



Economic Participation of Indigenous Communities CRC



Introduction

Our nation holds extraordinary resources in our people, knowledges, lands and waters; however, Australia's strong industry growth is under threat from labour and skills shortages.

Indigenous communities and businesses offer the opportunity to address these gaps, as well as to promote and achieve a more equitable share of the benefits of participation in the Australian economy.

Collaborative research and development through the EPIC CRC will address both this national imbalance and industry opportunity, while achieving the powerful promise that reconciliation offers Australia.

 Australia's Indigenous population is expected to reach 1.1 million by 2031 (ABS 2019).

 The Indigenous employment rate for 15- to 65-year-olds has remained relatively unchanged between 2008 - 2019, at 49% compared to around 75% for non-Indigenous Australians

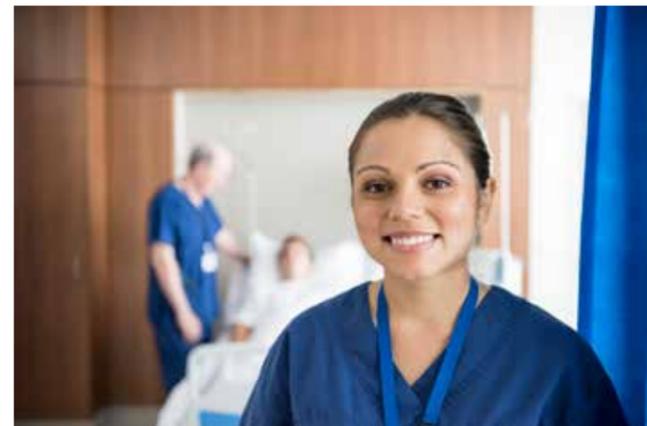
 Significant economic benefit from increased employment of Indigenous Australians, with a \$6.5 billion national gain by 2031 by closing the gap in remote areas alone and a \$24 billion national gain if closed nationally.

About EPIC CRC

Economic Participation of Indigenous Communities CRC's (EPIC CRC) vision is for a just, equitable and reconciled Australia.

The CRC's mission accordingly aligns with that of Reconciliation Australia: namely, to help promote and facilitate reconciliation by undertaking research and extension activities that assist in building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples by promoting Indigenous economic participation.

The EPIC CRC bid will be supported by a wide range of stakeholders, including private and public companies, government agencies, Indigenous businesses, community groups, universities, and other relevant organisations. EPIC is endorsed by Reconciliation Australia, who will be a partner in the CRC.



Our purpose and objectives

The 2016 State of Reconciliation in Australia report published by Reconciliation Australia revealed how in the last two decades the promotion of reconciliation entered the political arena for purposes not entirely consistent with reconciliation's intrinsic intent to unite all Australians. The intention of this report was "to spark a renewed national conversation about how, over the next 25 years, we can move towards becoming a reconciled, just and equitable Australia".

One year later the Aboriginal and Torres Strait Islander Referendum Convention's Uluru Statement from the Heart addressed this crisis within Australia and detailed aspirations "for a fair and truthful relationship with the people of Australia": in other words, aspirations for reconciliation.

The Statement also identified the need for substantive change and reform and issued an invitation "to walk with us in a movement of the Australian people for a better future".

This CRC will take its guidance on its key priorities from Reconciliation Australia. We believe that reconciliation in Australia cannot be achieved without economic justice and full participation by Indigenous communities. Accordingly, the CRC will provide a vehicle to help reach that end, specifically by assisting in the empowerment of Indigenous peoples in Australia to more fully participate in, contribute to, lead, and enjoy the benefits of the Australian economy.



CRC bid team



Dr Tony Peacock
Chair Elect, EPIC CRC

Dr Tony Peacock FTSE FAICD is highly experienced in the development, governance, and operations of Cooperative Research Centres, having led the Cooperative Research Centres Association for 10 years to the end of 2020.

