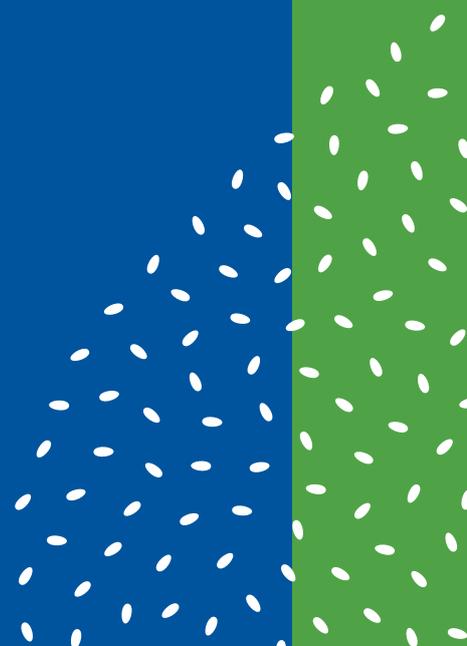




Deaf Australia 35th Annual Report 2020 - 2021

Advocacy and Information Organisation Report for 2020-2021
A year full of success

deafaustralia.org.au



Acknowledgement of First Nations

Deaf Australia acknowledges that sovereignty was never ceded, and we acknowledge the traditional custodians of the many nations of Australia, and their strong connection to land, water and community.

Deaf Australia respects elders past and current, and extends this respect to all Aboriginal and Torres Strait Islander peoples.

Deaf Australia acknowledges and respects Indigenous Sign Languages as a vital contribution to the rich diversity of languages all over Australia and supports its revitalisation.

Acknowledgement of Deaf People and the Community

Deaf Australia celebrates Auslan and recognise all Deaf leaders in Australia who have advocated for Deaf, Deafblind, and hard of hearing communities. We are proud of everyone's contribution, whether big or small, in preserving our language, community and culture.

Deaf Australia Incorporated

PO Box 31, Northcote Victoria, 3070

ABN: 65 174 780 885

For the year ended 30 June 2021

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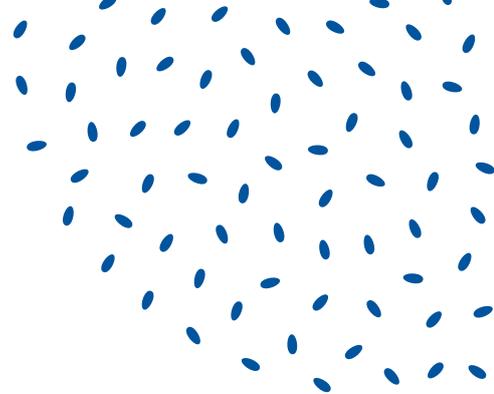




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About Us



Our Organisation

Deaf Australia is the Deaf-led peak organisation representing Deaf, Deafblind, and hard of hearing people in Australia who use Auslan.

We promote the advancement of human rights and equality for Deaf people by collaborating with our members and stakeholders to influence governments in implementing the UN (United Nations) Conventions and the National Disability Strategy.

Our Mission

Work towards realisation of Deaf person's linguistic and human rights in partnership with Australian Governments, national organisations, providers and relevant stakeholders.

Our Vision

Deaf people as fully engaged citizens.

Our Beliefs

Equality and Diversity

We are committed to promoting equality in our work. All individuals are to be treated equally and be included in our work regardless of their religion, race, gender, identity, sexual orientation, education, language, culture, age or disability.

Respect and Empowerment

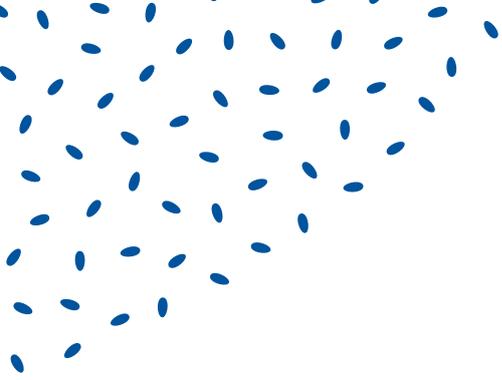
We will consult and work collaboratively with our members, partners and donors in achieving our goals.

