

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022



Prepared by Ash Sehl for the 2022 Annual General Meeting
COMMUNITY LIVING ASSOCIATION INC.

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INTRODUCTION

ACKNOWLEDGEMENT OF COUNTRY—

This report was prepared and presented on the land of the Jagera and Turrbal people.

Community Living Association provides services across Turrbal, Jagera, Yugerabul, Kabi Kabi, Jinibara, Wakka Wakka, Yugambeh and Quandamooka Country. We acknowledge the Traditional Custodians of all of these tribal groups and recognise the important connection they continue to have to Land, Sea, Sky and Waterways across this region. We pay our respects to Elders past and present. We also recognise the emerging leaders who continue to share cultural knowledge, language and care for Country practices.

This land was stolen, it was never ceded. It always was and always will be Aboriginal land.



For more information on the Indigenous history of the Nundah area where CLA is located, see Appendix 1.1. Reconciliation Booklet.

STATEMENT FROM THE COORDINATOR—

CLA was established in 1989 by a group of young people with intellectual disabilities, their families, and supporters in order to assist them to live a socially and economically included life. In the intervening years, CLA has extended to work with young people and their families where the young person is at risk of homelessness, and also to work with recently arrived refugees and migrants.

CLA recognises the importance of relationships, material resources, personal meaning and meaningful use of time, as well as physical and mental wellbeing, and safety and security as being important to achieving a good life.

CLA also recognizes the importance of process in achieving these outcomes; hence, CLA's projects, programs and outcomes reflect the aspirations, the issues, and the needs of our constituencies, and involve their voice, decision making and talents in development of responses at both individual and collective level.

Therefore, as you read this ESG report you will be sharing in the efforts of the young person who overcame family disruption to

complete schooling, the young person with an intellectual disability who exited Child Safety and established their independence, the young person in the care of Child Safety who is homeless, who removed themselves from a violent situation, the IYHG Housing tenants who run their own housing company, the Nundah All Stars who write and perform their own musical every year, the Recyclers group who collect and turn in bottles for the environment, and the members of the Nundah Workers Co-op, who formed a co-operative to create meaningful work for themselves. Each bit of data in this ESG report is their achievement.

**Morrie O'Connor, Coordinator of
Community Living Association.**



ENVIRONMENTAL REPORT

INTRODUCTION—

COMMUNITY ORGANISATIONS AND THE ENVIRONMENT:

Climate change poses an existential threat to human life on our planet. The last century of human activity has created heretofore unseen levels of global warming through atmospheric concentration of carbon dioxide and other pollutants. Additional human activity, such as overfishing, deforestation, improper waste disposal and outward urban development contributes to the degraded state of the natural world. Climate change and the other effects of the wider environmental disaster have dire consequences if left unremedied. Scientific consensus has outlined that not only will climate change increase surface and atmospheric temperatures— disrupting ecosystems, melting permafrost, causing sea level rise— but will also cause an increase in extreme weather events. The changes in the earth’s environment will have and has had immense, disproportionate impacts on the disadvantaged worldwide, and in Australia.

Climate change plays a major role in exacerbating established vulnerabilities. Most of Australia’s population live on the coastlines, where rising sea levels threaten to inundate low-lying communities before the turn of the century. Rising temperatures could see areas of land and indeed many homes in Australia rendered uninhabitable with the insulation and cooling infrastructure currently installed. Excessively powerful storms and changes in weather patterns already pose a threat to food security. When record floods hit New South Wales in the winter of 2022— an event that meteorologists say was caused by oceans being 2 degrees hotter than usual— thousands of people were displaced from homes in flooded areas, and cropland that Australian consumers rely upon was destroyed, driving the price of produce upwards. This, of course, disproportionately impacted the marginalised, who are the people most likely to live in floodplains, and the most likely to be affected by a rising cost of living. During Australia’s Black Summer— the extreme bushfire event of 2020 in which vast swathes of the country were wracked by unprecedented fires— the people most affected were rural residents who lost their homes, people with pre-existing medical conditions, the elderly, children, and people who worked in conditions with poor ventilation. While all people on earth will be impacted by the changing climate, the people most affected will be the marginalised individuals: groups and communities who have the least resources to confront the climate crisis, and the least ability to adapt to and recover from the effects of the climate crisis. It is clear that climate change is a social justice issue.

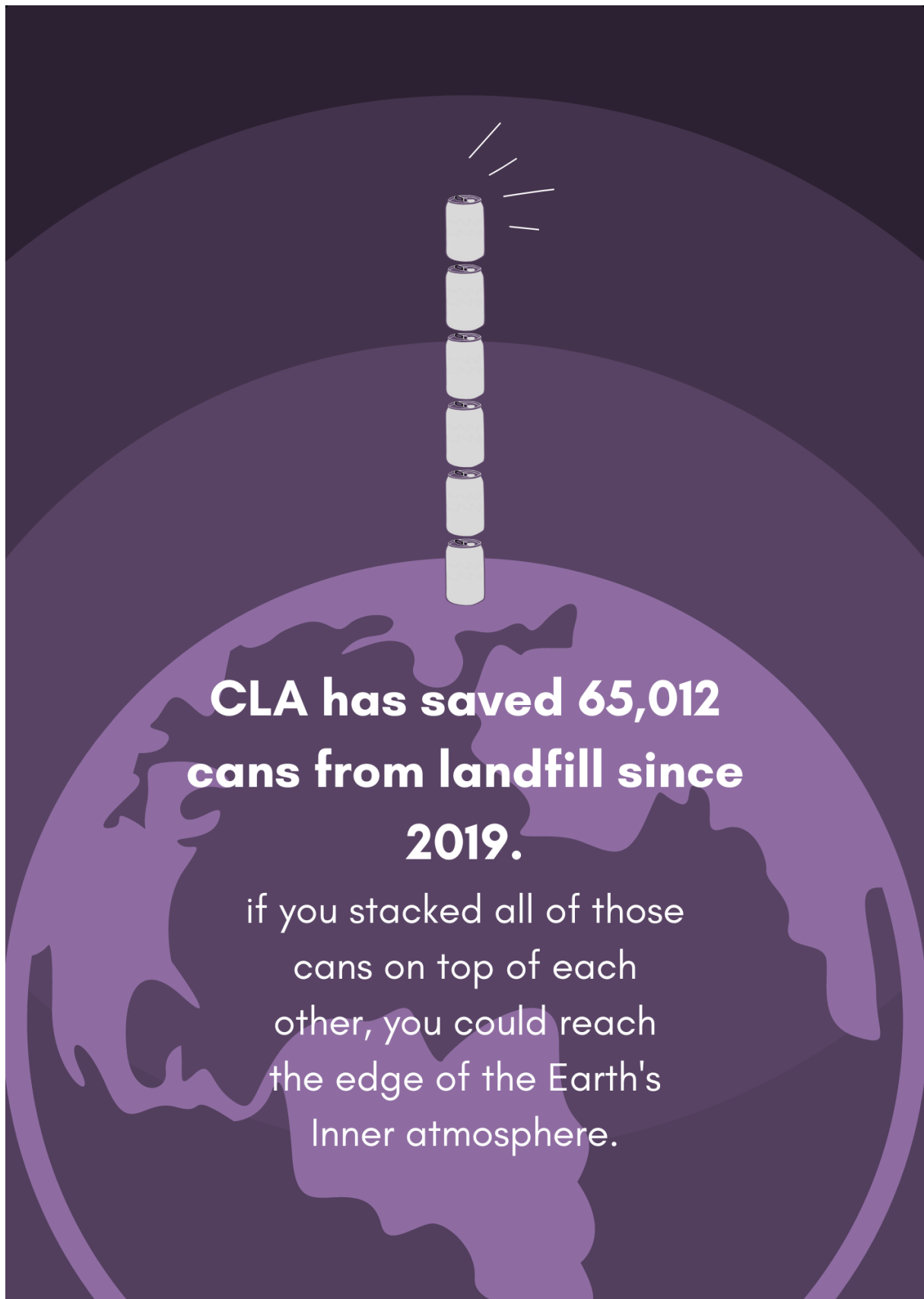
Social workers are dedicated to enhancing human wellbeing, and climate change represents a great challenge to the health systems, community organisations and other institutions in which we operate. The Australian Association of Social Workers has released their policy position on climate change, which states plainly: *“The Australian Association of Social Workers has released their policy position on climate change, Climate change is the greatest collective challenge that we face and as social workers we are united in our call for immediate action from governments in Australia, and across the world. We need urgent, systemic and inclusive action from governments while we still have time.”* The sentiment of this statement is that the material effects on the lives of disadvantaged people are and will continue to be vast and multi-dimensional. As such, social workers have a commitment to fighting for a sustainable and socially just environment.

