



## APY VISION

2021 - 2025

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.*

Our purpose is:

- 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; and
- 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; and
- 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% 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.