Sign Language and Community

Language rights are essential for Deaf people's human rights; thus, sign language and Deaf communities must be legally recognised and promoted.

Leadership of Deaf People

Deaf organisations must be led by Deaf people, and decisions which affect Deaf people need to be made by Deaf people.



Our Guiding Principles

Human Rights Based Approach

- The principles and objectives of the UN Charter, the Universal Declaration of Human Rights including the Convention on the Rights of Persons with Disabilities and other general acts and recommendations of the UN, and the Australian Governments will guide Deaf Australia’s work.
- Deaf Australia operates in line with the philosophy of “Leave No One Behind”, meaning equalisation of opportunities and full participation in society for Deaf people in the country.

Respect for Linguistic Diversity

- Deaf Australia works on an ongoing basis for the recognition of sign languages as part of linguistic diversity and aims to improve the status of Australian sign languages.

Inclusive and Accessible Society

- Deaf Australia believes no Deaf person should be denied quality education in their use of Auslan and that parents and providers of education should implement bilingual education for Deaf children.
- Deaf Australia works for an accessible society with no barriers where services and information are available in Auslan.

Leadership of Deaf People

- Deaf Australia promotes the principle: “Nothing about us without us”.
- Deaf Australia is committed to strengthening our capacity that will contribute to the autonomy, expertise and self-determination of Deaf communities.

Co-operation and Partnership

- Deaf Australia is committed to achieve our objectives through effective engagement with members, stakeholders, government agencies, donors and universities to successfully undertake its work.

Chairperson's Report



It gives me great pleasure to present my first Chairperson's report on behalf of the Deaf Australia Board for 2020-2021. The past 12 months can be described as a very exciting but challenging time for many of us on the Board and staff. Deaf Australia has undergone many changes in the space of a year. As a first time Chairperson for Deaf Australia, it has been difficult to summarise everything for this report.

Following the onset of COVID-19 and lockdowns in 2020, the ensuing 12 months continued to be challenging in so many ways. We have continued to experience the Coronavirus pandemic and associated lockdowns. This has impacted many people, including the Deaf Community, which has been disadvantaged in additional ways such as having to navigate society while everyone is wearing masks, and inconsistent access to vital information in Auslan at press conferences, broadcasts, and other communication channels.

In early 2021, CE (Chief Executive) Kyle Miers decided to retire from his role to focus on an exciting new career. This meant that the Board had to find a suitable replacement. Rodney Adams became our interim CE for a short time while we undertook the recruitment process.

Since our last AGM, Deaf Australia has continued to grow, successfully obtained various grants, and recruited several new staff members.

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Prior to Kyle's retirement in April 2021, his hard work and dedication did not go unnoticed. Some of Kyle's key accomplishments in the last financial year include:

- Initiated the DRC (Disability Royal Commission) Project – advocacy, support, and information in Auslan to support, engage and promote the DRC to Deaf, Deafblind, and hard of hearing people, their families, and supporters. Fortnightly webinars which focus on the issues that the DRC are investigating.
- Initiated the NDIA (National Disability Insurance Agency) grant - I see, I sign, I understand Project – a collection of information and resources presented in Auslan with the intention of providing the Deaf Community with access to facts and information of interest.
- Successfully applied for the NDIA Deaf Initiative Project.
- Lobbied the Department of Health to employ two Interpreters to provide English to Auslan interpretation during all Commonwealth health briefings.
- Achieved financial health of \$1.2 million with seven different funding sources.
- Initiated the CRM (Customer Relationship Management) database focusing on improving our customer management system.

During Rodney's short term as interim CE of Deaf Australia, he organised a four-day workshop in Melbourne for staff and the Board of Directors. This meeting in May gave new staff the opportunity to:

- Understand their roles and how they could complement other staff with skills and work in greater collaboration as a team to improve the integrity, authenticity, and visibility of Deaf Australia as an organisation worthy of serving the Deaf Community.
- Develop strong professional relationships with each other overcoming the hurdles of lockdowns and working in isolation at home.
- For staff and the Board of Directors to develop rapport, explaining their respective roles and sharing expectations of working on the frontline within the Deaf Community.

