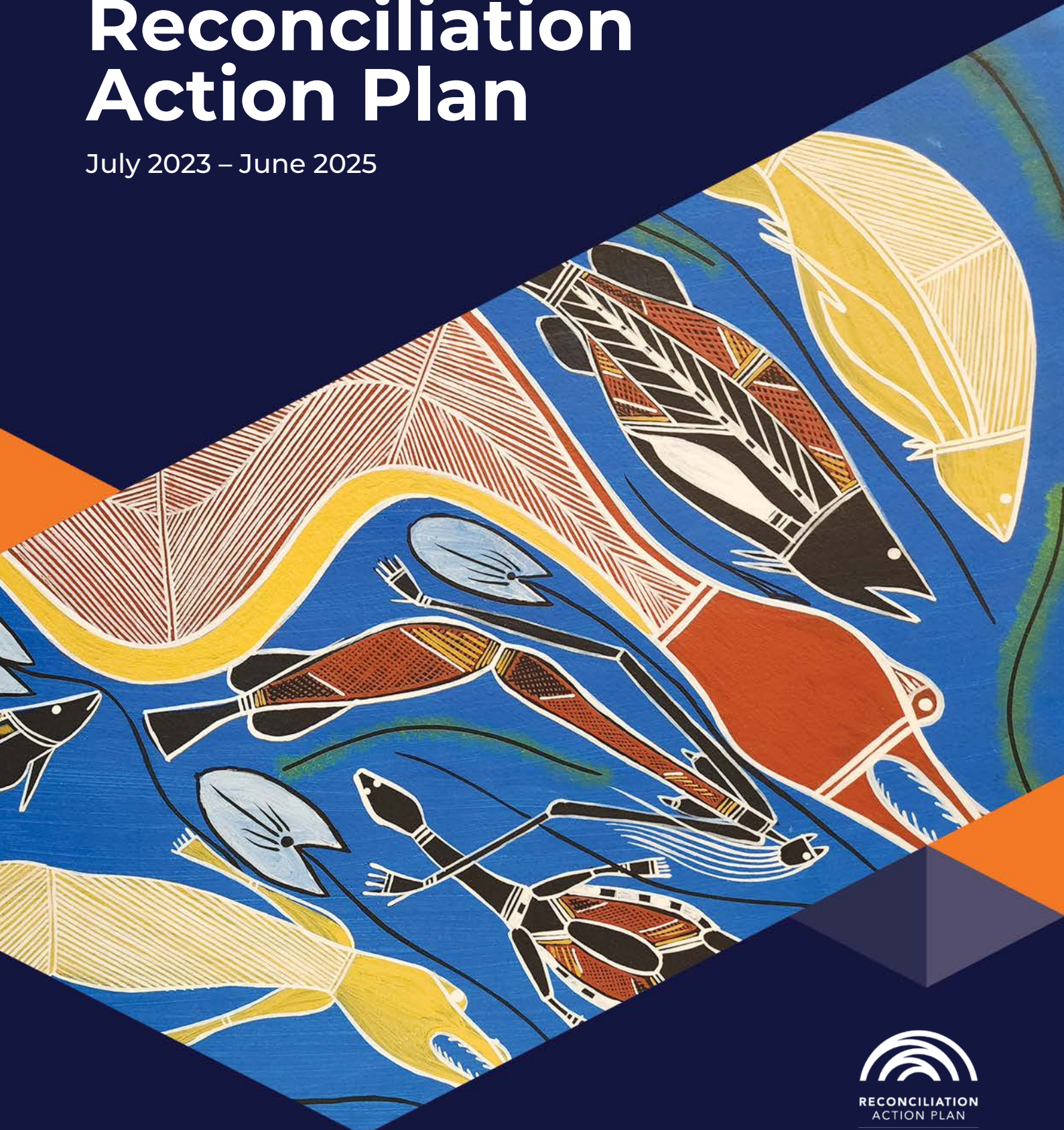


# Innovate Reconciliation Action Plan

July 2023 – June 2025



RECONCILIATION  
ACTION PLAN

INNOVATE



@powerwatercorp

# Acknowledgment of Country

Power and Water Corporation acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of these lands and is committed to reconciliation among all Australians.

We pay our respect to their Elders past, present and future, and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Readers should be aware that this report may contain images of Aboriginal and/or Torres Strait Islander people who may be deceased or culturally sensitive areas of significance. Seeing images of deceased persons in photographs, film and books may cause sadness or distress and in some cases, offend against strongly held cultural prohibitions.

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# A message from the Chair

**On behalf of my fellow Directors and the Power and Water management team, I am pleased to present Power and Water's second Innovate Reconciliation Action Plan (RAP).**

I am proud to be the Chair of a Board and an organisation that is a part of every Territorian's life, every day.

At its core, reconciliation is built on mutual respect and mutually beneficial relationships. It is about embracing and celebrating the value of diversity in our workplace and our community.

I am encouraged by the commitment of Power and Water's people across the business and across the Northern Territory to continue to grow on our reconciliation journey through meaningful partnerships with Aboriginal and Torres Strait Islander peoples.

Power and Water's 2017 – 2019 RAP built on the foundations of Power and Water's commitment to reconciliation with a focus on Aboriginal and Torres Strait Islander job and supplier diversity and cultural learning.

In 2022, the Power and Water Board established its People, Safety, Sustainability and Reconciliation Committee. The Committee's role is to guide the Corporation's development and implementation of policies and procedures to support reconciliation outcomes and a culturally aware workplace to enable employees to thrive.

It is an ambition reflected in the initiatives of the 2023 – 2025 Innovate RAP that will support everyone at Power and Water to continue to build on what we have achieved so far for a stronger, culturally inclusive organisation that works in partnership with Aboriginal and Torres Strait Islander peoples.

Power and Water is a changing and growing organisation and I believe there is great opportunity to be a leading voice in reconciliation.

**Peter Wilson AM**  
**Chair, Power and Water Corporation**

*At its core, reconciliation is built on mutual respect and mutually beneficial relationships. It is about embracing and celebrating the value of diversity in our workplace and our community.*





# A message from the CEO

## **Power and Water's commitment to reconciliation is embedded in our purpose of making a difference to the lives of Territorians.**

As a multi-utility delivering safe and reliable power, water, waste water and gas services we understand that our work impacts every single Territorian – and we take that responsibility seriously.

It's a responsibility that provides a unique platform for our passionate and experienced people to continue our reconciliation journey in the Territory's urban centres and in some of the most remote parts of Australia.

We operate across the whole of the Northern Territory and recognise the importance of meaningful and beneficial relationships with Traditional Custodians of Country, Elders and community.

Our first RAP – a two-year, Innovate RAP released in 2017 – formalised our commitment to reconciliation with actions focused on cultural learning and inclusion, employment and training opportunities and economic and social participation.

I am proud of what we achieved through our first RAP and the growing commitment and awareness of the importance of reconciliation through true partnerships with and learning from Aboriginal and Torres Strait Islander peoples.

Our second Innovate RAP builds on that work with tangible commitments to realise our vision of becoming a culturally diverse and modern business where Aboriginal and Torres Strait Islander peoples feel respected, safe and recognised as trusted partners.

I have a strong personal commitment to my part in reconciliation and look forward to continuing to work with our people to incorporate our RAP's values and actions into our everyday activities.