For CLA, this is a pertinent and pressing issue, and limiting the effects of the climate disaster on our work is just as urgent. Constituents of CLA have intellectual disabilities, and are likely to be harder hit by the effects of climate change than the general population. People with intellectual disabilities are more likely to have chronic health conditions, live in substandard or insecure housing, and live under the poverty line— pre-existing vulnerabilities that climate change will exacerbate. The effects of climate change impact more than the temperature, they also encompass things such as air quality, access to basic necessities, and the availability of important services during disasters. It is determinedly likely that events such as floods, bushfires, warming and other impacts will have effects not only on the health, living conditions, food security and financial stability of constituents, but also on the ability of CLA to deliver services in an organised and effective manner. The task now for CLA is to agitate for the broad systemic change necessary to limit and reverse the most dangerous effects of the climate crisis, and to contribute in small ways as an organisation to the fight against climate change.

For references used in this section of the report, see Appendix 1.2. Community Organisations and the Environment.

OUR ENVIRONMENTAL IMPACT—


KEY FIGURES:





**SQW has
performed 11,700
hours of work
based on
conservation
and ecosystem
management in
2022.**

If you spent all that time
watching performances
of Hamlet back to back,
you could watch it 3900
times.



**CLA has
generated
415403 kWh of
solar power.**

If you used that electricity
to power a standard
lightbulb, it would have
been burning since the
end of the last Ice Age.

REGENERATION:

CLA supports Skilling Queenslanders for Work, a Queensland Government program which enables people to gain a qualification— a Certificate I in Conservation and Ecosystem Management— and perform paid work experience, as well as supporting participants with resume-building, language and literacy support and other employability skills. SQW's Re-Gen project involves participants in a 20-week course, which has participants engage in regular environment regeneration work at the Hendra Pony Club, as well as numerous conservation and riparian zones across Brisbane. This work includes the weeding of invasive species of plant, mulching and fostering revegetation by planting native plants. SQW also works with bush regeneration group Bulimba Creek Catchment Coordinating Committee, or B4C. B4C is a social enterprise operating out of Brisbane's South, which rehabilitates native vegetation and bush, performs weed control, works on natural areas such as parks and works to maintain floodplains, riverbeds and creek beds.

Re-Gen groups are made up of 15 trainees who work 3 practical work experience days per week, performing 6.5 hours of work each day based around conservation and ecosystem management. In a year, this amounts to a figure of approximately 11,700 hours total.

RECYLCING:

Containers for Change is a Queensland government recycling scheme that aims to provide a small financial incentive for citizens who return recyclable plastic bottles to recycling centres. CLA has participated in Containers for Change since April of 2019. A small group of CLA constituents who are passionate about recycling—The Recyclers Group— are supported by workers to collect cans and bottles from CLA donation bins and a collection of local businesses and turn them into local recycling centres. Constituents and workers alike bring in bottles and cans to donate.

From April 2019 to June of 2022, CLA collected a total of \$4086.10 from the recycling scheme, which equals to 40,861 cans and bottles saved from landfill and recycled. In addition, CLA receives regular container donations from community volunteers. Volunteers donated a total of \$2415.10 in the same period of time, or 24,151 bottles. The total number of recycled containers over this period was 65,012.

ENERGY:

CLA operates 11 solar systems installed on its properties. The systems have been installed incrementally over a period of twelve years. The first was installed in 2010, and the most recent in 2021. The most recent report on the systems took place in September of 2021, where it was determined that the systems collectively have generated 415403 kWh over their lifetime, with a daily total average of 196.9 kWh. On average, each system generated 17.9 kWh per day.

FUTURE INITIATIVES:

ELECTRIC VEHICLES

During endeavours to explore CLA's environmental impact, a report was created weighing up the possibility of introducing electric vehicles to CLA's fleet of work vehicles. Several variables were considered in the process of the report: environmental impact, range, and affordability. From the findings of the report, CLA has opted to wait for more diversity in the electric vehicle market, more robust environmental standards across the industry, and more developed charging infrastructure. The conclusion of the report is as follows:

"The environmental credentials of electric vehicles are unimpressive. If charged from solar, they will produce less emissions over their lifetime, but if charged from the fossil-fuel heavy Queensland energy grid, they are still producing emissions. The materials used to construct the lithium-ion batteries in EV's—cobalt and lithium—are ethically conspicuous. Cobalt-mining is environmentally destructive, and the majority of the world's cobalt supply is derived from unethical labour. Lithium mining requires excesses of water, deeply affecting local communities. Tesla, the most prominent electric car manufacturer in the world, has strong ties to companies that engage in unethical work practices and child labour, as well as numerous cases of environmental destruction, chemical dumping and improper waste management. The production of cobalt and lithium produces tons of acid and radioactive waste, and even after lithium-ion batteries are retired, they create environmental hazards if improperly recycled. All this to say, the claim that EV's are more environmentally conscious and ethical than combustion engines is incorrect.

EV's are costly. Only three EV models are available in Australia for under \$50,000. Surveys suggest that one of the biggest barriers to the uptake of electric vehicles is the prohibitive cost to consumers that exists presently. While studies suggest the price will fall in the coming years—including predictions that it will be cheaper to buy an EV than a petrol vehicle by 2030—the current state of the market makes an EV an unfeasibly expensive choice for CLA. A more achievable option would be a plug-in hybrid vehicle, or a PHEV, which does produce emissions, but uses its electric batteries to increase the fuel economy. PHEVs run cheaper than electric vehicles, with a number of models available for \$35,000 or less.

The charging infrastructure for electric vehicles is also underdeveloped. The average EV has a range of 328km, whereas the average petrol car has a range of 482km. Problems such as long charging times, low density of charging stations and limited accessibility to public stations make it difficult to see EV's as an option for a CLA work car, as social workers often work to time limits, and drive often.”

The full report is available in Appendix 1.3. Electric Vehicles Report.

SOCIAL REPORT

INTRODUCTION—

A STATEMENT FROM THE PRACTICE MANAGER—

As a community, CLA seeks to foster social inclusion, connection and celebration. We recognise that an experience of trauma and /or disadvantage leads to many people feeling socially isolated and subject to negative attention, if in fact they are seen at all. As such, we value belonging, connection, nurturing relationships and opportunities to contribute to the community.

We contribute to a diverse and vibrant community by sharing our cultures, creativity, individual strengths and collective energy.

We join together around shared interests such as Cooking Group and Adventure Holiday Group; or shared concerns, such as Nundah Scam Awareness Group and the Disability Royal Commission Submission by young people accessing ARROS; and by inviting local community members to join in, such as Nundah All Stars and Shared Meal.

We believe that every young person, constituent, family, community member, volunteer and staff member has inherent value and adds value to others.

- Every constituent employed by Nundah Community Enterprises Cooperative who serves food in Espresso Train café;
- Every constituent who maintains our local parks and the village;
- Every Skilling Queenslander's participant who contributes to greening our spaces and sharing their culture;
- Every young person who shares their knowledge and experience with their peers in a group;
- Every Op Shop worker who greets and makes welcome every passer-by, whether they come into the shop or not;
- Every young person providing care in their family;
- Every parent who is the best parent that they can be every single day;
- Every child, young person and family who participates in Sorry Day events at Kalinga Park;
- Every self-advocate, public speaker, committee member who speaks up for themselves and others;
- Every staff member who believes in social justice and won't let a global pandemic stop them doing this work;

- And every community member that joins us in coffee, celebration and looking out for our neighbours.

We hope that you enjoy the following stories from the young people, constituents and workers that are CLA as much as we do.

**Tania Lawrie, Community Living
Association Inc. Practice Manager**



ARROS—

INTRODUCTION:

The ARROS team has three support programs: outreach, ARROS Place, and Counselling and Parenting support. Outreach, firstly, is individual, holistic support for young people with a cognitive disability. ARROS Place is Peer-Led Advocacy and Community Engagement. It involves support for young people with an intellectual disability and an experience of child safety or youth justice to develop a peer-led support group, focusing on building skills for employment, relationships and speaking up. Lastly, Counselling and Parenting Support involves accredited Mental Health Social workers provide counselling to address mental health concerns and enhance wellbeing. It also involves Disability Specific Parent Educators supporting parents with intellectual and cognitive disabilities to develop parenting skills, knowledge, and capacity. Social workers are trained Circle of Security practitioners, and their work is guided by the parents they support. ARROS works in collaboration with other systems and networks in a parent's life, such as their family, partners, supporters and Child Safety.

ARROS works with people who often have a history of trauma and social disadvantage, which can lead to complex forms of social isolation. This can impact their ability to maintain service relationships with mainstream support organisations, as well as their ability to form and maintain informal support relationships.

“The world is a much better place to live in because of the work you are doing.”