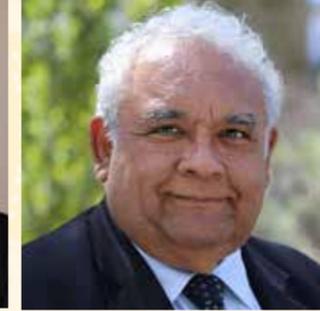
He is a Fellow of both the Australian Academy of Technology and Engineering and the Australian Institute of Company Directors and was the 2014 Monash University Churchill Fellow studying university-business relationships. He is one of Australia's most experienced managers of innovation, being CEO of Cooperative Research Centres from 2001-2010 and a statutory Rural R&D Corporation from 1996 to 2000. Tony chairs antibiotic development company Wintermute Biomedical Australia Pty Ltd, as well as its parent Wintermute Biomedical Inc. and spin-off disinfectant company Ten Carbon Chemistry Pty Ltd. He also chairs the Australasian Pork Research Institute and is Deputy Chair of the Australian Vaccine Response Alliance.



Professor Peter Radoll
Acting Chief Executive Officer, EPIC CRC

Professor Peter Radoll is the inaugural Pro Vice-Chancellor, Indigenous and Director of the Ngunnawal Centre at the University of Canberra. He is a proud descendant of the Anaiwan people of northern New South Wales, and is a leading National advocate for the advancement and inclusion of Aboriginal and Torres Strait Islander people in education and research.

He is currently the Deputy Chair and Director of the Board of the Australian Indigenous Leadership Centre (AIRC), visiting Fellow at the Centre for Aboriginal Economic Policy Research at Australian National University, Director of the Advisory Group for the CSIRO Indigenous Young Women's STEM Academy and Director of The Smith Family Board.



Professor Tom Calma AO
Independent Adviser EPIC CRC

Professor Tom Calma is an Aboriginal Elder from the Kungarakan (Koong ara kan) tribal group, member of the Iwaidja (Ee wad ja) tribal group, and is the current Chancellor of The University of Canberra.

Professor Calma was the Deputy Chair, then Chair of the CRC for Remote Economic Participation from 2010 to 2017. He is the present Chair of Ninti One Ltd, Co-Chair of Reconciliation Australia and is the inaugural member of the Charlie Perkins Trust that supports Aboriginal and Torres Strait Islander scholars to study at Oxford and Cambridge Universities.

Professor Calma was awarded an Order of Australia; Officer of the General Division (AO) for distinguished service to the Indigenous community (2012) and was recipient of the ACT Australian of the Year Award (2013).



Karen Mundine
Interim Director EPIC CRC

Karen Mundine is from the Bundjalung Nation of northern NSW. As the CEO at Reconciliation Australia, Karen brings to the role more than 20 years' experience leading community engagement, public advocacy, communications and social marketing campaigns.

Over the course of her career she has been instrumental in some of Australia's watershed national events including the Apology to the Stolen Generations, Centenary of Federation commemorations, Corroboree 2000 and the 1997 Australian Reconciliation Convention.

Ms Mundine holds a Bachelor of Arts in Communication from the University of Technology Sydney and is a Director of the Gondwana Children's Choir Board.

Previous roles include Mary Mackillop Board Director, Deputy Chief Executive and General Manager Communication and Engagement, Reconciliation Australia; Senior Consultant, CPR Communications; senior public affairs and communications roles with federal government departments including Prime Minister and Cabinet and Foreign Affairs and Trade.

Co-operative Research Centre grant opportunity

The Australian Government's CRC Program supports industry-led collaborations between industry, researchers and the community. The program aims to:

- Improve the competitiveness, productivity and sustainability of Australian industries, especially where Australia has a competitive strength, and in line with government priorities.
- Foster high quality research to solve industry-identified problems through industry-led and outcome focussed collaborative research partnerships between industry entities and research organisations.
- Encourage and facilitate small and medium enterprise (SME) participation in collaborative research.