**Djuna Pollard**  
**Chief Executive Officer**

***I have a strong personal commitment to my part in reconciliation and look forward to continuing to work with our people to incorporate our RAP's values and actions into our everyday activities.***





# Message from Reconciliation Australia

## **Reconciliation Australia commends Power Water Corporation on the formal endorsement of second Innovate Reconciliation Action Plan (RAP).**

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Power Water Corporation continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Power Water Corporation will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Power Water Corporation using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on *relationships*, *respect*, and *opportunities* gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Power Water Corporation to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Power Water Corporation will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Power Water Corporation's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Power Water Corporation on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
**Chief Executive Officer**  
**Reconciliation Australia**

***Congratulations Power Water Corporation on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.***



# Our vision for reconciliation

As an organisation that operates in communities across the breadth and width of the Territory, we are acutely aware of the critical role we play in the everyday life of Territorians. We understand it is a role that presents us with a significant opportunity to learn, to educate and to lead.

Power and Water's vision is to be a culturally diverse, modern multi-utility where Aboriginal and Torres Strait Islander peoples feel respected, safe and recognised as trusted partners now and into the future.

**Our vision for reconciliation sees us looking and working towards a stronger, culturally inclusive organisation while at the same time using our platform to nurture respect and understanding amongst all Territorians.**

We are committed to reconciliation and we will continue to act on this commitment – not only through ongoing growth on our own reconciliation journey, but also by celebrating our First Nations peoples, communities and cultures.







Welcome to Country by Nicole Brown and Didgeridoo performance by William Hewitt



# Our values in action

Our values are our guiding principles and behaviours and are what make us an effective team.

Having a clear set of values can help all of us with our decision-making. We are committed to ethical behaviour from each and every employee and as an organisation. Sometimes it can be difficult to make decisions – there can be grey areas where the right course is not clear. This is where our values can provide some clarity.

Our Code of Conduct applies to employees at all levels, as well as our consultants and labour hire workers. The 'Code' contains more information about ethical behaviour expected at Power and Water and should also be used to guide decision-making.

Our Values in Action booklet sets out the guidelines for ethical decision-making, as well as our individual and organisational responsibilities.

These not only relate to how we do our jobs but also how we conduct ourselves.

We know that we have great people who work here and we want to make Power and Water a great place to work too. It is up to all of us to bring our values and signature behaviours to life – so that we can all enjoy a positive and engaging work environment and meet our responsibilities as an essential part of Northern Territory life.

## Our values



We work better by working

# TOGETHER



We have pride in ourselves and

# OUR WORK



We value our customers and give them

# OUR BEST



We put

# PEOPLE FIRST

# Our business

Power and Water transmits and distributes electricity, provides essential water and sewerage services, and supplies gas across the Northern Territory. We are focused on making a difference to the lives of Territorians and operate across 1.3 million square kilometres in diverse environmental conditions. We are an NT Government-owned corporation and meet the needs of our customers while acknowledging the expectations of our shareholder, the Treasurer of the Northern Territory Government.

Through our not-for-profit subsidiary, Indigenous Essential Services, we deliver services to Territorians in 72 remote communities and 72 outstations using the services of our Essential Service Operators.

Our operating environment encompasses the Northern Territory's landscape and stretches across Country of sea, river, stone and desert. Each region is unique with a number of climate challenges to navigate. The north experiences a monsoonal climate with torrential seasonal rains, floods and cyclones. This can be challenging for our employees and can have a significant impact on our infrastructure. In Central Australia, the scorching desert summers and freezing winter temperatures create a demanding work environment. Our people are the backbone of our operations and rise to the challenge day after day to keep the lights on and the water flowing for Territorians.

## **Power networks and distribution**

We own and operate the regulated electricity network and parts of the unregulated network in licenced areas, distributing electricity through three power networks, from the wires to the meters. We also own and operate generation plants in five minor centres in addition to plants in remote communities.

We are the System Controller of the Territory's power systems and ensure they are balanced, stable, safe, secure and reliable. We are also the Market Operator and operate the interim wholesale electricity market.

## **Water and wastewater**

We own and operate the large dams and groundwater infrastructure which deliver water to households and industry. We remove and treat wastewater before disposing of it in an environmentally responsible manner. We are licensed to provide water and sewerage services to five major urban centres and five minor urban centres and provide water services only to the other eight minor centres.

## **Serving remote customers**

We deliver electricity, water and sewerage services to remote communities and outstations on behalf of the Department of Territory Families, Housing and Communities (DTFHC), through our not-for-profit subsidiary Indigenous Essential Services.

## **Gas purchase and distribution**

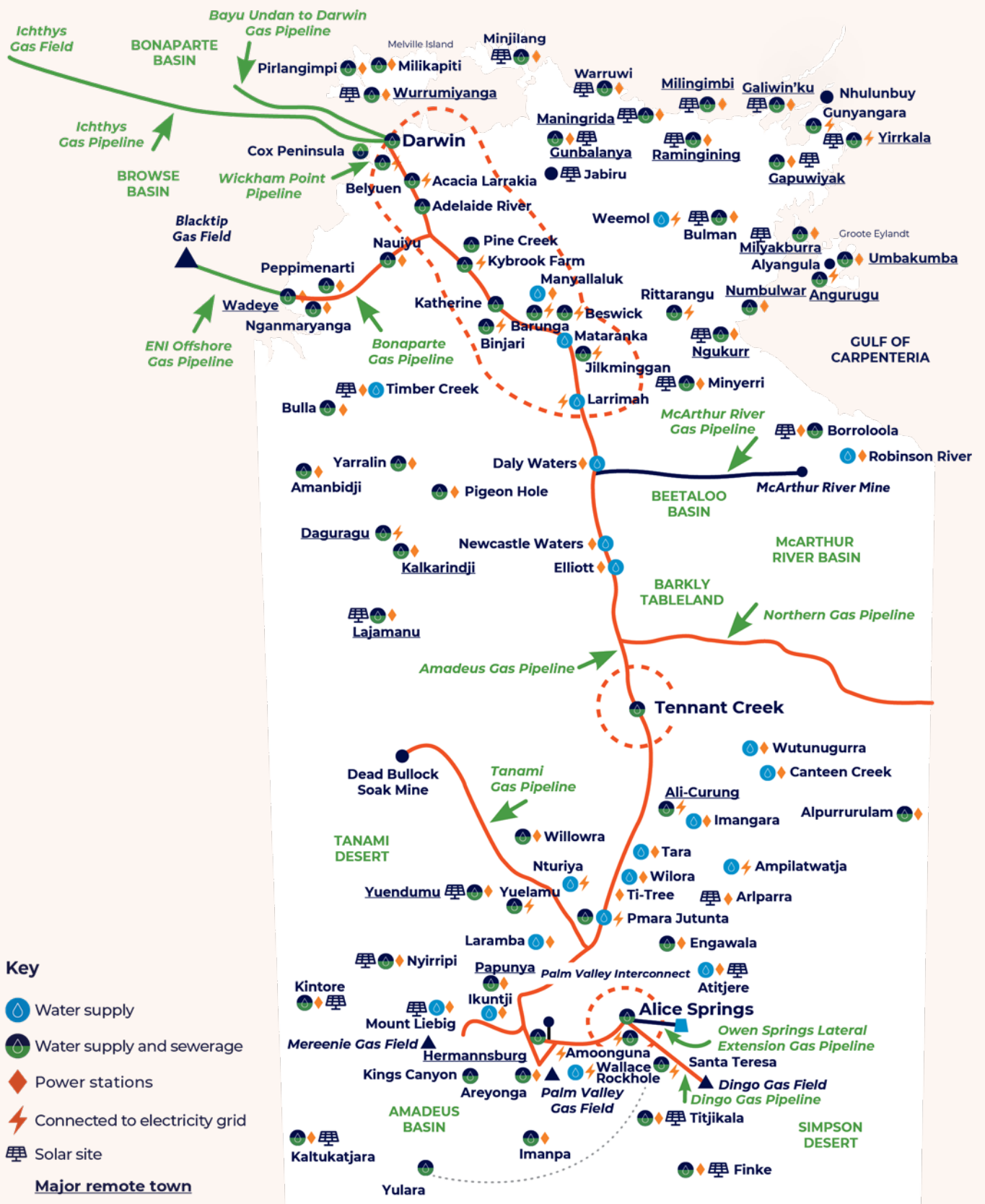
We own and maintain numerous gas pipelines and manage the largest gas wholesale supply and transportation portfolio within the NT. This includes sales to generators and large businesses across the NT, and into the interstate markets.