- A worker working alongside the ARROS team

“I have been with ARROS forever and the workers can't tell me what to do but they can make suggestions. I don't like being told what to do! ARROS workers are pretty fun and easy to talk to”

- A person who engaged with ARROS

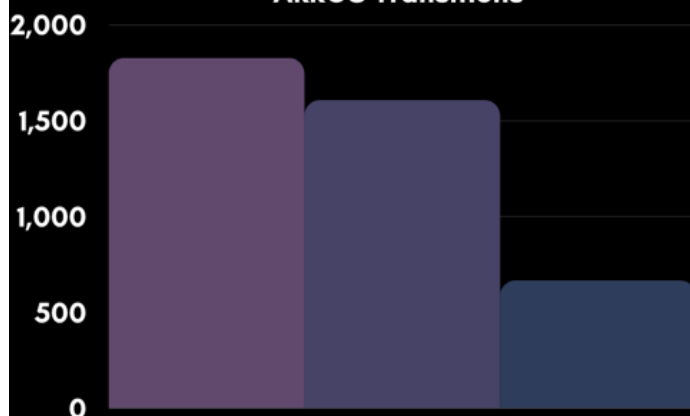
41 people supported.

ARROS Transitions
15

ARROS Place
14

NDIS
12

■ NDIS ■ ARROS Place
■ ARROS Transitions



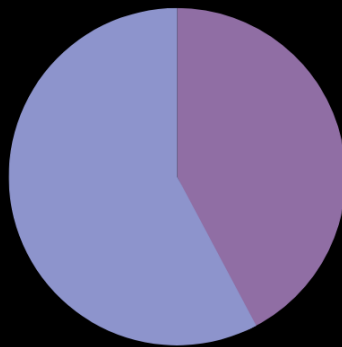
4099
instances of support.

42615 kilometres driven.

5501
hours of support
provided.



Parenting
26



Counselling
19

1754

instances of
support.

2097

hours of support
provided.

parenting support



counselling support



8907 kilometres
driven.

CASE STUDY:

Sam (Pseudonym) is a 28-year-old man who has an intellectual disability. Sam was referred to ARROS by Child Safety in 2002. He was residing with his father who also has an intellectual disability. In Sam's teenage years, he experienced sexual abuse, substance abuse, very poor household hygiene, and numerous examples of verbal, financial and physical assault by community members. Before the engagement with ARROS, a number of family services experienced significant difficulties engaging with Sam and his father, due to Sam's lifestyle and his tendency to confabulate stories to demonstrate his worth. Services consequently decided to withdraw their support due to Sam and his father's alleged 'non-compliance.' Sam was being routinely exploited by a neighbour, who would encourage Sam to engage in criminal activities (theft, break and enter) including violence (e.g., threatening his father for money). Sam is a very affable and engaging young man and wants to be liked and have fun, to the point of responding to offers of 'friendship' with no thought of the cost to himself.

Initial engagement with Sam required perseverance over an extended period to build the relationship. Engagement with Sam and significant others occurred mostly after hours, and engagement also needed to happen with significant others to help us get a clear idea of the reality of the issues.

Planning involved:

- **Safety in relationships**— Addressing exploitation towards Sam and by Sam.
- **Health**— Sam has a health condition that is exacerbated by poor diet and alcohol, and therefore support should involve helping Sam to determine how his body is affected by different foods.
- **Self-care and hygiene**— Developing strategies to address personal and household hygiene issues.
- **Accommodation**— Physical safety, household management, and supporting Sam to move from an abusive hostel environment to his own home.
- **Building positive relationships**— This included with neighbours, and in hostel environments. Support in managing, recognising and contemplating the consequences of excessive alcohol consumption.

- **Social participation and community connections**— Supporting Sam to build supportive relationships in the community (e.g., volunteers).
- **Economic participation and meaningful use of time**— exploring employment opportunities for Sam (e.g., Community Living Association, Sam's neighbourhood endeavours, The Big Issue, private car detailing business).
- **Support in decision making**— In finances and family and relationship conflicts.
- **Capacity building**— Supporting the community to understand and respond to Sam's behaviours (e.g., GP, lawyers, Public Trustee).

The implementation of the support involved a long-term, flexible and assertive outreach, and person-centred and holistic interventions. Sam's support involved crisis intervention, and on-call after-hours support, but also centred capacity building, such as building positive relationships with neighbours and challenging exploitative relationships (in hostels & neighbour relationships) by role modelling. ARROS's implementation was strength-based, utilising Sam's strengths and motivation to explore employment and community engagement opportunities. ARROS also engaged Sam with counselling and emotion coaching (e.g., dealing with substance abuse, self-harm behaviour and family conflicts), as well as advocacy work in regard to housing, the Public Trustee and other legal matters. In addition, ARROS supported Sam's father to take out a DVO in an attempt to address the violence in their relationship.

Sam has been actively engaged with ARROS and frequently participating in group events for over 10 years. Sam's ability to reach out for support has significantly increased and he feels comfortable sharing his concerns with ARROS workers. He has developed better self-care strategies with personal and household hygiene. Sam has worked for a few community organisations and now has a private car detailing business. Sam has also been living independently in a unit.

Sam has developed better self-control, increased capacity to manage his alcohol consumption, reduction in seizures due to support in managing medication, less frequent critical incidents around his personal safety. Sam has also demonstrated increased capacity to regulate his emotions and impulsivity. He has developed a supportive relationship with a volunteer and

community members, as well as with his father, where he seeks out emotional support and social engagement rather than financial support. There is no longer exploitation in this relationship.

ARROS provided a flexible and long-term outreach approach which allowed Sam to feel safe, and to gradually develop a relationship of trust with this allegedly ‘non-compliant’ person and his father, when other services had given up. This work required flexibility to work out-of-hours, and long timeframes to develop relationships, including active listening to interpret Sam’s true goals without becoming blindsided by the confabulation that he used to present himself as a competent and worthy person. It required a commitment to getting to know the significant others in Sam’s life: his father, and to understand the reality of the physical abuse that was occurring from Sam to his father; his neighbour to understand the abuse and exploitation that was occurring from his neighbour towards him. The work required flexibility to respond to Sam’s stated immediate issues rather than stick to plans made.

BEROS—

INTRODUCTION:

BEROS supports young people in the care of child safety who are living in non-approved homes (self-placing) in the Brisbane, Moreton and Sunshine Coast regions. The BEROS service provides outreach, connection and relationship building with young people whilst ensuring safety; and achieving stability by meeting immediate needs such as stable accommodation and care relationships, and personal, family and community opportunities. The service also provides development work such as linking young people to educational or other developmental groups, supportive and positive peer relationships, mentoring and enhanced family and cultural relationships.

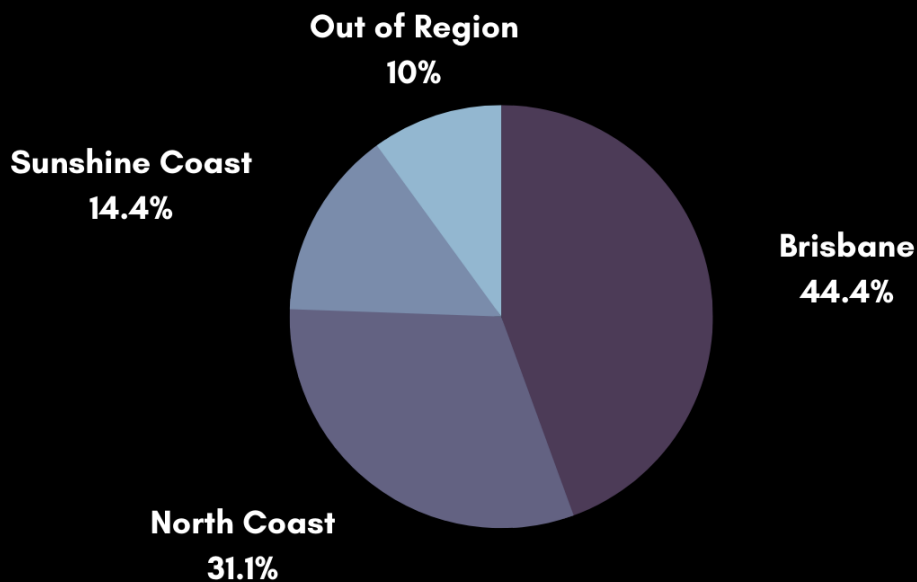
BEROS support to young people includes outreach case management, overnight support and afterhours outreach. It also includes advocacy to child safety and broader stakeholders to respond to the needs of young people.

BEROS advocacy role also includes supporting child safety to meet its obligations to young people in its care and to enhance its response to young people who self-place. BEROS recognises the centrality of building positive relationships with young people to support them and recognises the need to build constructive relationships with child safety to achieve positive outcomes for young people.