Since its inception in 1990, the CRC program has committed \$4.6 billion in funding to support the establishment of over 221 CRC grants and 76 CRC-P Grants - a total of 297 collaborations funded over the program's lifetime.

Value proposition

By participating in the EPIC CRC you will:

- Have access to cost effective applied research through leverage of the grant income and research partner cash and in-kind contributions;
- Have the opportunity to network with Indigenous businesses, and other like-minded industry organisations, leading to further research and collaboration opportunities;
- Tackle large problems that can make a measurable impact on your organisation's ability to benefit and grow;
- Tackle skills and labour shortages, increase employment in regional and remote communities and reduce the requirement of hiring FIFO workers;
- Have the opportunity to support Indigenous businesses to scale-up, provide networking, capital raising and upskilling opportunities for SMEs;
- Influence national solutions to properly and fairly recognise Indigenous IP and knowledge;
- Get access to a pool of Australia's leading researchers focussing on increasing Indigenous economic participation in your sector;
- Enhance your organisation's reputation and be recognised as a leader that supports and delivers change to benefit Australia and Indigenous Australians;
- Leverage PhD candidates to support your organisation through co-working arrangements and potential employees.

EPIC CRC will drive benefits for Indigenous Australians, non-Indigenous businesses, government and research institutions. Research has identified significant economic benefit from increased employment of Indigenous Australians, with a \$6.5 billion national gain by 2031 by closing the gap in remote areas alone and a \$24 billion national gain if closed nationally.