## **Supporting the NT economy and community**

We are one of the largest employers in the Territory and our essential services of gas, water and sewerage makes us a key enabler in reaching the NT Government's target of a \$40 billion economy by 2050.

We are a key responder after a natural disaster, helping to restore essential services to the community safely. Our customers and stakeholders are at the centre of what we do.

## Remote communities served by Power and Water





### Corporate Services

Power and Water is made up of many employees who support the delivery of our essential services, including functions such as:

- Finance and Business Services
- Customer, Strategy and Regulation
- Safety, People and Governance
- Core Operations

Power and Water supports economic growth through the provision of safe and reliable essential services. As one of the largest employers in the Northern Territory, Power and Water has more than 848 employees living and working in the Territory including more than 170 relief and full time contracted Essential Services Operators living in remote Aboriginal communities.

The organisation currently has 61 Aboriginal and Torres Strait Islander employees and five Aboriginal and Torres Strait Islander apprentices.

*Power and Water supports economic growth through the provision of safe and reliable essential services.*











# RAP Working Group

In 2019 we re-established our RAP Working Group (RWG). The RWG is the governing body of Power and Water's Innovate plan. The working group oversee the development, implementation and manage the reporting of the RAP throughout the cycle of its duration. The RWG is Chaired by an elected member and co-chaired by the Principal, Reconciliation, Diversity and Inclusion. The working group has an Executive Leadership Team (ELT) champion which is the General Manager, People Culture and Safety.

The working group has an operational role and provides recommendations up to the ELT (Strategic) for approval. The RWG consists of 13 members, including seven First Nations members, who come from different functions of the business. An established Terms of Reference with regular scheduled meetings to oversee the development and delivery of our RAP is in place to govern the RWG.

## RAP Steering Committee

The overarching support and endorsement for the RAP is provided by the RAP Steering Committee which is made up of the Executive Leadership Team including the Chief Executive Officer. The RAP Steering Committee will review actions and decisions made by the RWG and at times provide endorsement and advice back to the working group on specified outcomes. The RWG will at times request advice and approvals from the RAP Steering Committee regarding large deliverables with high financial impact. Progress on the RAP will be presented by the RWG Chair to the RAP Steering Committee through a status update quarterly.



### 1. Cail Rayment, Member, Water Demand Coordinator – Remote

“Reconciliation is important to me because I think we’re living in a fractured society and repairing these fractures will help us work better by all working together.”

### 2. Carmen Mitchell, Member, Senior Manager, Reconciliation, Diversity and Inclusion

“I want to feel the change in the tone around the Indigenous topic to one where all Australians proudly and actively celebrate the culture, history and future of Aboriginal and Torres Strait Islanders.”

### 3. Cedric Suradi, Member, High Proximity Projects

“To be able to better the relationships between non-Indigenous people and First Nations people of our struggles to be accepted in society.”

### 4. Chantal Bramley, Member, Stakeholder Engagement Project Management

“I feel strongly that in order to reach a reconciled future, we need to share stories, listen openly to each other and be brave enough to take real actions. For me, it’s about the power of cooperation because we all gain when no one is left behind.”

### 5. Cianne McConville, Member, Specialist Engagement and Community

“I am a proud Kaytej woman and reconciliation for me means a safe, diverse workplace that values and celebrates everyone by building capability through genuine relationships, respectful actions and authentic opportunities.”

### 6. Gregory Wright, Member, Manager Works Practice

“Reconciliation is the relationship between both Indigenous and non-Indigenous Australians, acknowledging the truth of our history, developing strong understanding of the traumas for us all to heal together to create a better future.”

### 7. Hmalan Hunter-Xénié, Chair, System and Operational Support Officer

“I believe it’s about setting stronger foundations for Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples to work better together in all areas of society.”

### 8. John Anstess, Member, Electrical Fitter Mechanic

“Reconciliation is important to me because, through education everyone will be on the same page. Reconciliation is the uniting and recognition of equality between all cultures, accepting and forgiving what has been done in the past.”

### 9. Jo Iverson, Co Chair, Principal Reconciliation, Diversity and Inclusion

“I passionately believe that everyone has the right to feel safe and accepted, and has the right to opportunities without prejudice or bias. Part of Reconciliation is about closing the gaps where this does not occur.”

### 10. Karl Smith, Member, Services Development Officer

“Reconciliation to me means actively communicating to heal the trauma of the past, learning from our mistakes and creating a better future together.”

### 11. Kylie Climie, Member, Senior Manager Demand and Development Services

“I wanted to be part of turning our organisation’s collective good intentions into real actions and outcomes. I believe it is fundamentally important that we build a common understanding of our nation’s history and forge our future on a foundation of trust and respect.”

### 12. Shanta Vadeveer, Member, Business Analyst

“For me, reconciliation is about creating respect, awareness, acceptance, and inclusivity while accommodating our diversity. It creates a forum to share and learn about our histories and culture. It reinforces that it is “OK” to be different and caring because when it counts we are the same.”

### 13. Rosemarie Dentesano, Member, Senior Manager, Strategy and Talent Management

“To me reconciliation is about bringing together all Australian people to understand the rich history of our land and to celebrate Aboriginal and Torres Strait Islander peoples today and every day, as the first peoples of Australia.”

# Our RAP journey

Power and Water is committed to reconciliation. In 2017 we developed our first Innovate RAP, the focus of which was to begin the conversation with our employees and look outwards to the community in which we serve to create opportunities, encapsulate two-way learnings and recognise the significance of the lands on which we serve.

At the time, we were the first Northern Territory government-owned corporation to create a RAP. We completed our first Innovate RAP in June 2019 and subsequently began engaging with key external and internal stakeholders on the development of our second Innovate RAP.

We have had some important learnings along the way in our RAP journey to date, while also continuing to implement a number of important initiatives to help us achieve outcomes. These are summarised below.