“It actually felt amazing. Because knowing that my entire life I’ve had no one to talk to and nobody to get to listen to me. And now that I’ve finally got someone to talk to, it felt so fulfilling.”

- A young person who engaged with BEROS.

180 young people supported.



6819 instances of support.

129507 kilometres of transport provided.



CASE STUDY:

Emma (pseudonym) is a 14-year-old young woman who had been self-placing for a number of months in several locations, including with family and peer networks. At the time of referral Emma was not engaging with her CSO and was considered one of the most at risk young people in the region with staff concerned that she was at a very real risk of death. Emma had not been seen for several months and was in breach of her youth justice orders. She was disconnected from her supports, using methamphetamines and there were concerns about her being sexually exploited.

At referral Child Safety provided information about the young person's identified safe networks and the worker began to liaise with these people. The worker identified Emma's ex-foster carer as a key safety and support person and leveraged this relationship to build a connection with Emma. Beros identified that the foster carer was a support for the young person and Emma's pattern of engagement was to always return to and seek support from her ex-foster carer who she had been placed with as an infant and identified as Mum.

The foster carer was no longer an approved carer and there had been previous standards of care reviews- however in considering Emma's relationship where the carer appeared to be the only constant. Due to the trust that had been built between the worker and the carer, Emma felt safe and began engaging in case management support.

The young person and Beros advocated for the ex-carer to be a part of every safety and support network meeting- even when the young person no longer had a formal open placement with the carer. This meant the young person chose who was around the table and validated the importance of the carer's role in her life.

The relationship between Emma, her CSO and STL was highly conflictual and while Emma would engage with the Beros worker she would not engage with Child Safety. After numerous meetings to resolve the situation, it was identified that Child Safety were not in the best position to hold case management.

Casework tasks were allocated to BEROs, and they remained the lead case manager for 3.5 years. This change in case approach took a significant shift in thinking for the service centre however identified that better outcomes could be achieved through this arrangement. BEROs supported Emma through this time, and she eventually chose to re-engage with Child Safety.

Emma was supported by BEROs through a variety of self-placing arrangements, placements which ended abruptly and an eventual pregnancy whilst the young person was still in care. Emma was supported by BEROs to engage in all the necessary tasks and supports to maintain the care of her child including accessing legal support, antenatal support and housing.

At the point of exit from BEROs, Emma had ceased using intravenous drugs, was engaging in antenatal care and accessing other supports, including support from her ex-foster carer.

Emma participated in an Investigation and assessment prior to the birth of her baby. This assessment was unsubstantiated, and she is living and being support by her ex-carer and caring for her child.

COMMUNITY CONNECTIONS—

INTRODUCTION:

Community Connections works with young people between 12 and 18 years old, addressing issues that affect their ability to stay in school and home. Where it is appropriate, Community Connections also offers support to families, caregivers and friends. Community Connections services are confidential and voluntary, and delivered through the Department of Social Services' Reconnect Program, and through school based social workers in some local schools. Community Connections is also an Accredited Employing Authority for Student Welfare Workers, and for Youth Support Coordinators.

“Community Connections helps me to know where I’m going and supports me when I need it. It’s made a big difference. I’ve noticed I’m thinking more wisely and feeling better.”

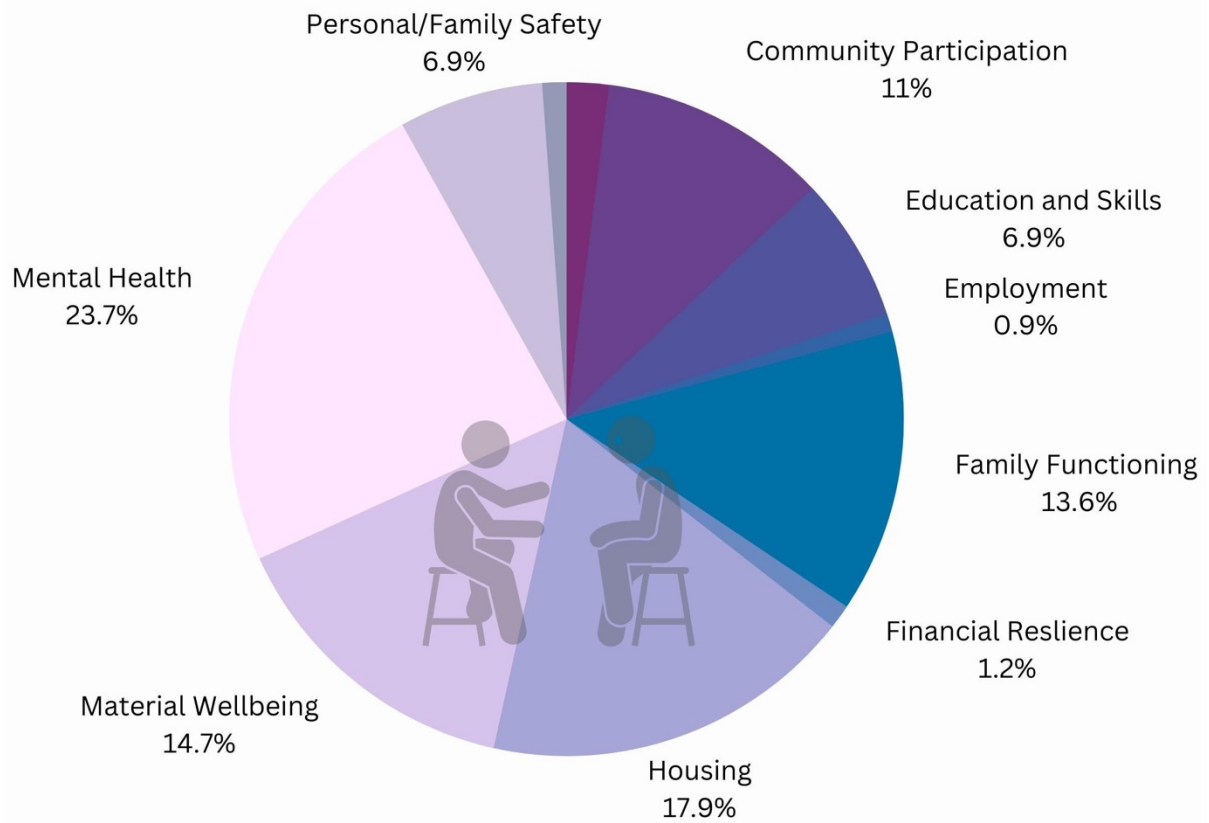
- A parent who engaged with Community Connections.

“My first impression was it’s a fun, charismatic place. It is diverse – they do things with school kids but also with society, families and even their pets. They help people who feel a bit down and also train up the next generation of workers in the sector.”

- A supporter of Community Connections.



WHY YOUNG PEOPLE ARE REFERRED TO COCOS



CASE STUDY:

A 14-year-old young person (YP) was referred to Community Connections Reconnect program by his mother's support worker, due to concerns around ongoing conflict with his father which was resulting in periods of couch surfing. YP had previously lived with his grandparents for several years but relinquished care in 2021 due to violence perpetrated by him. YP returned to live with his mother for a few months and was asked to move to his father's house after continued verbal and physical abuse towards his mother and siblings. YP has a complex relationship with his caregivers and has experienced support rejection multiple times. He has 5 younger siblings living with either their father or mother and 1 older sibling not residing with either parent. YP had not attended school for many months. YP has been charged for multiple criminal offences and had been given a Notice to Appear in the Children's Court several times and missed many court appearances. YP's mother has an intellectual disability, and his father has mental health concerns. YP's mother has a NDIS support worker, father has support from a family worker. Both parents live in separate social housing residences.

The Community Connections worker's first meeting with YP was in the watch house where he was being held because neither parent would give him a bail address. At the time of referral, the YP was also assigned a Youth Justice worker who collaborated with the Community Connections worker to establish community-based support. YP moved out of his father's house in January and couch surfed for the next 6 months. The Youth Justice (YJ) worker referred YP to be assessed for a cognitive disability and he was diagnosed with a moderate level cognitive disability. YJ are currently working with YP to apply for NDIS.

Community Connections provided a variety of supports:

- **Assessed YP's housing situation**– worked alongside YP to understand his relationship with each parent, listened to the concerns of his parents in providing housing and explored hopes and goals for YP. Explored formal and informal options, which were extremely limited due to his age and stressed family system.
- **Supported access to education**– YJ organised YP to attend a flexi school and Community Connections worker supported with transport and engagement.
- **Family relationships**– encouraged YP's mother to understand YP's need for connection with her, provided YP with material wellbeing items and food to reduce him

asking a parent for money (a constant source of conflict). Worker attempted to discuss with YP's father his connection to the YP, but he did not engage.