Chairperson's Report (cont'd)

This was especially significant as the extended lockdowns exacerbated the effects of social isolation and the need for Deaf Australia to provide online activities that increase social and emotional well-being of its members.

Board member Adrian Doyle also stepped up to help with the Auslan Shop after Kyle resigned and has continued to do so until October on a volunteer basis. The Auslan Shop would not have been able to operate and survive without Adrian's support. Thank you, Adrian.

In August we appointed Jen Blyth as our new CE, and since this time, she has recruited more staff to focus on ILC (Information, Linkages and Capacity Building) programs, which will be delivered until June 2022, and someone to take over the role of managing the Auslan Shop. During Jen's three months at Deaf Australia, the organisation has had a soft launch of a new website, continued to send out the Three Terrific Things newsletter on a fortnightly basis to members, and has strengthened partnerships with other organisations both in the Deaf and disability sectors.

Over the past 12 months, I have not worked alone. Without the support of the previous and current Directors, I would not be in the position where I am today. I would like to note my sincere appreciation to all the Board directors and the former CEs that I have worked with over the last 12 months: Kyle Miers, Todd Wright and now with Adrian Doyle, Rodney Adams, Debbie Kennewell and Rena Muscat. Thank you for your continuing support.

I look forward to working with Jen to ensure the growth and stability of Deaf Australia.

This is only possible with the help of all our members, volunteers, and staff. I wish to express my sincere appreciation and thanks for their continuing support.



A handwritten signature in black ink, appearing to read 'Debra Swann'.

Debra Swann
Chairperson

Chief Executive's Report

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As the incoming CE, I want to commend every person who has worked with and for Deaf Australia over the last 35 years, in a voluntary and paid staff/contractor role. Because of each and every single one of you, Deaf Australia has continued to be the peak body advocating for all Deaf, Deafblind and hard of hearing Australians who use Auslan, and their friends and families.

Since the last AGM, we have seen the success of Deaf Australia's advocacy in getting Auslan on the Census; two successful NDIA ILC grants

which has led to a series of webinars for the Deaf Community and lots of other exciting projects which will all be revealed soon; the team at Deaf Australia has grown and Kyle Miers, former CE of Deaf Australia has departed to take on exciting new adventures!

I am honoured, as the new CE, to carry on this legacy and to continue to advocate for all Deaf Auslan users from all walks of life, and their friends and families. I plan to continue to be transparent for our members and ensure that we communicate clearly what we are doing.

Achievements in the last financial year

- We announced that the Census in 2021 included Auslan for the first time.
- New organisation logo was launched.
- Darlene Thornton was appointed as the Disability Royal Commission's Advocacy Officer to focus on accessible DRC information for the Deaf, Deafblind and hard of hearing community.
- Recruited two Resource Officers who started our Deaf Ecosystem collection. This has included webinars on a wide range of topics, varying from the history of Auslan and what Deafhood is, to Life as an Aboriginal Person and Digital Literacy.
- Celebrated Auslan Day on 13th May with a position paper on 'Auslan, not AUSLAN' accompanied by Trevor Johnston's video.
- Deaf Australia responded to SBS' Insight program – the Deaf Divide.
- Worked on revamping our website.
- Advocated for the Government to ensure that Auslan interpreters were at all press conferences so that all COVID-19 related information was accessible.