## Key learnings

Our first Innovate RAP taught us that change takes time. We need to be consistent and patient with our people if they do not understand the importance of change and that means we need to bring them along on the journey. We have found that change is easier when we celebrate First Nations cultures as one Power and Water, while providing a safe and secure environment for real storytelling of the challenges faced by our First Nations peoples to be shared.

With these learnings in mind, it was important for us to adapt our approach. We did this in several ways, including the following:

- Our employees are encouraged to open meetings they attend with an Acknowledgement of Country, making this a familiar introduction throughout our organisation and providing a regular reminder for our people to think about the land on which they work and live while also showing respect.
- Power and Water has made the celebration of key cultural events a focus for all employees. Activities are now scheduled on every day of both National Reconciliation Week and National NAIDOC Week, with opportunities to learn more about the histories, cultures and achievements of Aboriginal

and Torres Strait Islander peoples. These activities also provide opportunities for our employees to hear from Custodians of the lands on which we work. The feedback from our people in response to this has been very positive with many appreciating the opportunities for learning about and celebrating the histories and achievements of First Nations peoples.

- We have also commenced work on the decoration of key Power and Water Assets and Infrastructure with the support of local Aboriginal and Torres Strait Islander artists – providing a very visual showcase of their cultural heritages and therefore creating opportunities for conversations at many levels amongst both our people, customers and stakeholders.

These learnings are being applied as we undertake our second Innovate RAP. It has been developed to focus on a shared journey of understanding and empathy for all, using storytelling that highlights the connection all Territorians have to this ancient Country and First Nations peoples. It is also about highlighting how a deepening of our collective understanding and connection is important for all our employees and indeed all Australians.

## Key activities and highlights

### NT Aboriginal and Torres Strait Islander Content Locator

During 2019-20, we achieved a number of important outcomes. One of those was to work together with the Northern Territory arm of the Industry Capability Network (ICN) to develop a new online resource which enables people to easily find Northern Territory businesses which are Aboriginal owned or have high First Nations employee numbers.

The NT Aboriginal and Torres Strait Islander Content Locator was launched in July 2019 and

is an interactive map drawing on ICN's Northern Territory database. This outcome is in line with our second Innovate RAP, which pledges to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.

### Cultural Learning Framework and Engagement Strategy

Power and Water developed the Aboriginal and Torres Strait Islander Cultural Learning Framework and Aboriginal and Torres Strait Islander Engagement Strategy to guide our organisation through its cultural learning journey and provide a best practice guide for engagement with our First Nations employees, customers, stakeholders and communities. Supporting our employees with their learning on First Nations histories, we have continued to recognise and celebrate significant events such as National Reconciliation Week and NAIDOC Week annually. This provides an opportunity to acknowledge the rich cultures and heritage across the regions where we operate, sharing stories with Traditional Owners and employees and allowing a space for two-way learning and truth telling on Australia's history.

### Targeted recruitment strategy

We understand reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians. As part of our commitment to reconciliation we have continued to implement a targeted recruitment strategy to increase Aboriginal and Torres Strait Islander employment across our organisation.

All vacancies are advertised through the Special Measures Plan under the Public Sector Employment and Management Act, Section 38B(1) giving priority consideration to Aboriginal and Torres Strait Islander applicants who meet the essential criteria under the guidelines. These measures will be an important tool to support our Aboriginal and Torres Strait Islander Employment and Career Development Strategy, allowing us to recruit and increase Aboriginal and Torres Strait Islander employees

### Aboriginal Employment Program

Power and Water continues to host participants on the Aboriginal Employment Program, where participants commence their pre-employment program across the business. The program enables Aboriginal and Torres Strait Islander job seekers to take part in a 20-week pre-employment program which includes workplace experience and study to complete a relevant certificate II.



### Hmalan Hunter-Xénié System and Operational Support Officer

Awana, ngiya yintanga Hmalan Hunter-Xénié.

My little introduction is in Tiwi as my mum's dad grew up there. He was a Tiwi/Iwaidja man. My mum's mum is Kaytej and Warlpiri. My father is a First Nations person too but from overseas. He is Drehu, from the island of Lifou in New Caledonia.

I was a Power and Water Environmental Graduate. In 2020 I received a Bachelor of Science with First Class Honours from ANU. In 2023, after completing the two-year Northern Territory Graduate Program, I was offered a permanent position in Water Services.

I grew up in remote areas surrounded by nature, in Kanak villages in New Caledonia and then near my grandfather's Country in West Arnhem Land.

It's important that the activities of Power and Water don't negatively impact land and waterways. I have worked in urban and remote areas on tasks involving electricity, gas, sewerage, solar and water.

Power and Water is a unique utility company in Australia because it includes everything! I enjoy working with other scientists and engineers to ensure we protect the natural resources across the whole of the Northern Territory. I hope more Indigenous women look at formal roles caring after our land and resources.

My parents are both First Nations people and taught me that if you look after the environment, it will look after you. This message has always stuck with me and from a young age I knew I was going to do something to help protect our precious land and water resources. I was born in Darwin and it's great to be working in a job that's looking after the unique places we locals, both Indigenous and non-Indigenous peoples, call home.

As part of this program, Power and Water has proudly hosted a tailored and dedicated technical intake since 2016, which provides participants with on-the-job experience in the technical areas of our business. From these programs, 15 trainees have successfully moved into traineeships and apprenticeships.

Alongside the technical intake, Power and Water hosts an administrative intake of the program where participants are rotated or situated in the administrative functions across the business.

The COVID pandemic has impacted recruitment and employee numbers across the board. We currently have 61 Aboriginal and Torres Strait Islander employees. By implementing outcome-focused initiatives, we continue to work to improve our recruitment.

#### **A commitment to remote communities**

Power and Water's commitment to remote communities is evident in several areas of activity, from provision of services through to creating employment opportunities and delivering important educational programs.

#### **• Services**

Power and Water's not-for-profit subsidiary, Indigenous Essential Services (IES), supports 72 remote communities across the Territory, from the deserts of Central Australia to islands off our tropical north coast. With multiple sources of power and water across vast distances, we work proactively to maintain and improve essential services in remote regions. We invest significantly in remote projects and programs to ensure electricity, water and sewerage services continue to meet growing demand.

#### **• Employment**

Power and Water is in a unique position to provide opportunities for local employment in remote communities and has sought to build employment initiatives to leverage this opportunity while delivering the Remote Capital Delivery Program to support new housing in Aboriginal communities across the Northern Territory. Whilst the projects delivered are relatively short term in nature, they offer opportunities for local people to apply current construction skills and learn new ones. This skill development and water infrastructure literacy creates opportunity for future employment.

Power and Water is committed to delivering positive community outcomes through employment as a critical component of the delivery of Capital Infrastructure projects.

Remote Capital Delivery has an Aboriginal Employment Target of 30% for construction contracts within the Northern Territory. The target is to develop the knowledge and skills of First Nations peoples on utility infrastructure, creating real jobs. We are pleased to share that Power and Water has been able to achieve an average participation rate of 39% Aboriginal and Torres Strait Islander peoples to date.

#### **• Education and engagement**

Power and Water plays an important role in delivering services to remote communities. The status of water supplies can sometimes be complex and this means education and community engagement is critical to ensure everyone works together to ensure water sources remain safe and reliable.

Living Water Smart is one example of a program that Power and Water initiated as a way to reduce water use.