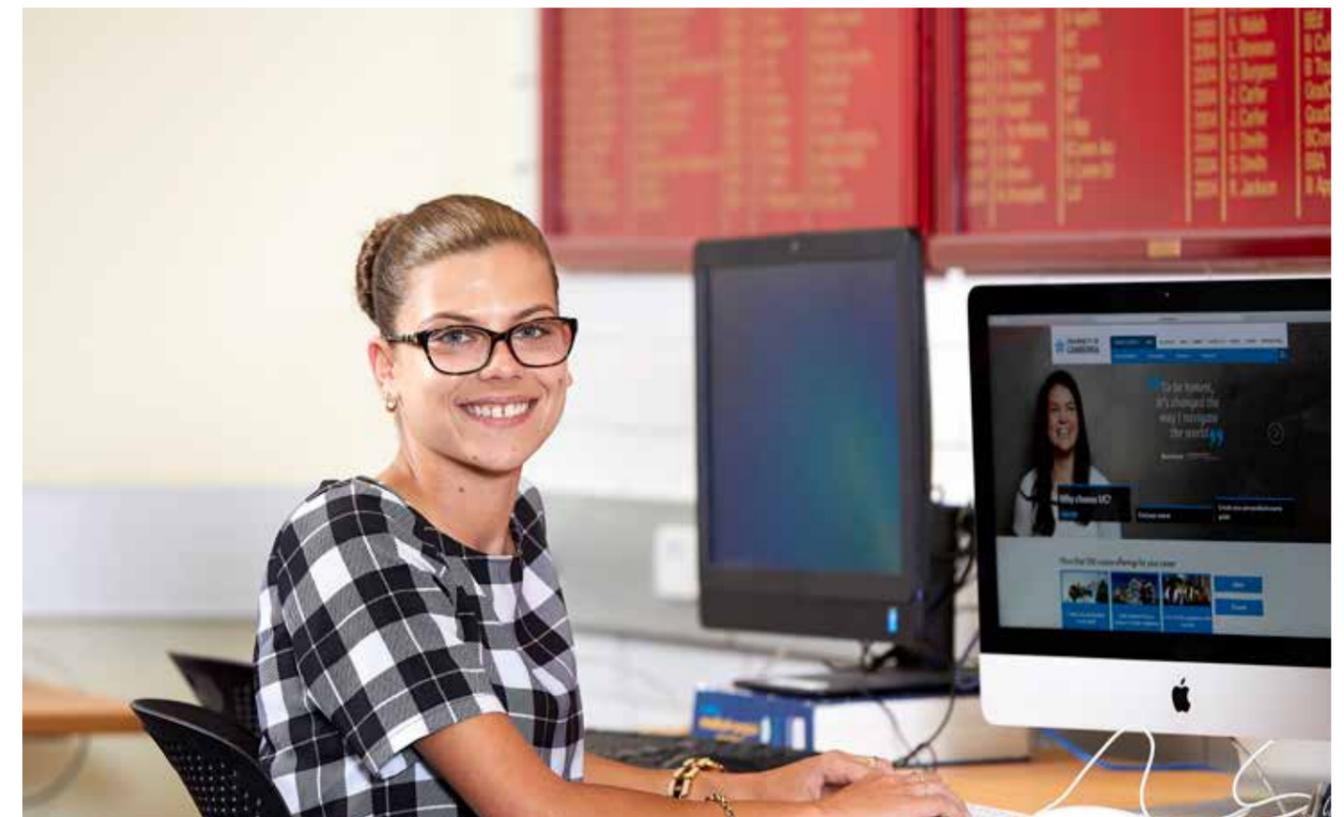
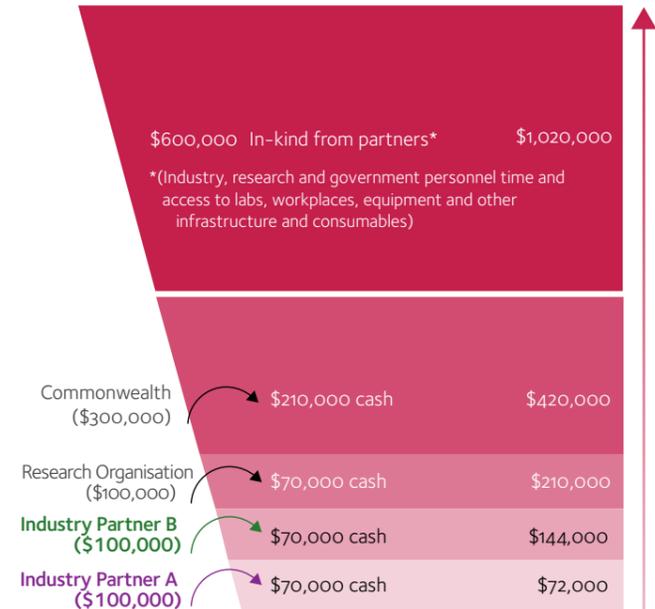
The Reconciliation Action Plan for the Department of Industry, Innovation and Science recognises that increased participation from Aboriginal and Torres Strait Islander peoples, cultures and perspectives will enhance our knowledge and ultimately benefit our society and the Australian economy



The benefits of joining the EPIC CRC

Becoming a partner of the EPIC CRC will provide significant business benefits, influencing and leveraging opportunities. The EPIC CRC is the largest and highest profile collaboration focused on building economic participation of Indigenous communities. As a partner of the CRC, your organisation will get the rare opportunity to work with world class researchers from some of Australia's leading universities. The CRC is expected to raise between \$60 million to \$100 million in cash resources, plus in-kind resources over its 10-year lifetime. As a partner of the CRC, you will have influence in how these resources are spent, and will be one of the first to gain access to industry developments, insights and commercial outputs.

The diagram to the right provides an example of how a partner can leverage their investment in EPIC CRC. The example assumes a research project with two industry partners and a research partner. The diagram shows how partner contributions on 1 CRC research project with 2 partners collaborating can be significantly leveraged. Note: at least 70% of the cash budget will be invested in the research program. The remaining 30% will support education and training, technology transfer, communication, governance and management.