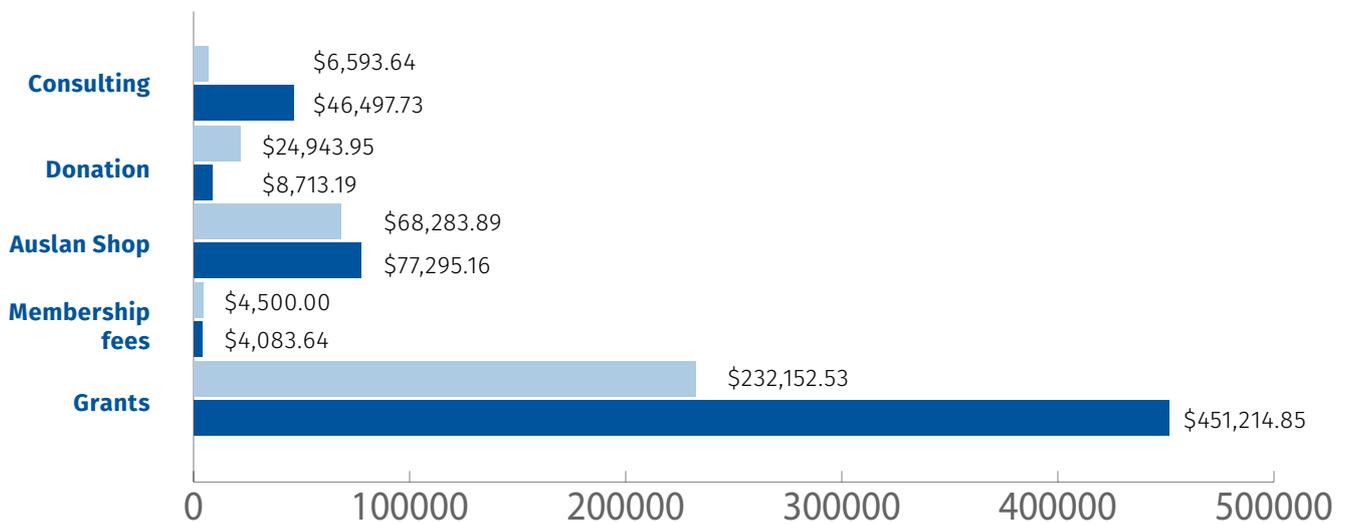


Jen Blyth
Chief Executive

Financial Report

Overview Financial	2019-2020	2020-2021
1. Grants	\$232,152.53	\$451,214.85
2. Membership fees	\$4,500.00	\$4,083.64
3. Auslan Shop	\$68,283.89	\$77,295.16
4. Donation	\$24,943.95	\$8,713.19
5. Consulting	\$6,593.64	\$46,497.73
6. Others	\$26,488.99	\$27,828.43