### **Key statistics**



Total personnel



Aboriginal and  
Torres Strait Islander  
employees



Total  
apprentices



Aboriginal and  
Torres Strait Islander  
apprentices



Aboriginal and  
Torres Strait Islander  
dual trade  
apprentices



## That's My Water! teams up with Baker Boy

In 2020 we enlisted the help of Yolŋu rapper, dancer, artist, and actor Baker Boy to feature in a range of videos for our school-based education program That's My Water!

Danzal Baker OAM, aka Baker Boy, grew up in Maningrida and Millingimbi. In the videos he inspires students to learn about where their water comes from and about the cultural connection First Nations peoples have to water. He also encourages students to think about their role in their communities and achievable social actions to look after their water.

That's My Water! is an important learning experience to help students learn about water in the Territory. It takes students, parents and teachers on a journey to learn about where our water comes from and how important it is to save water. The program provides the opportunity to learn from both Aboriginal Elders and Power and Water experts.

Its messages are particularly meaningful in remote communities where preserving water helps allow people to continue to live on Country and in major centres and the message to value tap water more is one promoted to everyone across the Territory.

Three years on and the videos are still engaging and inspiring students – always generating an enthusiastic and excited reaction from students.



*"We can't live on country without water and we need our next gen to learn how to take care of it and not waste it. Learning where water comes from and how the whole water process works empowers our youth with knowledge!"*  
– **Baker Boy**



32

Aboriginal and Torres Strait Islander employees recruited under the Special Measures Plan since 2019-2022



72

Remote Aboriginal communities



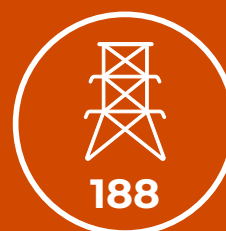
5

Major urban areas



72

Outstations



188

Power and Water trained Essential Service Operators - 50 are Aboriginal and Torres Strait Islander contractors



**Dru Baggott**  
Trainee Technical Specialist

I started with Power and Water in 2016 as an apprentice electrician in Power Services. I have been afforded many opportunities within the business that have given me a steady career progression. First as an apprentice electrician and now moving onto a Trainee Technical Specialist. Many skills have been gained outside of the qualifications and this is all thanks to the opportunities that Power and Water provides to their employees.

Having the opportunity to build a career as a young tradesman at Power and Water allows me to create the life that I want outside of work and to be a role model for my nephews and family. The opportunities inside the organisation allow me to develop my career to become a paraprofessional.

I would say there are two ways in which I feel I can give back to the community in my role. One way is through experience in responding to significant events such as cyclones and an ability to fix assets and put power back on for the community. Secondly, by sharing the knowledge and experience I've gained so far with new trainees and apprentices – particularly those things that have worked for me and others around me.

Moving into an electrical apprenticeship is a highly valued career choice that opens up opportunities across the Territory and Australia. An electrical trade allows you to build on your skills and knowledge through various other trades.

### A journey through remote power services

Marty Fleming is part of our dedicated team working to deliver power to our remote community customers. It's a commitment that comes with many challenges, but the team prides itself on delivering reliable power – if not better – as that delivered in major centres. Events are responded to at a moment's notice with locations in excess of 1,000 kilometres away. The overview provided by Marty below provides an insight into the sheer scale and scope of the work required to deliver power to these remote areas.

### How we generate power for communities

Remote Power Services and Remote Generation are split into Electrical and Mechanical Teams with eight electrical and nine mechanical technical co-ordinators.

This team is responsible for the planning, installation and maintenance of 72 communities, including 56 power stations, 27 solar farms, two battery energy storage systems and 1,400km of power network.

Of the communities, 56 are 'islanded' – meaning they have their own power stations or micro grids. The rest are grid connected and include places such as Beswick, Barunga, Hermannsburg and Ali Curung.

The power stations are fully automatic and they cycle between generating sets as the load dictates. They range in size from two to seven megawatts.



**Power and Water's Marty Fleming**





### Our remote power team are responsible for ...



72  
Planning,  
installation and  
maintenance of  
72 communities



27  
Solar Farms



56  
Power Stations



2  
Battery energy  
storage systems



1,400km  
of power network

### How we use solar as an additional power source

Solar generation of up to 11 megawatts is undertaken over 27 communities. Daly River has a one-megawatt solar farm and battery energy storage system. It can run the community for up to 12 hours without diesel generators running.

Titjikala also has a battery energy storage system which can run the community diesel free for up to 23 hours per day.

### We also use gas to generate power

There are two gas fired power stations, one of which is a high voltage site built by Power and Water in 2015.

### Getting our people there

This is one of the challenges we face! As you can see from the image above, getting our teams to where they need to be is often not an easy feat – from weather events, to very small airports and even smaller planes, our people are resilient problem solvers who are passionate about helping when it's needed most. The work can be tough and demanding but our team takes pride in supporting remote communities and always appreciates the incredible days spent 'in the office'.

### Our second Innovate RAP

Our second Innovate RAP has been informed by our first Innovate RAP, our reconciliation journey to date, and the work undertaken by our RAP Working Group. It is an acknowledgment that at Power and Water we can strengthen our efforts to advance reconciliation and we are committed to doing so. Our second Innovate RAP therefore reflects the commitment of our people to continue to grow on our reconciliation journey, centred around Reconciliation Australia's four core pillars of Relationships, Respect, Opportunities and Governance.



Relationships



Respect

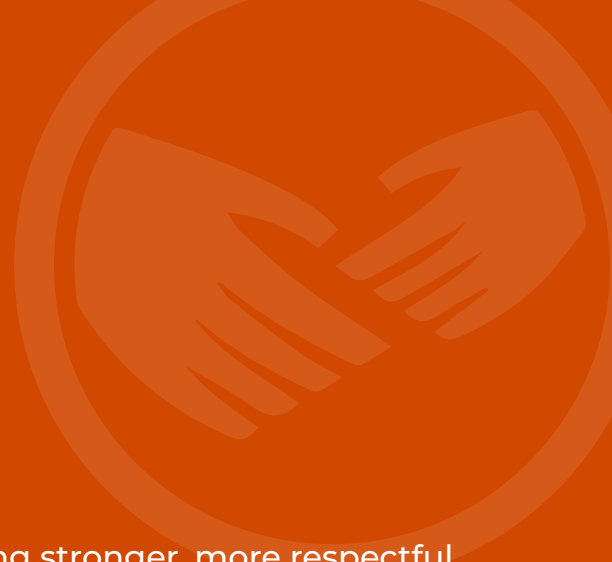


Governance



Opportunities

# Relationships



Power and Water Corporation is committed to forging stronger, more respectful relationships that help build the trust of Aboriginal and Torres Strait Islander peoples across the Northern Territory. We are committed to doing this by listening to the stories of First Nations peoples and learning from the past. The importance of building these relationships is two-fold – it will strengthen our organisation as we empower people through education and opportunity, and it will benefit the wider community as a result of our far-reaching sphere of influence across the Territory.



## **Focus area**

Gaining a deeper understanding of experiences past and present in order to cultivate stronger relationships with our First Nations employees, customers and community members.