Proposed research programs

Food and Agriculture	Service Industries	Green Industries
<ul style="list-style-type: none"> • Technology solutions to enhance and grow the first foods sector • Nutrition and food registration for export growth • First foods market analysis and forecasting • First food processing and manufacturing • Skills development including agtech • Pharma and nutraceuticals 	<ul style="list-style-type: none"> • Identifying, designing and trialing Indigenous-driven business models • Developing Indigenous tourism market models, skills and capacity building • Integrating technologies and tourism • Increasing Indigenous employment, career advancement and retention in the mainstream services sector 	<ul style="list-style-type: none"> • Diversification of farm income through carbon farming, blue carbon, natural resource management and biodiversity offsets • Renewable energy farms • Construction; sustainable, integrated renewable energy solutions • Asset management including secondments to industry

Cross Cutting Themes

Land and water management: policy and systems; decision making tool for best use of land, integrated with market and consumer decision tools; help communities make best use of assets; business models; technology to remove barriers to development and scale.

Markets: Market forecasting, analysis for trends & opportunities, consumer preferences access to markets.

Indigenous IP and knowledge

Education and Training: accelerator, and Indigenous Business Hub, action-based training; digital skills and literacy, RHD training; Mentor and secondment program, career advancement, recruitment, retention.

EPIC Business Hub

An Indigenous Business Hub will be established to represent small and medium Indigenous businesses across all industries as a partner company of the EPIC CRC. The Hub will focus on growing Indigenous businesses to national and global scale and will invite membership from businesses interested in participating and having a direct influence on the research directions of the CRC.

The Hub aims to create opportunities for its members to:

- Collectively identify industry challenges and inform the research priorities of EPIC CRC;
- Gain direct access to participate in research activities and pilot programs promoting business growth and improving business capabilities;
- Establish connections with EPIC CRC partners and potential investors, and
- Access business and sector relevant training programs developed and delivered by CRC partners.



Education and Training

The Indigenous employment rate for 15 to 65 year olds has remained relatively unchanged between 2008 - 2019, at 49% compared to around 75% for non-Indigenous Australians, and the target to halve the gap in employment outcomes within a decade (2008 - 2018) was not met in any state or territory.

The enablers and barriers to Indigenous Australians' participation in employment are multiple and intertwined with social, cultural, geographic and economic factors. Acquiring skills - particularly literacy, numeracy and digital problem-solving skills, is associated with better labour market outcomes (OECD 2019). For those Indigenous Australians with higher levels of education, there was virtually no gap in employment rates with non-Indigenous Australians (AHMAC 2017).

EPIC CRC's education and training program aims to drive social and economic outcomes from increased meaningful employment of Indigenous people. The CRC will work with industry, Indigenous organisations, VET, universities and government to better understand training and education requirements, as well as to implement well-considered and researched Indigenous employment pathways.



EPIC CRC's Education and Training Program will provide the foundation to increase employment outcomes and advance the careers of Indigenous people; and address the CRC's targeted industries' skills gaps. The CRC will design scalable training programs that build critical skills relevant for industry; and train educators, employers and training supervisors to ensure a sustainable system.

Industry linked research training

- 35 PhD candidates over the CRC's ten-year term, with a preference for Indigenous candidates.
- Honours and Masters programs, creating a pipeline of future PhD candidates.
- Co-supervision by industry and end-user leaders, as well as multi-institute academic supervision.
- Candidates will receive training in commercialisation, communicating research for impact, and Supervision for Empowerment - the EPIC CRC Trainer and Facilitator Program.

Action-learning vocational training

- Nationally recognised and accredited action learning qualifications co-designed with Indigenous training institutes and in community.
- Replication and customisation of accredited courses for communities and workplaces will be enabled via a virtual Training Hub, led by SkillsIQ.
- Development of the Supervision for Empowerment course for trainer and facilitator certification to supervise action-learning schemes.

