



**Virtual Annual General Meeting
Thursday 15 October 2020 – Via Zoom 12:00pm-2:00pm AEDT
ALIA House, Unit 3-4, 9-11 Napier Close Deakin ACT 2600**

The meeting opened at 12:05pm AEDT.

Ordinary Business

1. Acknowledgement of country

The IAHA Chairperson opened the virtual meeting and acknowledged the Traditional Custodians on the lands where the meeting was taking place, the Ngunnawal and Ngambri Nations, and their Elders past and present. She acknowledged the different nations represented by everyone across the lands, seas and waterways of their Country, and the Elders past and present for their continuing custodianship.

The Chairperson introduced the IAHA Business Manager, who provided an overview of the virtual online processes for the AGM. There were 78 Members were present at the virtual meeting, and 188 Members had submitted their online preferential votes, including proxy votes, prior to the virtual AGM.

2. Apologies

Diane Bakon

3. Approval of minutes

The endorsement of the 26 September 2019 IAHA AGM Minutes was tabled for voting members present to accept the previous AGM minutes.

MOTION: That the Draft Minutes of the Annual General Meeting held on 26 September 2019, in Darwin, Northern Territory, be accepted as a true and accurate record.

Moved: Patricia Councillor

Second: Sueanne Gola

Carried

4. Chairperson's report

The Chairperson tabled her report from the 2019-20 IAHA Annual Report presented to members. Achievements were highlighted throughout the year directly linked to the IAHA Strategic Plan priorities and activities.

The additional member support provided by IAHA in the form of regular yarning sessions and webinars, bursaries, COVID-19 support packs and the establishment of various support advisory groups was noted as this did affect the operations of IAHA.

The Chairperson also acknowledged the commitment of staff that made the IAHA National Aboriginal and Torres Strait Islander Health Academy program possible and successful particularly under the challenges faced throughout the year.

The Chairperson acknowledged the dedication and commitment of her fellow Board members and the IAHA Secretariat for their work and resilience during this time and the efforts in transitioning to a different way of working to continue moving the organisation forward and providing support and connectedness for all.

Members noted the Chairpersons Report.

5. Financial Statements and Reports

The Chairperson tabled the financial statements and reports presented in the IAHA Annual Report 2019-2020.

In tabling the financial reports, the Chairperson introduced James Barrett, the IAHA Company Auditor from BellchamberBarrett who advised the only differences this year are changes to the Accounting Standard *AASB 16 Leases*, and the inclusion of an “Emphasis of Matter” statement for COVID-19. These changes only affected the format in reporting. A routine audit was held and the organisation is in a healthy and robust financial position. The Members had no further questions and thanked James Barrett for attending.

The Chief Executive Officer and Bookkeeper provided some context to the financial statements, particularly noting the Accounting Standard AASB 16 change affecting lease reporting for tenancy and leased equipment now reported in liabilities. An increase in funding was due to the additional COVID-19 support funding received from the Government as well as the Jobseeker stimulus.

A question was asked on: the potential long-term financial challenges or impacts to IAHA funding if COVID-19 will still be affecting us into the future?

The response from the CEO: The Government have extended the Jobkeeper stimulus until 31 March 2021, and the IAHA CEO and Board meet more often to monitor and manage the operational budget. There are no changes to IAHA’s current funding agreement with the Department of Health to 30 June 2022.

The Chairperson asked that the members receive and consider the financial report, the Directors’ report and the Auditor’s report for the year ended 30 June 2020.

The reports were noted and accepted as tabled.

The Chairperson introduced Justin Bernau, the Returning Officer, of HWL Ebsworth, to chair the meeting for the duration of the election process.

6. Election of directors

The Returning Officer advised that the Government are allowing organisations to hold virtual annual general meetings for the first time, due to COVID-19, enabling IAHA to conduct their 2020 AGM and the preferential voting process online this year. The preferential voting will be conducted via the TrueVote online system.

The Returning Officer asked members to consider and, if they thought fit, pass the online resolution on the AGM agenda as an ordinary resolution.

Four (4) of the five (5) candidates had submitted a statement on the IAHA website and were presented online to the members at this meeting. While each candidate's video was played, the other nominees left the virtual meeting.

Four (4) graduate director positions are vacant, there were five (5) nominees:

- Maddison Adams
- Sueanne Gola
- Trevor Tirritpa Ritchie
- Patricia Councillor
- Anthony Paulson

Voting members attending the virtual meeting were asked to submit their vote online using the TrueVote system by the voting closing time of 1.15pm. It was noted that another 188 votes have been received online prior to the virtual AGM.

