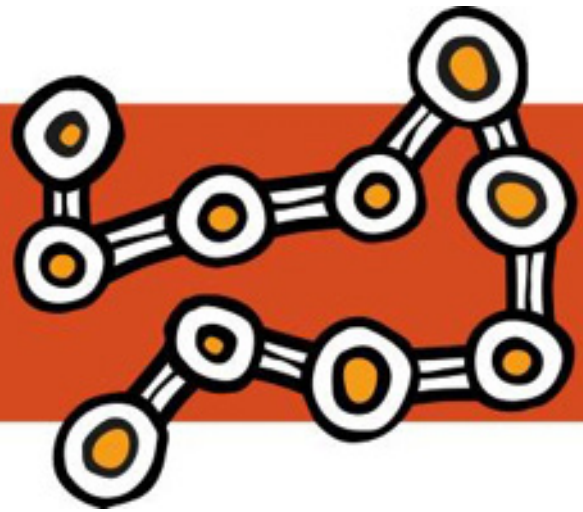


APY STRATEGIC PLAN

2021-2025



APY VISION

A Visionary Organisation Facilitating Anangu Leadership to Build Economic Prosperity Through Culture and Community Engagement

OUR PURPOSE

To provide a service of excellence in all aspects of management, self-determination and self-reliance as determined by all Anangu, speaking through one voice together.



To provide a service of excellence in all aspects of management, self-determination and self-reliance as determined by all Anangu, speaking through one voice together.



To implement the provisions of the APY Lands Rights Act 1981 to achieve the full intent.



Facilitating and assisting the cultural, economic development, social and environmental aspirations of Anangu.



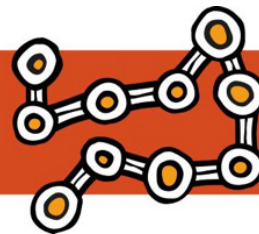
Supporting the advancement of Anangu in employment, education and business opportunities.



Working with our Stakeholders to increase Anangu economic opportunities to build their employability and leadership capacity.



Building a framework between APY and community councils to strengthen community leadership and community council sustainability through the APY Land Rights Act.



OUR KEY PERFORMANCE INDICATORS (KPI)

APY's success will be measured by:

- Create economic opportunities for Anangu.
- Jobs created for Anangu.
- One Voice Together.
- Working with Stakeholders.
- Culture and Heritage.



KPI (1)

CREATE ECONOMIC OPPORTUNITIES FOR ANANGU

- Strong Anangu leadership through excellent governance and administration.
- Identify current APY natural resources that will help generate and create sustainable financial returns for Anangu.
- The Executive will commission an economic development plan for the APY Lands.
- Work with Anangu leadership to ensure Anangu Law and Culture informs the implementation of the economic development plan.
- Deliver and invest in growing the APY economy and enhancing the prosperity and quality of life for all Anangu.



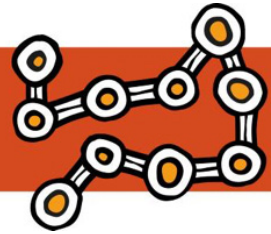
KPI (2)

JOBS CREATED FOR ANANGU

- APY will work towards increasing employment opportunities for Anangu to build capacity through training and skills development:
- APY commits to a minimum recruitment rate of 40% Anangu workforce;
- Implement training programs that promote work readiness and builds Anangu capacity to engage in meaningful work;
- Create opportunities for skills development that lead to Anangu employment pathways, the creation of Anangu employment and Anangu business opportunities; and
- Creation of APY internal policies and procedures that informs Executive decision making and sets employment outcomes with external contractors.

Mentor and Leadership:

- APY will support shared leadership experiences with stakeholder organisations with a focus on emerging and young leaders
- Engaging stakeholders to create opportunities for Anangu to work in leadership positions within their agencies.



KPI (3)

ONE VOICE TOGETHER

- APY Executive will work with communities with One Voice to manage the access, use and control of the APY Lands
- APY Administration will implement the resolutions of the Executive Board through APY administration leadership and through program delivery at all levels of the organisation
- APY Executive will create opportunities to build a framework that empowers and strengthens community leadership.



KPI (4)

WORKING WITH STAKEHOLDERS

- Encourage stakeholders to become part of the solution
- Engagement of stakeholders to increase Anangu employment across the APY Lands;
- Negotiate with major contractors to secure a minimum 30 per cent Anangu employment rate
- Support stakeholders to create dedicated employment positions for Anangu within their organisations
- APY to lead an annual stakeholder conference that shares, reviews and plans how we have and will work together to improve Anangu lives
- Employment, health, housing, policing, land law and culture, funding, education, training, economic opportunities, cultural competence and communication.

KPI (5)

CULTURE AND HERITAGE

- APY is committed to ensuring that all APY programs are delivered within a Western Desert Anangu cultural context and are implemented in a culturally competent manner
- APY will create culturally competent programs through Anangu engagement in service development and implementation
- APY will build cultural awareness and culturally competent programs that ensures staff, visitors and stakeholders are appropriately informed while engaging and working with Anangu on the APY Lands.

OUR APY VALUES

- APY is committed to best practice that takes into account Cultural Authority and Anangu leadership decision making to manage the organisation through the Executive Board
- APY is dedicated to equity and social justice through respect, honesty, patience and empathy
- Community driven to deliver law and culture that empower the Anangu and APY communities.