DIAT ALFERINK AND SYLVIA TABUA

- TSIMA started in 1985, after starting as a show on ABC
- Covers inner islands by AM radio, outer islands via satellite retransmission
- TSIMA has 100% Indigenous employment - 9 Torres Strait Islander staff
- Focus is local news, stories, OBs, music, health and education - "We fill the gap in informing the community on what is happening"
- Doing 3 radio doco series on climate change, arts & culture, leadership
- Also doing music recording, language and culture content, archiving
- Challenged by limited funding; costs of rent, travel to islands and communications.

ABC INDIGENOUS EMPLOYMENT AND DIVERSITY

PHILIPPA MCDERMOTT

- ABC Employment Strategy- over 50 Indigenous content makers at ABC
- ABC wants to build its partnerships with First Nations media sector - procurement, training, exchange programs, job swaps, stringers for news
- ABC is willing to support training and development of the First Nations media sector.

“We tread a fine line between community and government, urban and remote, and it’s important all those voices are heard, Social and financial capital are very important for us to have agency to be heard on a large scale. It’s our responsibility to make sure there is an industry here in respect of those who have been and those who are coming up.”

DOT WEST IRCA CHAIRPERSON

POLICY OUTPUTS

Robust breakout group discussions were led by sector representatives and facilitated by Dot West to identify key industry policy needs under four key value statements:

- **Our Media is an Essential Service**
- **Our Media is Professional**
- **Our Media is Local and Connected**
- **Our Media is Culturally Appropriate**

A key outcome of sector policy discussions was a call for renewed government policy for the First Nations broadcasting and media industry and funding for an Industry Development Package.

CONVERGE delegates called on the Australian Government to collaborate with the industry to formulate and implement a First Nations broadcasting and media policy that:

- Acknowledges the right of First Nations peoples to their own media services;
- Recognises First Nations media as providing an essential service;
- Recognises the multi-media and multi-platform nature of the modern industry, covering radio, TV/ video, online, print, music and interactive media;
- Identifies the important role of First Nations media in supporting Closing the Gap initiatives, especially in relation to employment, education, health, justice and digital literacy.

OUR CALLS FOR ACTION

Delegates identified nine immediate actions to address gaps that are currently constraining the First Nations broadcasting and media industry from fully achieving its potential. We call on the Australian Government for:

- 1. Broadcasting Act Reform:** Recognise First Nations broadcasting as a separate licence category under the Broadcasting Services Act 1992 to increase professionalism and income generation potential;
- 2. Operational & Employment Funding:** Provide adequate operational and employment funding of First Nations broadcasting and media services to build capacity and sustain employment;
- 3. Live & Local Radio Expansion Program:** Create an innovative program (Live and Local) to enable unserved areas with significant numbers of First Nations people to be reached;
- 4. Strengthen News Services:** Increase the news and current affairs capacity of First Nations broadcasters across the country and build new job opportunities;
- 5. Expand Training & Career Pathways Programs:** Expand skills development and career pathways programs for the First Nations broadcasting and media sector to build professionalism and career pathways;
- 6. Upgrade Infrastructure:** Upgrade broadcasting infrastructure to meet current industry standards and workplace health and safety requirements;
- 7. Primary Channel for Government Messaging to First Nations:** Recognise the First Nations broadcasting and media sector as the preferred channel for government First Nations targeted information campaigns;
- 8. Preserve Archives:** Preserve First Nations media archives to sustain culture and language, and create meaningful employment;
- 9. Content Production Fund:** Fund an annual and competitive content development fund for First Nations broadcasters and media producers to support cultural maintenance and meaningful jobs.

OUR MEDIA EDUCATES

"I am the Program Manager for Koori Radio (Gadigal Information Services) in Sydney. Our Media educates through the sharing of stories, conversation, information and keeping our communities connected."

Gavin Ivey, Koori Radio



OUR MEDIA CONNECTS OUR COMMUNITIES

"I am the Senior Broadcaster with Radio 4MW and present the Breakfast Show at Torres Strait Islanders Media Association (TSIMA) on Thursday Island. Our Media Connects Our Communities, it is a very important way to inform, educate and entertain our listeners. It covers positive stories of what's happening in our region and gives a voice to our people, while also educating the wider Australian community about Indigenous affairs and issues."

Sylvia Tabua, TSIMA

#OURMEDIAMATTERS

OUR MEDIA KEEPS OUR CULTURE STRONG THROUGH THE GENERATIONS

"I am a Butchella/Jagera woman living on Yawuru Country. Our Media Keeps Our Culture Strong Through the Generations as our old people are telling our stories, speaking our languages and showing our dances, ceremony and cultural practices to our young people."

Jodie Bell, Goolarri Media



OUR MEDIA IS ARCHIVING OUR HISTORY

"I am a Warlpiri woman from Yuendumu in the Central Desert, and Our Media is archiving our history."

Valerie Martin, PAW

View more at irca.net.au/ourmedia

NEXT STEPS FOR IRCA

- Development of a First Nations Media Industry Development Strategy
- Development of key sector policies to present to the Australian Government
- Brand development for the new trading name – First Nations Media Australia
- Expansion of IRCA member services
- Establishment of national awards to celebrate achievement across the whole industry (to begin in November 2018 at CONVERGE Sydney)
- Development of the indigiTUBE platform for industry showcase and content sharing
- Promotion of the Our Media campaign to increase awareness and support for the sector
- Completion of the Skills Development and Employment Strategy and actions plans to achieve jobs and skills growth across the sector
- Continuation of Webinar series for knowledge sharing and industry development

- Undertake research and data collection to identify needs and inform policy development
- Continue and expand Industry working groups in target areas- employment/skills, content development and sharing, news, technical, policy.

We will be working to identify the best way forward that ensures the First Nations broadcasting and media sector continues to meet the needs of its many audiences, at the same time as meeting the challenges of technology changes and convergence.

We will be developing a forward thinking policy that takes into account the changes in technologies, platforms and community needs that have taken place over the last two decades, and that takes us into a sustainable, innovative and effective future for our media.
#ourmediamatters

IRCA ANNUAL GENERAL MEETING AND ELECTION OF BOARD OF DIRECTORS

IRCA's first AGM as a national peak body was held on Thursday 15 March 2018. The meeting was well attended by IRCA members and observer non-members. Voting was conducted under the arrangements in IRCA's national constitution, with formal Representatives from IRCA's Ordinary Membership group being the voting members.

Outcomes of the meeting included:

1. Acceptance of a range of changes to IRCA's Constitution as distributed to Ordinary and Associate members prior to the AGM.
2. Election of new Board of Director members with the 2018 Board now comprising:
 - Dot West (Goolarri Media)
 - Sylvia Tabua (TSIMA)
 - Daisy O'Byrne (Ng Media)
 - Elizabeth Katakarinja (PAW Media)
 - Victor Weetra (Nunga Wangga)
 - Nelson Conboy (ICTV)
 - Tanya Orman (NITV) – co-opted by the Board for specialist skills

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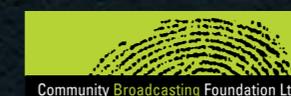
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IN-KIND SUPPORT



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