- **Access to resources**— organised for YP's father to sign a form to apply for Vocational Training, provided food and grocery vouchers, supported application for Special Benefit at Centrelink, applied for Tax File Number, Medicare card, opened a bank account, supplied toiletries. Worker provided transport to various appointments, Children's Court, school, and community programs.
- **Independent living skills**— discussed self-care, budgeting and saving, and using public transport.
- **Community Participation**— supported YP to attend a boxing program funded by the Alcohol and Drug Foundation.
- **Collaboration**— Collaborated with other community organisations including Youth Advocacy Centre, Kurbingai, ARROS and Arethusa College to provide regular, reliable, consistent, community-based support.
- **Equity**— Advocated for YP to have worker support when he was arrested during an outreach visit.
- **Relationships**— Connected with his couch surfing accommodating parent to assess support needs to house YP. Provided accommodating parent with a grocery voucher and explored issues and solutions regarding household conflict.

Due to support from Community Connections, YP has engaged with education. YP attends regularly and has made efforts to be ready on time, even getting himself there on public transport if his arranged lift did not arrive. YP has engaged well with supports. YP organises himself to attend most sessions and has been polite and actively involved with activities. YP is receiving counselling from a Youth Advocacy Centre (YAC) psychologist and has been practicing breathing techniques to develop emotional regulation. The psychiatric assessment of YP's cognitive abilities has provided workers with better tools for communicating and checking his understanding. This has resulted in less frustration for YP. He has been provided 1 on 1 support at school and the report has been provided to the Children's Court. Both parents are disengaging from YP, and his couch surfing provider has also indicated that she would like him to move out. Community Connections worker is currently collaborating with the YAC family worker to find a viable housing alternative. YP is currently working with YJ to apply for NDIS support. This may include Supported Independent Living.

YP has a number of future support goals. He would like to reconnect with his parents, but they have both become steadily less inclined to provide care for him. YP is continuing to engage in counselling and learning to regulate his emotions, with the goal of reconnecting with his family as they feel safer with him. In addition, YP is waiting to see what NDIS supports he will be eligible for, which includes independent living supports. Community Connections worker will continue to work with the young person to develop skills, particularly in self-care and budgeting. YP still does not have stable housing. Due to his age, he is in a tricky gap, being too young for Youth Accommodation Services yet old enough that Child Safety is reluctant to get involved. YP is also reluctant to have Child Safety provide housing. Community Connections worker to continue to work with YP to explore informal and formal options.

COMMUNITY LIVING PROGRAM—

INTRODUCTION:

Community Living program is the original service activity of Community Living Association. CLP was established in 1987 to support people with intellectual disabilities towards independence. Today, CLP is a community managed service that works with people with a cognitive or intellectual disability to enable them to achieve their maximum potential as members of society by supporting people to make their own decisions about their lives, and working towards a community inclusive of all people.

CLP operates on a holistic, capacity building framework, building skills for independence while allowing people to define what is important to them; working with people to take control of their lives while holding unconditional positive regard, working at their own pace and enabling control over resources.

The team helps people to make connections in the community, address common issues with others, plan for the future, and find ways to make living in their own place more comfortable and safe. CLP also runs various groups created through the initiative of constituents.

“Community Living Program helps people save money, create dinner parties, meet new volunteers. If problems come up in my life, I have someone to talk to. They have introduced me to volunteers who help me record things in my flower and bird book. They help me meet new people including volunteers, friends, and neighbours – these relationships are helping me widen my community.”

- A constituent of CLP



79 people supported.

13291

instances of support.



21562

hours of support provided.



115523 kilometres driven.

CLP GROUPS:

ADVENTURE HOLIDAY GROUP

The Adventure Holiday Group arose out of constituent interest in holiday opportunities. For people with disabilities, holidays can be difficult to afford, plan and execute. Over the years, the group has taken daytrips, camping trips and hotel stays around Queensland. This year, Adventure Holiday activities involved more than a dozen constituents in trips to theme parks, regional festivals and scenic camps.

“Holidays, and the ability to take a holiday that’s even an hour’s drive away, can be something we take for granted. A group like the Adventure Holiday Group is so vital, and the time we spend away is so precious.”

- A worker involved in Adventure Holiday Group.

“Adventure Holiday is a great place, a great way to spend time away from home. It’s where you get to go places and have a good time in the sun.”

- A CLA constituent and member of Adventure Holiday Group

COOKING GROUP

Cooking Group was formed from the interest of constituents in learning kitchen skills, building independence and learning new recipes. Two classes of chefs meet fortnightly to cook a new dish. Constituents are involved in every step of the Cooking Group process— from planning, ingredient shopping, food preparation and clean up.

“Cooking builds confidence: it requires a pinch of hope, a tablespoon of patience, a cup of uncertainty and sometimes failure. But when a recipe is a success... it becomes joy!”

- Cooking Group Facilitator

FITNESS GROUP

Fitness Group was established through the interest of constituents in opportunities for health and exercise in their weekly routine. Fitness Group involves five long-running members in weekly group exercise—including boxing, walking, stretching, meditation and ball games.

“Fitness group is a place for people to come together and run the group themselves. Even though there is a worker to facilitate, the group members will decide what activities they want to do. They themselves are the decision makers and they have that sense of control and autonomy to do what they want.”

- A worker involved with Fitness Group

“We go on walks everywhere. I have fun at fitness group. It’s fun to work out with my friends”

- A member of Fitness Group

LITERACY GROUP

Literacy Group runs four weekly classes for adult learners, involving a total of 27 students each week. Literacy Group works with students to articulate their learning goals and embraces the unique learning styles each student brings to the class. Literacy Group also facilitates special outings related to literacy and numeracy for students to use their skills in practice.

“I feel safe in class, and know that if I make a mistake, I will not be laughed at... I wish I could come to class five times a week.”

- A Literacy Group student.

The CEO of My Life—

I have support workers to help me learn.

Sometimes people can't express themselves.

It's important when you have a disability to express yourself.

I have support so I can do what I want in my life.

I am the CEO of my life.

- A story shared by a Literacy Group student.

NUNDAH ALL STARS

Nundah All Stars is a musical group for people with intellectual disabilities. Constituents of CLA come together annually to put on a performance of singing and dancing for friends, family and the local community. NAS offers constituents the opportunity to be involved in the performing arts in a supportive environment.

“There’s a real sense of community in Nundah All Stars. Leaders emerge from the group, and you really get the feeling that this isn’t just a group that workers created, constituents feel like they own that space.”

- A CLP placement student.

“Nundah All Stars is a great event to be a part of. We get to perform songs together. We even get the students from [local high school] involved for performance night.”

- A Nundah All Stars performer

NUNDAH SCAMS AWARENESS GROUP

The Nundah Scam Awareness Group was formed by people with intellectual disabilities, who were interested in, or had been the victim of scams, to come together and spread awareness about scam prevention. Scammers often structure their scams particularly to target people who are vulnerable. In response, the scams awareness group disseminates a strong anti-scam message through a podcast, local community newsletter, social media pages and public meetings.

“As for us, being people with disabilities, our money is very important to us... It’s the difference between whether we eat or not, catch public transport or walk, pay our bills and rent or not. It keeps us financially independent.”

- An excerpt from the Scams Awareness Podcast episode on cryptocurrency.

“People with disabilities are some of the most at risk for scams. What’s really great about the Scams Awareness Group is the empathy all the members have for victims and the sense of justice present in their work.”

- Former CLA placement student involved in the Scams Awareness Group

NUNDAH COMMUNITY OP-SHOP

Nundah Community Op-Shop was established in 2021, and currently involves 5 long-term volunteers who are CLA constituents. The Community Op-Shop operates on a ‘pay what you can’ basis, where constituents are supported to staff the shop and perform all transactions.

“Working at the op shop is very good. It’s fun to count the money and spend time with my friend.”

- A Community Op-Shop volunteer.

“You can really see the investment our volunteers have, and the sense of pride. They utilise their individual strengths to help run the op-shop—one of them will facilitate customer interaction, while the other writes, for instance.”

- A CLP placement student.

RECYCLERS GROUP

The Recyclers Group involves a number of keen environmentalist constituents in collecting cans for the Queensland Government Containers for Change scheme. The Recyclers collect cans from CLA offices, as well as local businesses and turns them into recycling centres. Since its inception, the Recyclers group has saved 65,012 cans and bottles from landfill.

“Recycling Group is going really well. I pick up bottles and cans when I’m walking.”

- A member of the Recyclers Group

“It’s great to help the environment.”

- A member of the Recyclers Group

SHARED MEAL

Shared Meal is a long-running CLP group established out of the interest of constituents in a space where people could come together and share a meal, socialise, and participate in fun activities. Shared Meal involves more than 10 constituents each week, as well as a number of volunteers, students from the local high school, and CLA university placement students.