Income



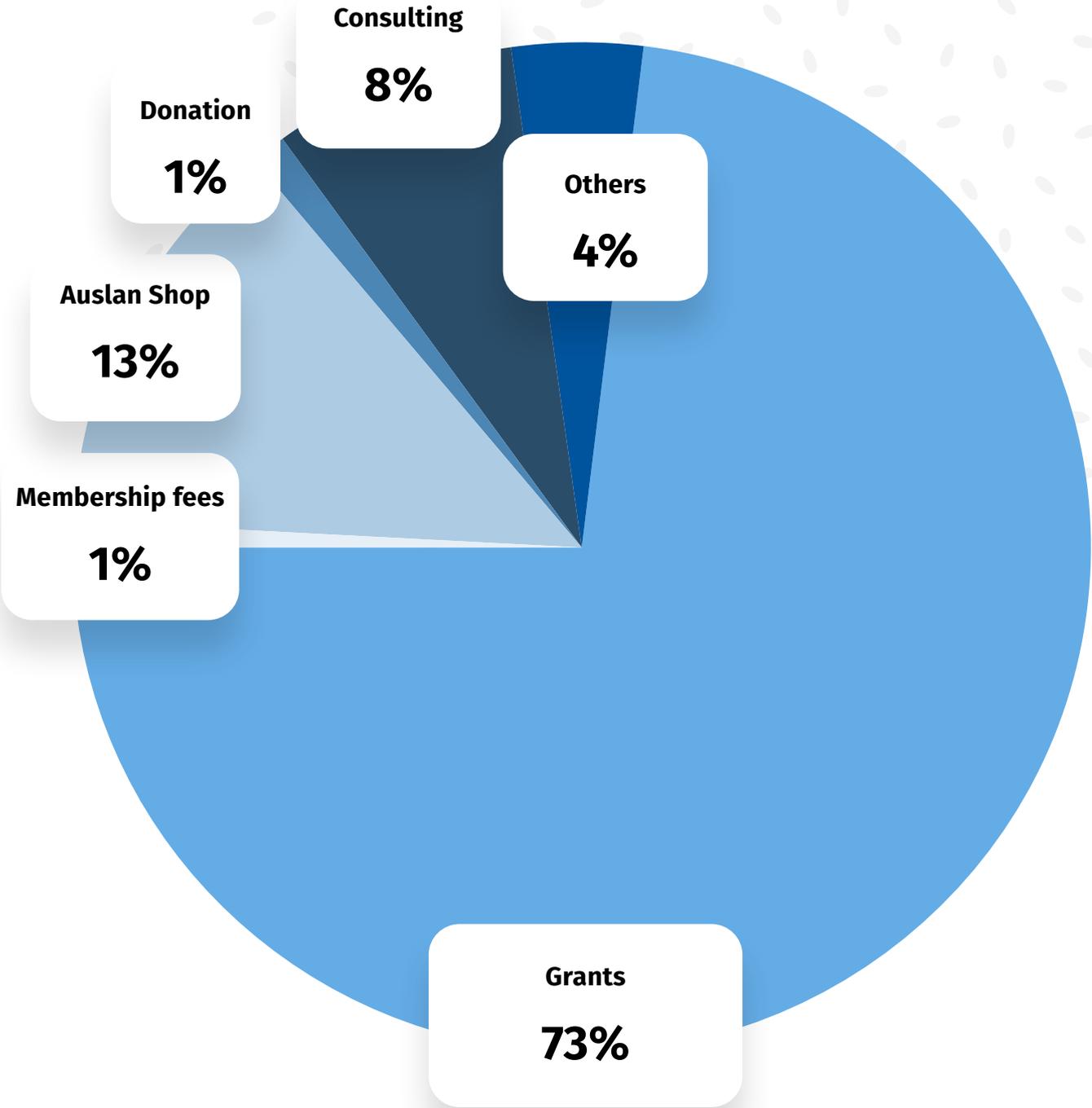
TOTAL
(2019-2020) - \$362,963



TOTAL
(2020-2021) - \$615,633

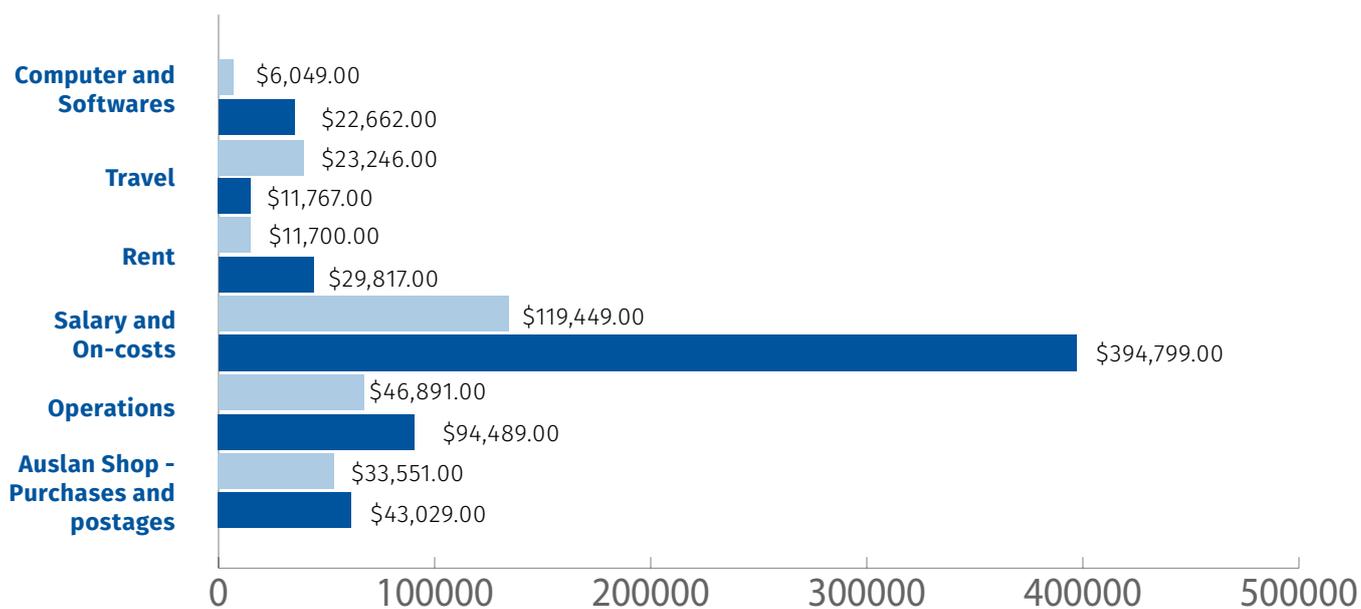


Source Income 2020-2021



Expenditure

Overview Financial	2019-2020	2020-2021
1. Auslan Shop - Purchases and postages	\$33,551.00	\$43,029.00
2. Operations	\$46,891.00	\$94,489.00
3. Salary and On-costs	\$119,449.00	\$394,799.00
4. Rent	\$11,700.00	\$29,817.00
5. Travel	\$23,246.00	\$11,767.00
6. Computer and Softwares	\$6,049.00	\$22,662.00



TOTAL
(2019-2020) - \$240,886



TOTAL
(2020-2021) - \$596,562





Board of Directors



Debra Swann | Chairperson

Adrian Doyle

Rodney Adams

Rena Muscat | co-opted June 2021

Debbie Kennewell | co-opted April 2021

Staff

Kyle Miers | Chief Executive: ended April 2021

Rodney Adams | Chief Executive: April-August 2021

Darlene Thornton | Disability Royal Commission Advocacy Officer

Vanessa Alford | Resource Officer: ended August 2021

Paula Thornton | Resource Officer

Catherine Miller | Resource Officer

Honorary Life Members

Dr. Robert Adam

Mr Colin Allen, AM

Dr. Breda Carty, AO

Ms. Ann Darwin (in memory)

Dr. Philip Harper

Ms. Karen Lloyd, AM

Mr. Alastair McEwin, AM

Mr. Kyle Miers

Ms. Janelle Ravlich

Mr. Todd Wright

Past Board Members (*denotes President)

Founding Board Member

Breda Carty, AO (2 years)