# Relationships

Action	Deliverable	Timeline	Responsibility
<b>1.</b> Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with selected local Aboriginal and Torres Strait Islander stakeholders and organisations to understand Nation and Community protocols, and develop guiding principles for future engagement for the development of mutually beneficial relationships.	September 2023	Senior Manager Reconciliation, Diversity and Inclusion
	1.2 Review and implement Aboriginal Engagement Strategy 2021-2022 to work effectively with Aboriginal and Torres Strait Islander stakeholders and organisations internally and externally.	June 2025	Senior Manager Reconciliation, Diversity and Inclusion
<b>2.</b> Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	January 2024 January 2025	Senior Manager Corporate Affairs
	2.2 RAP Working Group members to participate in an external NRW event.	May 2024 May 2025	Chair RAP Working Group
	2.3 Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2024 May 2025	RAP Champion
	2.4 Organise a NRW event each year across each of our office locations.	May 2024 May 2025	Chair RAP Working Group
	2.5 Register all our NRW events on Reconciliation Australia's NRW website.	January 2024 January 2025	Senior Manager Reconciliation, Diversity and Inclusion

Action	Deliverable	Timeline	Responsibility
<b>3.</b> Promote reconciliation through our sphere of influence.	3.1 Develop and implement an employee engagement strategy to raise awareness of our reconciliation journey.	October 2023	Senior Manager Reconciliation, Diversity and Inclusion
	3.2 Communicate our commitment to reconciliation publicly.	July 2023	RAP Champion
	3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2024	Chief Executive Officer
	3.4 Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	June 2024	Senior Manager Reconciliation, Diversity and Inclusion
<b>4.</b> Promote positive cultural relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2023	General Manager People, Culture and Safety
	4.2 Implement and communicate Diversity and Inclusion policy for Power and Water to support anti-discrimination.	July 2023	General Manager People, Culture and Safety
	4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our Diversity and Inclusion Policy and other anti-discrimination initiatives.	July 2023	Senior Manager Reconciliation, Diversity and Inclusion
	4.4 Educate senior leaders on the effects of racism.	September 2023	Senior Manager Strategy and Talent Management





# Respect

Power and Water Corporation respects Aboriginal and Torres Strait Islander peoples, their cultures, lands and histories. As a culturally diverse and modern multi-utility, we recognise the importance of continually educating ourselves as a way to meaningfully increase our ability to demonstrate respect as more than a word. We are striving to promote and actively encourage a culturally aware and culturally competent workplace that respects cultural protocols, practices and histories.



## **Focus area**

Instilling the importance of respect at every level of our organisation, thereby ensuring that relationships are always fostered through an understanding and appreciation of First Nations people and cultures.



Action	Deliverable	Timeline	Responsibility
<b>5.</b> Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Conduct a review of cultural learning needs within our organisation.	September 2023	Senior Manager Reconciliation, Diversity and Inclusion
	5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	September 2023	Senior Manager Reconciliation, Diversity and Inclusion
	5.3 Review, implement, and communicate the Cultural Learning Strategy document for employees.	December 2023	Senior Manager Strategy and Talent Management
	5.4 Provide opportunities for RAP Working Group members, People and Culture manager and business partners, including other key leadership employees to participate in formal and structured cultural learning.	March 2024	General Manager People, Culture and Safety
<b>6.</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Maintain employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2023	General Manager People, Culture and Safety
	6.2 Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2023	Senior Manager Reconciliation, Diversity and Inclusion
	6.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May (2023 and 2024) First week in July (2023 and 2024) December (2023 and 2024)	Senior Manager Reconciliation, Diversity and Inclusion
	6.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July 2023	RAP Champion



Action	Deliverable	Timeline	Responsibility
<b>7.</b> Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 RAP Working Group to participate in an external NAIDOC Week event.	First week in July (2023 and 2024)	Chair RAP Working Group
	7.2 Implement and promote HR policies and procedures to remove barriers to employees participating in NAIDOC Week.	July 2023	General Manager People, Culture and Safety
	7.3 Promote and encourage participation in external NAIDOC events to all staff.	First week in July (2023 and 2024)	RAP Champion
<b>8.</b> Promote empathy and understanding of the past through storytelling.	8.1 Develop an annual calendar of Lunch and Learn sessions that allows both First Nations people and others to share their culturally relevant stories of growing up in the Territory.	July 2023 July 2024	Senior Manager Reconciliation, Diversity and Inclusion
	8.2 Invite local Traditional Owners/Custodians and Elders to run “Yarning Circles” bi-annually sharing culturally relevant stories that build a better understanding of the history of the Northern Territory.	September 2023 March 2024 September 2024 March 2025	Senior Manager Reconciliation, Diversity and Inclusion





Ben Hammond tank mural - House of Darwin, Jason Lee and Trent Lee



# Opportunities

Power and Water plays an essential role in the Territory community – we're part of everyday life. As one of the Northern Territory's largest employers, we understand the myriad opportunities our operation can and does create for First Nations peoples. We want to highlight and extend on that because we know that the more active we are in increasing opportunities for Aboriginal and Torres Strait Islander peoples, the more meaningful and impactful role we can play in working towards reconciliation. As part of this we are committed to providing a culturally and social inclusive workplace and creating sustainable opportunities for First Nations peoples through education, leadership, training, employment and more.



## **Focus area**

Maximising the wealth of opportunities that exist for First Nations peoples through Power and Water's significant operations across the Territory.





# Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	9.1 Build understanding of current Aboriginal and Torres Strait Islander employment to inform future employment and professional development opportunities.	August 2023	Senior Manager Strategy and Talent Management
	9.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	August 2023	Senior Manager Strategy and Talent Management
	9.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	November 2023	Senior Manager Strategy and Talent Management
	9.4 Advertise and promote job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	On going	Senior Manager Strategy and Talent Management
	9.5 Review HR and recruitment procedures and policies to identify and develop strategies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	January 2024	General Manager People, Culture and Safety

Action	Deliverable	Timeline	Responsibility
<b>10.</b> Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	September 2023	Chief Procurement Officer
	10.2 Investigate membership opportunities with Supply Nation and Northern Territory Indigenous Business Network (NTIBN).	September 2023	Chief Procurement Officer
	10.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September 2023	Chief Procurement Officer
	10.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September 2023	Chief Procurement Officer
	10.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	September 2023	Chief Procurement Officer





# Governance

We understand that a collective intent to improve our organisation's ability to strengthen relationships, foster respect and maximise opportunities for First Nations peoples can be diminished without a clear pathway or strong guiding principles. Our RAP Steering Committee (made up of our organisation's Executive Leadership Team) was therefore established through our desire to have a robust governance model that maintains a focus on action and outcome. The RAP Steering Committee will review actions and decisions made by the RAP Working Group and at times provide endorsement and advice back to the working group on specified outcomes. The RAP Working Group will at times request advice and approvals from the RAP Steering Committee regarding large deliverables with high financial impact. Progress on the RAP will be presented by the RWG Chair to the RAP Steering Committee through a status update quarterly. We understand our potential sphere of influence is significant and we are seeking to capitalise on that wherever possible through our Innovate RAP.



## **Focus area**

Holding ourselves to account through our RAP Working Group and Steering Committee to ensure our intentions are translated into actions.