“For the people involved, it’s a social event— it’s connection, it’s a place where they come together and celebrate their achievements— but it’s also a place where they feel free and not judged. It’s also a place where they make people from around the community welcome and to connect with them as well.”

- A worker involved with Shared Meal.

“Shared Meal is a very good group. We play memory games and sometimes we have special nights.”

- A member of Shared Meal

TRAIN ENTHUSIASTS GROUP

Train Enthusiasts is a social group with four long-term members—CLA constituents—who enjoy trainspotting, rail photography and learning about trains. The group participates in fortnightly trainspotting—which involves taking photos and videos, and meeting station staff.

“We are the Train Enthusiast Group. We are four men who love trainspotting. We do trainspotting every second Friday... We have been trainspotting together for a few years.”

- Group statement from the 2022 AGM.

“I have been interested in trains for a long time. I used to go to Shorncliffe with my mum when I was a kid. My favourite type of train is a diesel train. I like that it runs on diesel. I also like electric trains. I like the shape of trains. I like all different shapes. I enjoy coming to this group. I enjoy meeting people.”

- A member of the Train Enthusiasts Group.

YOUTH GROUP:

Youth group is a social group where enthusiastic young adults between 20 and 26 come together to form friendships and connections, and encourage each other to step out of their comfort zones to explore experiences they might have not considered individually. Youth Group has five long-term members who participate in regular outings and activities together.

“Through the different experiences, members of the Youth Group are slowly finding the courage to explore new things. The life experience of our members has led them towards social exclusion, but participating gives them all stories to tell each and every week, and these stories bond them together.”

- A worker involved with Youth Group.

HOUSING—

INTRODUCTION:

CLA maintains multiple long-term housing projects—Village Housing, and IYHG. Village Housing provides long-term housing options for constituents of Community Living Association as well as other eligible community members. Living arrangements vary under Village Housing – members are people with and without an intellectual disability and some of the housing is owned or partly owned by tenants. Building social inclusion is a key focus of Village Housing with members taking an active role in their living arrangements and the community. Through donations, CLA is able to assist a number of people in crisis through subsidizing private rental.

IYHG, on the other hand, is a constituted body which receives ongoing support from Community Living Association. The co-operative is a not-for-profit rental housing collective that has been operating for 31 that provides affordable rentals to, and is run by, its members who are currently all people with disabilities. The main goal of IYHG is to provide quality, stable housing for low-income earners.

“The way the co-op works is that our members are our tenants. In our meetings our members voice their opinions and policy gets sorted out from that.”

- An IYHG tenant

“Being secure in your own home is absolutely critical. It’s that simple. That’s what it came down to for me. I needed the space to be able to be me.”

- An IYHG tenant

INDEPENDENT YOUTH HOUSING GROUP.

 **12** **properties**
maintained by IYHG participants.

0 **rent arrears**
for participants In IYHG.

 **13** **people housed**
in affordable, rent-capped,
long term accomodation.

VILLAGE HOUSING.

 **11** **properties**
maintained by Village Housing
participants.

0 **rent arrears**
for participants in
Village Housing.

 **12** **people housed**
in affordable, rent-capped,
long term accomodation.

CASE STUDY:

“Before I moved in to my flat, I was living with my mum and dad. It was hard at first, especially with not having enough income, but now I’m finding it a lot easier. I live pretty close to the train station so public transport isn’t an issue for me. I was 20 when I moved out and doing things on my own has made me be more independent. Now I’m finding it a lot easier.

Having my own home gave me a lot of freedom to do the things I wanted to do and try new things, like grocery shopping, washing my clothes and things. I think it allowed me to expand my horizons. I do a lot more things with CLA now than when I first moved out. I was recently a keynote speaker at the ASID conference at the Gold Coast.

I’m on the board of CLA and on the board of the housing co-op. I’ve been the treasurer on both committees for almost 21 years, and will stay until I get sick of it. My house is pretty much set up now too. I’ve got the kitchen and lounge room set up with my stereo and TV and my main bedroom and the spare room is where I use my computer. Having a roof over my head means I can come home from work and just relax and chill out.

I guess my proudest moment would be the first night I spent in my unit. I guess also it would be that as a co-op we have bought four of our own units with our own money. It’ll be 30 years for the co-op next year.”

NUNDAH COMMUNITY ENTERPRISES COOPERATIVE—

INTRODUCTION:

Nundah Community Enterprises Cooperative, also known as NCEC or the Nundah Workers Co-Op, was formed to create sustainable employment and training opportunities for people with cognitive, intellectual and psycho-social disabilities. Eight constituents of CLA came together to form a jobs club, eventually forming into a workers cooperative. It is not a part of CLA, but instead is its own incorporated organisation that receives ongoing support from CLA. NCEC is a not-for-profit organisation, currently engaging more than 35 people in over 11,000 hours of meaningful work over several small enterprises: Espresso Train Café, The Good Food Project, NCEC Parks and Property Crews, and the Youth Co-op. NCEC works with people who are enthusiastic for work but who have previously been excluded from traditional employment opportunities due to their pace of learning, and lack of support from employers.

In 2015, NCEC was awarded the title of Australia's Best Small Social Enterprise, and subsequently awarded Australia's Best Large Social Enterprise in 2020 by Australian Social Traders.

“If I’ve learnt anything from the past twenty years, it’s that we have so much to learn from each other. The social and ecological challenges we face are complex and their causes interlinked. Addressing this requires us to work across our differences by leaning into and supporting each other.”

- NCEC Team Leader

“I get a vote I get to vote and have a part/say, if I think something’s not right, I can put up my hand and say, ‘hey I disagree with this.’”

- NCEC worker

35



**jobs created and
maintained.**



\$362150

**In payments made to
disadvantaged members.**

\$3.31

**social value
created for every
dollar invested.**



15501

**hours of work created for
disadvantaged
members.**

**NCEC was awarded
Australia's Best
Small Social
Enterprise in 2015,
and Australia's Best
Large Social
Enterprise in 2020.**

In 2021, NCEC took up
the role of Chair of the
Queensland Social
Enterprise Council, and
was voted into the
same position for
2022.





**In 2001, NCEC
gained Australia's
first social
procurement
contract.**

It was to maintain three
parks in Nundah, and
the relationship persists
to this day.

SUPPORT COORDINATION—

INTRODUCTION:

CLA NDIS Support Coordination Team works with NDIS participants who live in the Brisbane City, Moreton Bay Regional and Sunshine Coast regions. Support Coordination works with NDIS participants with a cognitive/intellectual disability and/or psychosocial disability to build personal capacity to make decisions and choices about the implementation of all supports in their NDIS plan, including mainstream, informal, community and funded supports.

The CLA NDIS Support Coordination Team commits to social justice. Their practice is underpinned by CLA's Capacity Building Framework, CLA Support Coordination Practice Framework, Relational Practice, Trauma-Informed Practice and the Helping Process.

The NDIS Support Coordination Team supports participants with complex support needs to access, advocate for, and maintain services and resources through working effectively with internal and external stakeholders in complex systems, for example: NDIA, Department of Child Safety, Department of Housing, Department of Health, and Social Justice.

“I am hopeful that with support from my mum and Support Team, I will be able to continue to speak up for myself and make decisions that are important to me. I know the transition is going to be tricky and hard but I know people around me will respect my choices, support me to explore different options and opportunities so that I can be in control over decisions that affect my life.”

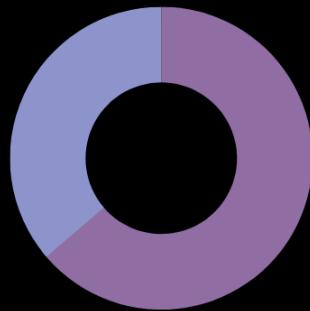
- A person receiving support from the Support Coordination Team



102 people supported.



External constituents
36.3%



Internal constituents
63.7%



instances of **8914** support.



4478 support hours provided.

CASE STUDY:

MY SPECIALISED DISABILITY ACCOMODATION JOURNEY: A CONTINUING STORY

I grew up with horses and always love and enjoy spending time with animals since I was young. The idea of animal therapy stayed in my mind after the psychologist suggested it. I've a diagnosis of progressive spinocerebellar ataxia, which impacts my walking and speaking. However, it doesn't impact my passion for life!

One of my strengths is speaking up for myself and knowing what I'd like to achieve in life, so I shared the idea of trying animal therapy with my CLA Support Coordinator, as I'd found that it's a good social and community opportunity that I'm interested in. The CLA support Coordination team helped me explore and liase with service providers who provide animal therapy, which is a good chance to build my social skills.