The Chairperson suspended the AGM at 1:00pm AEDT, advising online voting will close at 1:15pm AEDT and counting will be taking place with the Returning Officer overseeing the processes.

During this period, the Board opened for questions and discussion from the members, whilst the counting process took place.

Q: *Why a Virtual AGM and voting, has it worked?*

A: Due to COVID-19 affecting the country, the Government had made exemptions to the Corporations Act for 2-3 months only, to allow for hybrid virtual AGM's (opposed to fully virtual) to be held in place of face-to-face meetings. This year's virtual AGM and online voting has seen an increase in member participation due to more access, as not all members are able to attend a face-to-face AGM in the past. Virtual AGMs will be another option for IAHA to consider in the future, if the Corporations Act allows.

Q: *When are the student candidate elections held?*

A: IAHA no longer have student board directors and had a Student Representative Committee instead, which is currently being re-structured into an Ambassador Leadership model, allowing for more student voices to be heard. This is still in the process of being finalised due to a lack of resources and COVID-19.

Q: *Will it need to be passed separately on a future meeting if it does go ahead? I think it is beneficial for us to be able to vote virtually and maybe hear people speak live at the AGM and not just on recording or maybe both options, depending on member feedback?*

A: Yes agreed, everyone attending has experienced the online voting this year and are happy with this experience so IAHA will look at this option for the future. Also, due to tight timeframes and the voting deadline, there was only the opportunity for videos of nominees to be shown this year. This has been a learning process, being the first virtual AGM for IAHA and we will aim to embed as much as we can from what we have learnt this year into next year.

Q: *A question was posed to us within NSW Health around the validity of using zoom as a secure site, has that been an issue for you guys?*

A: There were some issues raised earlier in the year around all technology and online platforms and zoom being one that had been targeted. Though zoom have recently done quite a lot of work to address the issues of security by implementing pin numbers, people in waiting rooms and a range of other different security measures. IAHA has not had any issues with using zoom, which is why we have continued to use this platform. Though we do use other platforms where suitable like Teams and we also have our own security embedded within our IT structure. The Board also held discussions and investigations around this at a board meeting and are satisfied with using the zoom platform.

Q: *Moving to TrueVote and voting this way?*

A: The returning officer explained earlier the TrueVote platform will be used for the voting processes, where individual links were sent to each voting member to vote and then to re-join the meeting. A lot of time went into researching and testing available platforms, where TrueVote was the best option for IAHA's purposes and opens up access for members to participate.

Q: *Yarning sessions and webinars have been great, will there be more?*

A: Yes, there are more webinars and yarning sessions planned, keep an eye out for our Newsletters and Communiques and please let us know if you haven't been receiving anything from us.

The Chairperson reconvened the AGM at 2:05pm AEDT.

The Returning Officer tabled the successful candidates for the four Director (Graduate) positions, in no specific order were:

- Maddison Adams
- Trevor Tirritpa Ritchie
- Patricia Councillor
- Anthony Paulson

Resolution: *"That the appointment of the persons selected by the ballot process as directors of IAHA as announced by the Chair of the annual general meeting be confirmed and will take effect as at the end of the AGM."*

Members passed the resolution tabled with the majority of members present by poll.

Carried

The Chairperson welcomed the successful Board members and thanked nominee Sueanne Gola for her nomination and commitment.

The Chairperson thanked outgoing Directors Danielle Dries and Rikki Fischer and advised a gift in appreciation of their contributions to the Board, will be posted to them. Danielle and Rikki both spoke and thanked the IAHA Members, Board and Secretariat for their time on the IAHA Board and advised that they will both remain connected and engaged with IAHA.

7. General business

The Chairperson opened the meeting for general discussion.

Q: *The discussions at last year's AGM about the Student Representative Committee (SRC) and what this will look like moving forward?*

A: The SRC and other stakeholders met and held a focus group and came up with an Ambassador Leadership Program for students that included early graduates, enabling opportunities for more broader engagement to undertake leadership development, representative activities and build capabilities for transitioning into the workforce, and working with communities and families. Wouldn't be limited to 9 persons as with the previous SRC but opening the opportunity for up to 100-150 persons to be involved. A draft has been progressed for the program with Indigenous consultancy input and now advocating for funding to take the next steps. Considerations will also be given for remunerating participants for their work in the program in assisting IAHA to engage with allied health students within their universities, not only to increase membership but assist in increasing the allied health and leadership workforce. Covid delaying the progress of this program significantly as access to members has been limited.