# Governance

Action	Deliverable	Timeline	Responsibility
<b>11.</b> Establish and maintain an effective RWG to drive governance of the RAP.	11.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	July 2023 January 2024 July 2024 January 2025	Chair RAP Working Group
	11.2 Maintain Terms of Reference are current and fit for purpose for the RWG.	July 2023 July 2024	RAP Champion
	11.3 Meet at least four times per year to drive and monitor RAP implementation.	September 2023 December 2023 March 2024 June 2024 September 2024 December 2024 March 2025 June 2025	Chair RAP Working Group
<b>12.</b> Provide appropriate support for effective implementation of RAP commitments.	12.1 Define resource needs for RAP implementation.	September 2023	RAP Champion
	12.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	September 2023	RAP Working Group
	12.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2023	Senior Manager Reconciliation, Diversity and Inclusion
	12.4 Maintain an internal RAP Champion from senior management.	July 2023 July 2024	Chief Executive Officer

Action	Deliverable	Timeline	Responsibility
<b>13.</b> Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	13.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	July 2023 July 2024	Principal Reconciliation, Diversity and Inclusion
	13.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August (2023 and 2024)	Principal Reconciliation, Diversity and Inclusion
	13.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, (2023 and 2024)	Principal Reconciliation, Diversity and Inclusion
	13.4 Report RAP progress to all staff and senior leaders quarterly.	September 2023 December 2023 March 2024 June 2024 September 2024 December 2024 March 2025 June 2025	Principal Reconciliation, Diversity and Inclusion
	13.5 Publicly report our RAP achievements, challenges and learnings, annually.	July 2023 July 2024	Principal Reconciliation, Diversity and Inclusion
	13.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2024	Principal Reconciliation, Diversity and Inclusion
	13.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2025	Principal Reconciliation, Diversity and Inclusion
<b>14.</b> Continue our reconciliation journey by developing our next RAP.	14.1 Register via Reconciliation Australia's website to begin developing our next RAP.	January 2025	Principal Reconciliation, Diversity and Inclusion

### Contact details

Carmen Mitchell, Senior Manager Reconciliation, Diversity and Inclusion  
**Email:** carmen.mitchell@powerwater.com.au





# Stories of power and water in the Territory

To ensure we are living the values of our Innovate Reconciliation Action Plan, we engaged with Traditional Owners, Elders and artists across the Territory to identify local stories that highlight the continued connection and importance of power and water, relevant to the Country we live and operate on and where our infrastructure is located.

It has been an exciting and collaborative process, building our understanding of the history of power and water as a resource in our community and helping us capture and share important stories from across the Territory.

We are exploring other opportunities to share the stories and artworks, including as murals on our infrastructure and on our website and social media platforms. We will continue to work with Traditional Owners, Elders and the community to build important relationships, and support truth telling and education by capturing and sharing power and water stories.



## RAP artwork artists



From top L-R: Alice Springs – Beverly McMillan, Carol Young, Cheryl McMillan, Cheyenne Abbott, Loretta Neil, Phyllis Stevens, Raelene McMillan, Stella McMillan, Tim McNamara. Darwin – Jason Lee, Tony Lee, Trent Lee. Jabiru – Abel Naborlhborlh, Linda Biyalwanga, Selone Djandjomerr. Palmerston – June Mills.



# Arrernte Country – Alice Springs

## About the artwork

"In the beginning there was sound of the didgeridoo and the boomerang, people was gathering and making a dance for the rain, then the rain fell, the lightning strike, every side of our trees and cliffs, then he start fire, bush fire, that's when we get our electricity, like fire that we can cook, that's the first thing I remember.

Once was told by my people, by our ancestors. I remember that lightning storms stories from Hermannsburg where I was born, that Country, it's lightning and thunder, and the hail storm.

Lightning is scary but when it strikes it makes a fire, in some places it's good, in some places it's bad it just turns it into a bush fire.

It's scary but also it was thought by our ancestors it's just like lightning strike brings fire for us in the beginning and the power.

We have street lights, at night so the cars can know where they are going and people can see the street light and just walk at night. Sometimes power goes out, some people are scared, some's excited.

When there is no power in the house we just get a candle and use a match to light it up, which lights up the whole house.

We make fire at our home, it makes us warm. Sometimes we cook our food on the fire. Cook lunch or dinner, put the chops on the coals. Making fire to get warm, cook our kangaroo meat, yeah."

## About the artists

Ewyenper Atwatye is the Central Arrernte place name for Hidden Valley and the chosen name for textile/art projects driven by the community of Hidden Valley Town Camp in Mparntwe/Alice Springs. These projects are a satellite program of Tangentyere Artists, with aims to support Town Camp Artists to tell stories about their culture, families, identity and everyday lives. Each year, Tangentyere Artists holds design and development workshops in collaboration with the community. All artwork sales directly support Ewyenper Atwatye, with profits going towards artist fees and future opportunities.

In 2022, Ewyenper Atwatye artists have participated in a series of outreach workshops spanning drawing, painting, ceramics and print-making disciplines. In April, artists from Hidden Valley Town Camp developed skills alongside workshop facilitators to produce artworks for Power and Water. Artists dreamt up imagery of lightning, electricity and water during a drawing workshop and created collaborative ink drawings to showcase what power and water meant to them.

Artists: Carol Young, Raelene McMillan, Stella McMillan, Cheyenne Abbott, Phyllis Stevens, Cheryl McMillan, Loretta Neil

Storytellers: Tim McNamara, Beverly McMillan, Stella McMillan, Raelene McMillan



Energy comes from Thunder on Arrernte Country by Ewyenper Atwatye (Hidden Valley) Artists



**Damibila (Barramundi) Dreaming on Larrakia Country by Tony Lee, Jason Lee and Trent Lee**

# Larrakia Country – Darwin

## About the artwork

"The Damibila story. Barramundi was travelling around the coastline looking for a creek. He went past tanuttanut and as he was going around looking for a feed and found a little creek, so he swam in there, had a look around and saw some mullet and crab and mudskipper and stuff like that. So he looked around for a mangrove root that would hide him so that he could attack from the underside of most fish swimming along the surface. He was having a good feed of mullet, prawns and stuff like that. So he realised that something was going wrong. And he had a look around and he realised that water was dropping pretty quick. So he swam out to get a better look and he realised that the low tide was coming. So he swam around trying to get his way out of the creek

system and the mangroves and he found that he was stuck so he didn't want to get stuck in the system where he would pretty well live in shallow water. So he flicked his tail and his body and in the effort he peed and created a spring which is now on the side of the hill, which runs down to One Mile Dam and that's the story of barramundi." – Tony Lee

## About the artists

### Tony Lee

Tony 'Duwun' Lee is from Darwin, and is part of the Larrakia mob. Duwun is a painter, printmaker, carver and conceptual artist. He has worked in multiple public art projects as a designer and conceptual artist based on the meaning of traditional artefacts and music. Duwun's three Aboriginal bloodlines are a major influence of





his work. Duwun has travelled around the world, including: China, America, South Pacific, India, New Zealand and the Philippines.

#### **Jason Lee**

Self-taught local artist Jason Lee (Bidjpidji Art), was born and raised in Darwin, Jason draws his artistic influences from his Larrakia ancestry and the Larrakia language and cultural practices, creating a mix of contemporary and traditional styles. He has been part of the Darwin Street Art Festival since its inaugural event in 2017. He is also an illustrator creating images for a range of childrens and colouring in books.