However, it's impossible to find a perfect place without trying a few times. I've tried several organisations that offer animal therapies, which didn't work out because I'd like to do more hands-on practice and to interact with animals directly in the session. Luckily the Support Coordination Team found Trevena Glen Farm for me!

Trevena Glen Farm is the right one that I love ad I felt respected by the staff and I'm able to have hands on interactions with all types of farm animal, and I'm fully engaged in the two hours animal therapy session. I really like to pet, cuddle and groom horses, rabbits, guinea pigs, goats and alpacas.

The animal therapy session is just one of the achievements in my NDIS journey. Another achievement I have to mention is that I live in a Specialised Disability Accommodation with my sister with full time professional supports since October 2020, which is a big deal for me to live more independently with the quality support at home, and this has been a big transition for my family as well. The Support Coordination Team supports me to contact services who provide in-home support, which helps me to maintain my relationships at home and day-to-day needs. Now I am supported to build my independence in completing some daily living activities and playing games at my own home.

I lived with my parents and sister for the past ten years, and mum was the primary carer for both me and my sister. However, the family home's layout didn't meet my support needs anymore due to the progressive needs of disability. With support and assistance from the CLA Support Coordination Team, they found me a suitable SDA home close to the family home that is able to meet me and my sister's needs and support us to build the capacity for independence.

It takes time to adapt to a new environment and changes, I found it was difficult to handle the new house in the beginning as things were all new to me. However, the Support Coordination Team supported me to go through the transition phase, and now I'm happy and comfortable to live in the new home, and spending more quality fun time with Mum. One of the examples is that I had a good time with Mum in the Winter Wonderland, and we experienced the snow from a snow machine and took pictures with the igloos.

I have a passion for exploring new things. Now I'm starting to research animal interactions at Australia Zoo, so this means maybe I can go in and pat the tigers and hopefully play with the little tigers' cubs. Also, I want to explore Sea Life which used to be called Underwater World and kiss a sea lion in the future!

MY NDIS JOURNEY WITH CLA NOW CONTINUES!:

Life is full of uncertainties and adventures. One of them being my sister has decided to move away from the current SDA home. I am very worried about sharing with someone who isn't family, and what outcome of this will mean to me in my life here that I have finally gotten used to. However, I am hopeful that with support from my mum and Support Team, I will be able to continue to speak up for myself and make decisions that are important to me. I know the transition is going to be tricky and hard but I know people around me will respect my choices, support me to explore different options and opportunities so that I can be in control over decisions that affect my life.

So, the journey continues with the whole unknown involved again, which is very hard. As a title for this part, I think I will call it: My NDIS Journey with CLA Now Continues!

GOVERNANCE REPORT

CLA'S GOVERNANCE—

INTRODUCTION:

Governance is the manner of governing an organisation. It is concerned with structure and decision-making. Community Living Association Inc. is an incorporated association under the Queensland Incorporated Associations Act of 1981. It is a membership-based organisation, with three classes of membership.

MEMBERSHIP:

CONSTITUENT MEMBERS:

Constituent members are people with a cognitive or intellectual disability, young people with a cognitive or intellectual disability, young people at risk, or recently arrived refugees and migrants who receive or have received support CLA.

COMMUNITY OR FAMILY MEMBERS:

Family members are members by virtue of their relationships to constituent members of CLA, or are community members who support the work CLA performs.

PROFESSIONAL MEMBERS:

Professional members are members who bring a particular professional qualification or skill to the organisation.

MANAGEMENT COMMITTEE:

All members of CLA on an annual basis elect a committee of nine persons to act as the Management Committee of CLA. These 9 persons are drawn from each of the three members categories. There is an alternate member who will act on behalf of any Management Committee member who is absent from meetings.

Duties such as oversight, strategic planning, organisational decision-making and financial planning fall under governance responsibilities. CLA's Management Committee is responsible for organisational policies and procedures, financial budgets and oversights. Key processes such as risk policy, compliance and oversight are also primarily the responsibility of the

Management Committee. The core role of the Management Committee is to establish policy for CLA staff to operationalise.

The CLA Management Committee also delegates some work to sub-committees—for example, the Finance Committee.

The CLA Management Committee is also responsible for the appointment of the Senior Staff person. This person is often referred to as the Chief Executive Officer in other organisations, but in CLA is referred to as the Coordinator. The Coordinator heads up the team of workers at CLA who take care of daily operations and services. The daily operations of CLA are a mix of individual work, group work, project work and developmental work which occurs with participants in CLA.

CLA regards the processes by which work with people is done as important. CLA seeks to involve participants in decision making from the level of Management Committee to engagement with individual constituents and young persons, to supporting the development of self-managed peoples' organisations such as the Nundah Community Enterprises Cooperative.

APPENDIX

1.1. INDIGENOUS HISTORY OF THE NUNDAH AREA:

Report prepared by Indigo Nguyen for the 2022 Community Living Association AGM.

TURRBAL PEOPLE:

The Turrbal People are the traditional custodians of the land which now is called North Brisbane. Petrie & Petrie (1094) stated that “*the Turrbal or Brisbane tribe owned the country as far north as North Pine, south to the Logan, and inland to Moggill Creek*”. European only appeared in Moreton Bay from early 1820s, when British Government decided to choose Moreton Bay to place offenders (Steel, 1984; Whalley, 1987).

The People and their ways of life were described in detail in *Tom Petrie’s Reminiscences of Early Queensland (1904)*. People consumed a variety of foods, including fish, barra and giwer (goannas), snakes, binkins (tortoises), panko and chiber (flying squirrels), du-wir (quail), wargun (scrub turkey), marutchi (black swan), ngau-u (ducks), murri (kangaroos) and others. Abundant foods were supplied from the freshwater creeks, water holes, and ponds; the coastal swamps, the two main rivers - the Brisbane and the South Pine; and the coastline. Games, such as murun-murun and murri (spear kangaroos) were played particularly by young people (Petrie & Petrie, 1904).

The most important ceremonies in the people's life were celebrated at the bora rings (Petrie & Petrie, 1904; Colliver & Woolston, 1978). Bora rings are initiation sites where corroborees occurred and where Indigenous males are welcomed into manhood through traditional ceremonious rituals such as circumcision, scarification, the learning of sacred songs, stories, dance and traditional law (Steel, 1984). The bora rings existed in various places such as Nudgee and Kepperra. Ceremonies were reportedly held in 1860 in Nudgee Bora Ring (Steel, 1984). The two bora-rings in Kepperra appeared on photos in 1946 and 1951, however, they were destroyed by developments of golf course and housing (Steel, 1984). These rings were the evidence of the Aboriginal connection to this land.

In the late 1890s, the government actively displaced Aboriginal people who were living in Brisbane.

Many people were removed to reserves and mission stations (Aird, 2001). To remain and survive in their traditional lands, people had to prove their labour value for European industries and become part of European society (Aird, 2001).

In 1998, the Turrbal People lodged the Native Title application over the Meanjin area starting at the North Pine River and extending down to the Logan River and inland as far as Moggil. It marked an incredible historic moment for being the first native title claim over an Australian city and testified the continued association that people maintained with the land (Aird, 2001). Even though the claim was dismissed in 2015 and the Federal Court held that native title does not exist in Brisbane (Stride & Helu, 2015), in 2017, the representatives of the Turrbal People together with the representatives of the Yugerra People appealed the decision and the negative determination (Carseldine, 2017).

***Note:** While the early records of the Turrbal People and culture by settlers survived, it is recognised that they are very limited (Colliver & Woolston, 1978). Tom Petrie's Reminiscences of Early Queensland, written in 1904, is the reference of the majority of this document. However, it is important to acknowledge the First Nation People who shared their knowledge with Petrie and passed it to the future generations (Aird, 2001).*

JINIBARA PEOPLE:

The Jinibara People consist of four sub-groups or clans: the Dungidau (Kilcoy, Villeneuve and Mt Archer area), the Nalbo (the Blackall Range and the Glasshouse Mountains area), the Dala (Woodford and the Blackall Range), and the Garumngar (the rolling country between the Brisbane River and Mt Crosby and the southern edge of Brisbane Forest Park). “Jinibara” means “people of the Lawyer Vine”, referring to the mountain area and the rain forest where the plant grows. The Jinibara People are called “mountain people” by tribal groups in Southeast Queensland and “Jarbu” (the inlanders) by coastal groups of Sunshine Coast.

In the past, many bunya festivals were held in Jinibara traditional country to celebrate the harvest of bonyi (Gubbi Gubbi word for the bunya pine). The neighbors and other Aboriginal groups were invited to the gatherings for important inter-group matters such as marriage

arrangement, business trading and dispute resolutions. Such festival was disrupted due to the introduction of the non-indigenous settlement that displaced the First Nations people.