Q: *Are Aboriginal and Torres Strait Islander nurses eligible for Membership in IAHA?*

A: Yes, eligible as Associate Members of IAHA.

Q: *IAHA Academy update please?*

A: Moving forward and progressing as the Aboriginal and Torres Strait Islander Health Academy, with a new logo developed and still currently rolling out in Darwin NT, with the second cohort about commence in 2021. We have an agreement with UIH in Brisbane for them to run the program in SE QLD in 2020-21 and we are establishing academies in Northern Rivers NSW and the ACT for 2021.

Q: *Do IAHA require advocacy for academies within the realm of the Tertiary education system? I currently sit on an advisory committee that are attending an annual event in the Barossa with all universities, and could be an opportunity for IAHA to attend and present the academy?*

A: Higher education engagement is critical for our students, and we have a lot of work we need to do across all universities; de-colonising curricula, how they support students and handle student recruitment, any support our members can provide is most welcome.

Q: *Further to the academies, people such as myself located in Broken Hill, is there any opportunity for us to create an Aboriginal organisation within the Aboriginal workforce and become affiliated with an academy?*

A: great question and good opportunity and we can definitely look into that.

Q: *Is it Southern Cross University that you are engaged with for the Northern Rivers Academy?*

A: Yes, and they are very engaged as well as good engagement from the broader local community.

Q: *As a non-for-profit and any profit work will simply be re-invested into research opportunities to further the organisation?*

A: Yes, that is correct, a not for profit is allowed to make a profit though not allowed to distribute to the members but can re-invest back into the organisation toward the organisation's activities and initiatives. This is also why IAHA has developed and implemented its Business Plan, enabling IAHA to offer commercial activities to raise revenue for sustainability and to use toward other projects and student opportunities where needed into the future.

Q: *What opportunities are there for people with a disability to upskill? I went back to university last year to learn more about my culture but was a terrible experience and I ended up withdrawing from my course?*

A: That is not good at all and so sorry for your experience. There are opportunities for people with disabilities to upskill and one role that IAHA can play to assist you, is with the support of our dedicated membership team, by working with you to identify what it is you need and how can we help to transition you through your chosen pathway successfully. The team will be happy to contact you about this further. Board of Directors that work with or for universities, also offered their assistance and support where they can if needed. IAHA can be contacted at any time and if we cannot help you we will guide you to someone who can.

Q: *Cultural Responsiveness, when did that program start?*

A: Everything is on our website and with information about what IAHA does. IAHA's CR program is part of our Business plan, an activity mentioned earlier, which IAHA developed in 2015 and have run workshops successfully since 2017.

Q: *With the yarning sessions IAHA offers, is there any other way we have to advertise other than email to people who aren't members of IAHA, that wish to participate?*

A: No sorry, due to Covid and the stresses of lockdown and isolation, initially this was focused on our social and emotional wellbeing strategy and support to our members, and to keep engaged with and to have a safe, cultural space and connectedness during these times.

Q: *Have your webinars and yarning sessions only been open to Aboriginal and Torres Strait Islander members only?*

A: No not all, some have been open to all members and or stakeholders. We have also changed our Newsletter issues to fortnightly and communiques

fortnightly on the off weeks to the newsletter, therefore notifications weekly, offering support. Some of the webinars and yarning sessions have been recorded and posted to our website as well. Please send through any of your experiences or ideas for yarning or webinar sessions, which you may wish to share.

Q: *Cultural Responsiveness expansion and offering to universities, and CR yarning sessions?*

A: Great idea and we have already worked and engaged with some universities and have had discussions with others. We will consider CR yarning sessions as this could definitely value-add to the university approach.

Q: *Is this Annual Report for the current 2017-2020 strategic plan?*

A: Yes, this annual report is the final report against the current 2017-2020 strategic plan. The Board have workshopped the next strategic plan 2021-2023 in March this year and from the AGM and Members Forum last year, the valuable feedback received was considered by the board and included in the new strategic plan. The revised version of the new strategic plan will go out to members for consultation, next week so please provide your further feedback.

The Chairperson and CEO thanked all members for their questions and spoke of the upcoming IAHA online conference in November and to register if have not already.

9 Acknowledgements (directors)

In closing, the Chairperson thanked Justin Bernau, of HWL Ebsworth and the Secretariat for managing the online AGM and voting processes. She also acknowledged and thanked the members in attendance and the members of the 2020 Board.

The virtual meeting closed at 2.13pm AEDT