 Merrill Cook (2 years)
 Ken Donnell (2 years)
 Bruce Muller (3 years)
 *Dorothy (Dot) Shaw (4 years)

20 years

*Ann Darwin

15 years

*Robert Adam

10 years

*Kyle Miers

9 years

*Colin Allen, AM
 *Todd Wright

7 years

*Bobbie Blackson
 Danni Wright

6 years

Marcia Girke
 Carole Noonan

5 years

Elaine Girke
 Debbie Kennewell
 Kimberly Pickering

4 years

Adrian Doyle
 Ida Rogers
 Daniel Shanahan

John Wade

3 years

Mac Adam
 Rodney Adams
 Anne Bremner, AM
 Eleanor Foster
 Katrina Lancaster-Maggs

Kevin McKenzie

David Morgan

Philip Waters

Amy Watson

2 years

Paul Bartlett
 Kim Curtis
 Peter Davies
 David Hamilton

Irene Holub
 Berna Hutchins
 Patricia Levitzke-Gray
 Alastair McEwin, AM
 Ramas McRae
 Rachel Miers
 Carol O'Riley
 Brent Phillips
 Barry Priori
 Freda Sandon
 *Debra Swann

1 year

Julia Allen
 Meg Aumann
 Peter Bailey
 Rod Chapman
 Cathy Clark
 Margaret Grimes
 Stephanie Linder
 Gaye Lyons
 Natalie Mundy
 Miranda Reardon
 Gavin Rose-Mundy
 Robyn Whitney

Memberships



WORLD FEDERATION OF THE DEAF



WFD-OCEANIA
 World Federation of the Deaf - Regional Secretariat Oceania



Pacific
 Disability
 Forum



**For public enquiries about
Deaf Australia Annual Report**

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CEO@deafaustralia.org.au**

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