Employer training program

- Co-design, with Indigenous people and workplaces, of workplace strategies that enhance Indigenous recruitment, retention and career advancement.
- Workplace training programs to support the execution.
- Mentorship program for Indigenous employees - as new recruits and employees seeking to advance careers.
- Managers can obtain Supervision for Empowerment certification to supervise action learning schemes.

Business skills for entrepreneurs

- Business skills training provided through the EPIC Business Hub.
- In addition to business training, the EPIC Business Hub will work with entrepreneurs on novel business models that optimise scalability and sustainability and mentor programs for participants.
- Potential for mobile delivery of training will be explored.

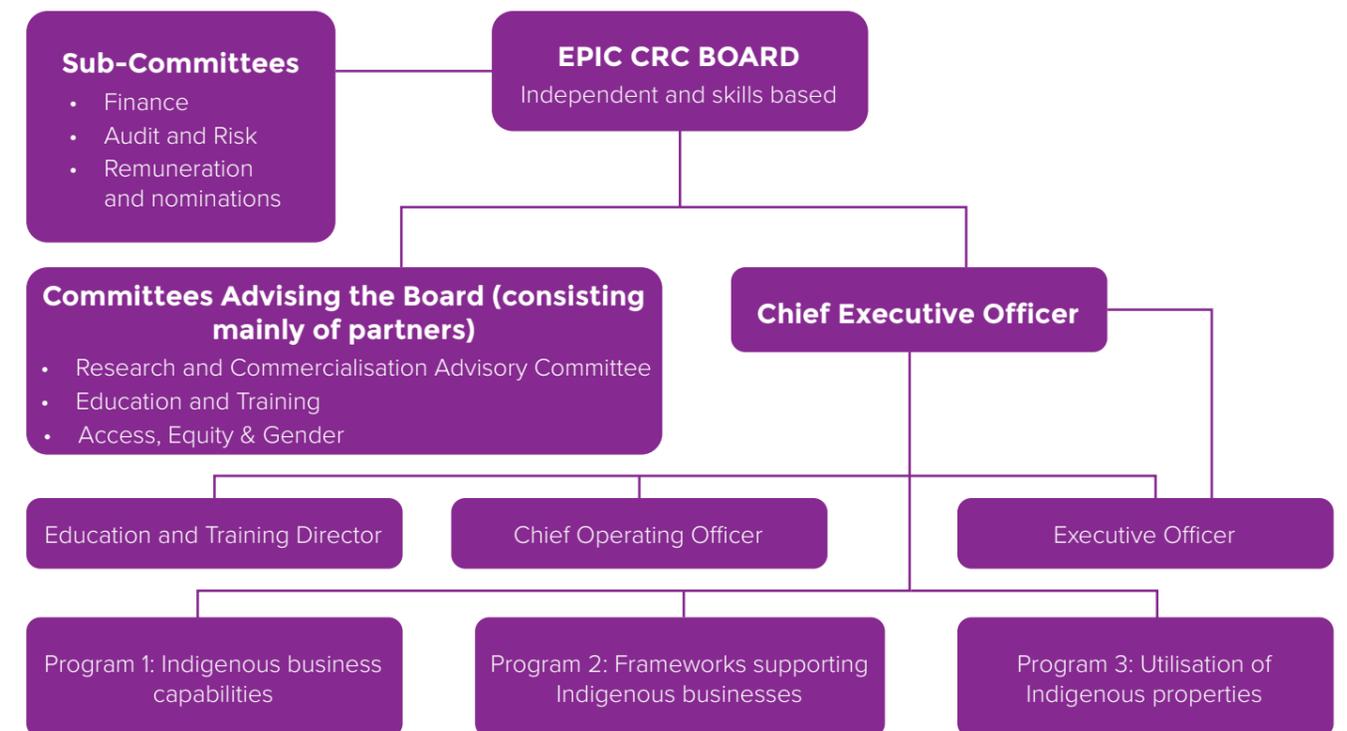
Governance and Management

EPIC CRC's draft term sheet, which is available upon request, articulates the suggested governance and management of the CRC. Feedback and questions are welcomed.