#### **Trent Lee**

Trent Bundirrik Lee is from Darwin and is an accomplished mural artist and traditional carver, healer, dig player, mentor and cross-cultural facilitator. He was a featured artist in Bruce Munro's Tropical Light Festival, 2020 Darwin Street Art Festival and 2020 Palmerston Youth Centre mural.

Trent also runs Saltwater Cultural Tours mainly running tours in the local area which is the Larrakia Peoples land and waters and as a Larrakia descendant he is a Traditional Owner and Custodian of the land which he operates on. He loves exploring and appreciating the Country in which he grew up and is always looking to expand his expertise and understanding of his culture. He also guides trips to more remote and exclusive locations a few times a year.



**Ngalyod (Rainbow Serpent) and Yawkyawk (Freshwater Mermaid Spirit) / Ngalkunburriyaymi (Ancestral Mermaid Spirit) from Kakadu and West Arnhem Land by Selone Djandjomerr, Abel Naborlhborlh and Linda Biyalwanga**



# Mirrar Country – Jabiru

## About the artwork

"My name is Linda, and I'm an artist here in Jabiru. And my name's Able I'm a local artist from Jabiru. My name is Selone Djandjomerr and I started painting at the age of 13.

Me, Uncle and Aunt Linda, we got together and I said to them, "Can we draw a Spirit Serpent, that represents the land and represents the people from here".

This is the story about Ngalyod (Water Serpent).

We believe that this one created the river systems, and the energy from the billabongs, and the channels, and the mermaids they are the children of the Spirit Serpent. The mermaids represent the people, they represent us.

So the mermaid, in my language, we call them Yawkyawk, or Ngalkunburriyaymi. Yawkyawk they used to be human, Yawkyawk mermaid.

In Arnhem Land there's a story about the mermaids. Two sisters came all the way from the East, coming towards the North. Suddenly, the little sister became hungry and they were collecting broilga eggs and they were all still on the ground, suddenly the Rainbow Serpent heard the noise and came out and turned them into Yawkyawk, because Yawkyawk is a freshwater mermaid. And he changed them into mermaids now.

I like the File Snake because they are good to eat. Yeah, sometimes we go and look for some in the mud or sometimes they go in the water. We collect them, and take them back home and cook them and eat them.

Because Rainbow Serpent is like a mother, a mother for the fish, freshwater mermaid, crocodile, water python, file snake, everything." – Abel Naborlhborlh, Linda Biyalwanga and Selone Djandjomerr

## About the artists

### Selone Djandjomerr

Selone is the son of Mark (Djaykuk) Djandjomerr, he grew up in Jabiru, frequently staying at Manabadurma and at his outstation, Marlgawo.

Selone learnt to paint growing up surrounded by his uncles. His father Mark, Josh Bangarr and

Abel Naborlhborlh all had significant influence on Selone's artwork style.

Selone was engaged with 11 different artists to paint the Marrawuddi Arts and Culture mural at the old Jabiru Bakery in 2019 and then again in 2022, to work directly with Ellie Hannon on Jabiru Kabolkmakmen's murals within the Jabiru Plaza.

### Abel Naborlhborlh

Able Narborlhborlh is a senior and respected artist of the Kakadu region.

Born in Darwin, I was a little boy in Madjinbardi. I went to school in Gunbalunya and Jabiru. Around 16 or 17 I started painting. We were camping at Gulungul long time ago. My uncle Joshua Bangarr, he gave me a piece of cardboard box first and then one small bark. We start burning it and he showed me all that when I was young. I first painted a fish, then a mimi. I've painted all my life.

I had my first daughter Roxanne, and she looked after old Joshua, he told her all the old stories. I have two grandsons now and I teach them ... like my uncle showed me I will show this mob.

### Linda Biyalwanga

I was born at Mudginbardi, I had two kids at Mudginbardi and I buried my parents at Mudginbardi. My mum and grandmother when I was about ten and twelve taught me how to weave. I like to weave baskets most, but when my hand gets tired I like to weave bangles.

I was watching my dad doing painting and I was doing a little bit when I had my first born, and then when he grew up I stopped doing it and then I met Abel and he taught me how to do painting and in his style, but first I used to paint in old style red white yellow. When I met Abel he taught how to paint in his style. The colours I use are red, black, yellow. I like painting more than weaving but when my family go out I sometimes go and collect pandanus and colour with them.

When I'm not painting or making baskets I like going out fishing or going out and collecting bush tucker. My favourite season is the wet because there is so much bush tucker around.





**Durlg ngana Larrakia Birrabalirra (My Dreaming Larrakia Spirits) on Larrakia Country** by June Mills, Kay Villaflor and Taleena Lui-Villaflor

# Larrakia Country – Palmerston

## About the artwork

"I am representing here the creative spirits.

It's really talking about the infinite life energy.

That energy that comes from the creation.

When you look at this, I think you feel that, you feel the energy coming off the canvas, and it's timeless.

I have specifically painted them in Larrakia ceremonial paint.

That painting has never changed, from the beginning of time.

As long as my people have been painting up and dancing, they've been painting up and dancing exactly like this.

And it's a source of pride and happiness to know that our bloodline, our DNA goes way back to the beginning of time.

It's spiritual, it's family and it's ceremony, and it's more than just us." – June Mills

## About the artist

June Mills is a well-known Darwin identity – a Traditional Owner of Larrakia land, the Country on which Darwin is built and the surrounding area.

June's art and music have always reflected the environment in which she lives, the people, landscape and the stories of her Country. She sings about love and loss, the connections between people, between Country, and the importance of belonging – themes that are universal.

ART & WORKSHOPS: June is an accomplished artist who is known for her paintings, limited edition prints and public art projects. She also works actively with youth to inspire creativity while also teaching cultural significance. June facilitates a popular t-shirts and singlet painting workshop program for children of all ages.

FAMILY & MUSIC: June Mills can play many instruments including guitar, ukulele, mandolin, piano accordion and the organ. Her musical career started at a very early age. Music and singing was an everyday part of life and the family home was always full of people. June's parents – David and Kathy Mills – are both accomplished singers/songwriters and musicians, recognised by their induction into the hall of fame at the 2005 NT Indigenous Music Awards.

MILLS SISTERS GROUP: For many years June was a member of the famous Mills Sisters Group, often giving support performances for famous acts like Harry Secombe, Charlie Pride and Tina Turner. June on guitar, Ali on ukulele, Barbara on tambourine and shakers, Violet on Tbox (bush bass) and Robin Forscutt on lead guitar.

MUSIC RECORDING: June Mills Music "I'll be the one" (Skinnyfish Music) June Mills' debut album, reflects a lifetime of performances, song writing, activism and creative endeavours. Recorded at Audrey studios in Melbourne, June had the benefit of backing by some of the best of that city's session musicians such as Craig Pilkington (Killjoys) on guitar, trumpet and banjo and Stuart Speed on double bass and bass guitar. The album also features nationally and internationally-acclaimed master guitar player Jeff Lang, who has toured with the likes of Bob Dylan, and Ani Di Franco.







# Jawoyn, Dagoman and Wardaman Country – Katherine

We are continuing to work with Traditional Owners, Elders and the community of this region to build important relationships, and support truth telling and education by capturing and sharing power and water stories.



# Warrumungu Country – Tennant Creek

We are continuing to work with Traditional Owners, Elders and the community of this region to build important relationships, and support truth telling and education by capturing and sharing power and water stories.











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