EPIC CRC will be established as a not-for-profit company limited by guarantee. It will be governed by a skills based and fully independent board. A Research and Commercialisation Advisory Board (comprised of elected CRC members and CRC management, research and commercialisation leads), will be responsible for reviewing research proposals against criteria pertaining to alignment with Reconciliation Australia's priorities, industry need, commercial potential, and scientific basis. Following assessment, the Research and Commercialisation Advisory Committee will make recommendations to the Board for a proposal's approval and / or to the project's participants, for its further development.

The CRC will look to secure the maximum benefit to the Australian economy from Project IP, whilst also ensuring appropriate protection, recognition and compensation is provided for Indigenous Intellectual Property and Knowledges. For public good projects where Project IP is intended to be disseminated to the public, Centre IP ownership is proposed (subject to negotiation). For commercial projects, Project IP ownership and commercialisation rights will be negotiated on a project-by-project basis. Commercialisation of IP will not prevent partners from using IP for the non-commercial purposes of research and education.

EPIC CRC will have two partner categories, one for research institutes and the other for industry, government, Indigenous and community organisations. The table below provides a summary of the different types of partnerships with the CRC.



Industry, Government, Indigenous and Community organisations	Contributions	Member of the CRC company	Voting and nomination rights
Tier 1	Minimum \$300k per annum cash. Approximately \$400k per annum in kind	Yes	Can nominate up to two independent board member candidates Ability to vote
Tier 2	Minimum \$150k per annum cash. Approximately \$200k per annum in kind	Yes	Can nominate up to one independent board member candidate Ability to vote
Tier 3	Cash and in-kind as appropriate	No	N/A

Research institutes	Contributions	Member of the CRC company	Voting and nomination rights
Tier 1	Minimum \$150k per annum cash. Approximately \$200k per annum in kind	Yes	Can nominate up to two independent board member candidates Ability to vote
Tier 2	Cash and in kind scaled appropriate in accordance with cash funding to Research Partner	No	N/A



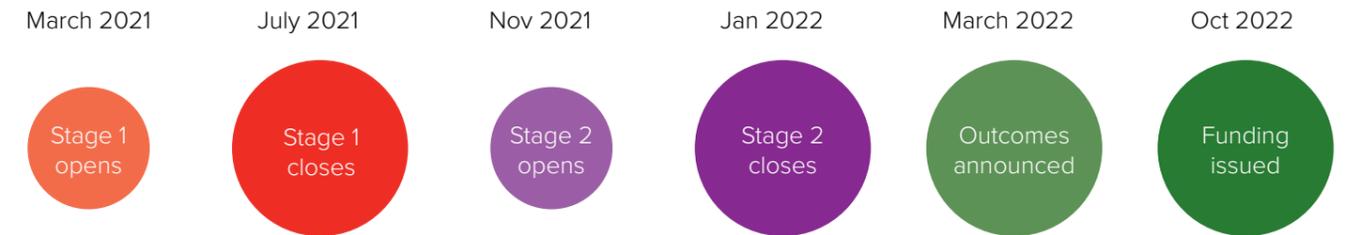
Next Steps and Timeline

Invitations are now open to partner with EPIC CRC and to help develop the scope and priorities of the research and education and training programs. To determine whether your organisation is interested in learning more about the CRC and / or becoming a partner of the CRC, consider:

- Whether your organisation has an interest in the proposed research areas;
- Whether the consortium approach to research is appealing to your organisation, and;
- Whether there is any feedback you have on the research areas we are proposing for investigation.

We encourage interested organisations to engage with the bid team early to contribute towards a CRC program that addresses end user needs and challenges. If you are interested in learning more, and in providing input to develop the research programs, please contact us.

Round 23 CRC Program has not yet opened, but the anticipated timing of the two-stage application process is provided below.



Bid lead contacts:

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