Under the Protection Act, people were forced to move and march to missions - Barambah (later Cherbourg), Deebing Creek and Stradbroke. Families were divided and children were removed from parents. During this “survival period” (according to the Jinibara People), people tried to keep their connection to traditional country and traditional knowledge, inside and outside the missions. Some Jinibara families lived in the edge of their traditional country such as Linville, Moore, Gympie, Cooroy, Nambour and Harlin and maintain connection with elders. This connection allowed the knowledge of traditional culture and belief, rights and responsibilities, law and customs to be passed on to younger generations.

In November 2012, after fourteen years of the Native Title process, the State of Queensland and the Federal Court found that the Jinibara People are the determined native title holders for the traditional country, including the western section of the Sunshine Coast Regional Council and Moreton Regional Council, as well as parts of Brisbane City Council and Somerset Regional Council. The prescribed body corporate is the Jinibara People Aboriginal Corporation.

***Note:** The information above were retrieved from the Jinibara Traditional Inputs for the Sunshine Coast Heritage Study by Ken Murphy (Elder and Spokeperson of Jinibara People), James Lillies (Senior Strategic Planner of Sunshine Coast Regional Council) and Ben Gall (Principal Consultant of AHS), published on the website of Sunshine Coast Council.*

GUBBI GUBBI PEOPLE:

“My people have lived in the Noosa area and its surrounding hinterland for endless generations. They were, and still are, a gentle, refined people who respect their environment in a way that transcends the physical, and blends with the spiritual. They are, in fact, one with the land they live in.” - Nurdon Serico, Gubbi Gubbi Elder, 2000 (Cited in Adams, 2000).

Gubbi Gubbi people had inhabited in the Noosa area prior to the European settlement. Gubbi Gubbi people moved inland when the fishing was difficult due to weather. Therefore, people have lived at distances inland from the coast and on the coast. The people consumed various type of seafoods, salt-water and fresh-water species from rivers and lakes, and land creatures. It was highlighted that a variety of plants and native plants, such as black wattle, were important to the people's foods, medicines and equipment manufacture.

Gubbi Gubbi people celebrated Bunya festivals with their neighbour – the Jinibara people and mullet feasts close to the coast. There were many bora rings in the area surrounding the Glasshouse mountains and the nearby coast. Some were destroyed but some have remained. Together with shell middens, axe grinding grooves and stone fragments, and scar trees, they are evidence of Aboriginal occupation in the area.

European settlement and the process of colonisation had harmful impacts on the life of Gubbi Gubbi people. Diseases, massacres and numerous of the government interventions, including assimilation and displacement policies disrupted the hunting, cultural, ceremonial, ecological and spiritual traditions of the people. Due to agriculture, large scale draining of low-lying coastal areas was undertaken and the valuable timber in the area was removed. Gubbi Gubbi people were removed to settlements while people from other places were brought into the area to work on sugar plantations. These interventions made it difficult for people to hold onto the traditions and familial ties.

However, it is believed that the future of Gubbi Gubbi people can be viewed optimistically, through the values, the commitment and the sense of responsibility to their traditions that were passed on from older generations to the young people (Adam, 2000). The Gubbi Gubbi people have been recognised in the Federal Court of Australia as being the only Registered Claimants and are now legally recognised as the Traditional Owners to the Noosa Area.

***Note:** The majority of the information above were retrieved from the report “Indigenous Cultural Heritage Study of Noosa Shire” by Noosa Council, reviewed by Dr. Eve Fesl - Associate Professor and Elder of the Gubbi Gubbi people.*

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1.3. ELECTRIC VEHICLES REPORT

INTRODUCTION:

Cars that consume petrol are powered by internal combustion engines. In 2020, Australia's fleet of registered cars consumed 33 billion litres of petrol, or 13,207 Olympic swimming pools. A typical passenger vehicle emits approximately five tons of carbon dioxide every year, or approximately 180g of carbon dioxide for every kilometre travelled. This combustion process produces harmful emissions, like carbon dioxide, that cause pollution and contribute to climate change. Motor vehicles— cars, trucks, buses and motorbikes— make up 90% percent of transport emissions, which go on to make up a significant percentage of Australia's carbon dioxide emissions, at a total of 17%.

Electric vehicles on the other hand, have electric motors that are powered by rechargeable lithium-ion batteries. Electric vehicles, or EV's, do not produce emissions like petrol-powered vehicles. The take-up of electric vehicles differs vastly across the world. In total, EV's made up 3.1 million of the 64 million cars sold worldwide in 2020. In Norway, where take-up is highest, they comprised 84.2% of new car sales in 2021. In Australia, EV's comprised 2% of new car sales in the same calendar year, which is to say, electric vehicles accounted for 23,000

of the 20 million-strong fleet as of the 2021 Motor Vehicle Census. They are purported by numerous bodies— such as Australia’s Electric Vehicle Council— to be a solution to the environmental impact of internal combustion vehicles. Indeed, part of the new Labor government’s climate policy is a pledge to upgrade existing EV infrastructure, and ‘patch holes’ in the network of charging stations, and many car manufacturers have committed to fully electrical fleets, or partially electrical fleets in the coming years. Yet, due to high costs and limited infrastructure, the uptake of EV’s has been stymied.

The purpose of this section of the report is to evaluate the efficacy of EV’s. It will evaluate the environmental claims about EV ownership, but also consider affordability, range, infrastructure and then provide an evidenced recommendation as to whether CLA should consider EV’s as a method to reduce environmental footprint.

ENVIRONMENTAL CONSIDERATIONS

Carbon Emissions:

Electric vehicles do not require petrol like internal combustion engines. Instead, they derive energy for their motors from an electric lithium-ion battery. They do not produce carbon dioxide emissions like combustion vehicles. However, the lack of direct emission production does not automatically translate to environmental efficacy. Rather, the environmental efficacy of EV’s hinges on whether the energy they are charged with is renewable. Indeed, an EV will produce less emissions than a standard petrol car over its lifetime, but that is only if the grid it is drawing from is renewable energy.

Renewable energy makes up 29% of Australia’s country-wide energy production. Much of this renewable energy is private ownership of solar panels, Australia’s largest source of renewable energy, accounting for a total of 12%. Fossil fuels make up the vast majority, accounting for 71% of energy production, most of which is coal, at 51%. Indeed, Queensland has one of the worst environmental records, with 65% of energy production coming from coal alone, and 81% of total energy production coming from non-renewable fossil fuels. This compares to a state of comparable size like Victoria, which boasts a population of 6.6 million (versus Queensland’s 5.3 million) and yet relies less upon coal (63%) while also producing more renewable energy total (33%). That is to say, in Queensland, when you use an EV that is

charged from the grid, it is very likely that you *are* producing emissions, just remote from the car itself, in a coal or other variety of fossil fuel plant. In fact, studies exist that claim that an EV charged from a fossil-fuelled grid is *worse* for the environment, given that people mostly charge their EV's overnight, requiring energy plants to produce more energy at that time ^[18]. The same EV model can produce a differing amount of emissions depending on the energy mix of the grid—an EV charged in the US will produce 130 gCO₂/km, whereas that same EV charged in Norway will produce 25 gCO₂/km.

Mining Practices and Waste Disposal:

Carbon emissions aside, the manufacturing of electric vehicles also throws up a number of other environmental and ethical issues. This is not to say, of course, that the manufacturing of internal-combustion vehicles is without environmental hazard or ethical quandary. Demonstrably, it is not. However, the central conceit of an electric vehicle is that an EV is more environmentally friendly and ethically responsible to own than its' internal combustion counterpart. While issues like mining, manufacturing and labour may seem disassociated from the every-day use of a car, environmental sustainability and ethical ownership are processes that do not begin when you drive a vehicle off the lot. Discussion of EV's often centres around the individual actions of the consumer—reducing greenhouse gas emissions and waste in their individual lives—without factoring production into the equation.

The lithium-ion batteries in most EV's contain valuable materials such as cobalt and lithium. These materials are classified as rare earth elements (REE). To produce one ton of REE, it creates 75 tons of acid waste, and 1 ton of radioactive residue. This residue is often disposed of using dumping tactics. The unregulated mines that produce REE do not hold themselves to environmental restrictions, and so the practice of 'direct discharge,' that is to say, the releasing of waste products into rivers and oceans, is common. The effects to communities that reside near cobalt mines are severe—there are reports of water pollution, failed crops, and poor soil quality. The health effects are also severe. Cobalt is toxic, even skin-contact with the metal produces a rash, and longer exposure can produce respiratory conditions, heart failure and neurological diseases.

Even once lithium-ion batteries have been created, the environmental impact is not over. The REE within the batteries, which could be recycled—thereby reducing the need for more polluting mining practices— are instead sent to landfills, incinerated, or dumped, where they can corrode and leak toxic residue into the surrounding ground and water. While the world is set to retire more than 12 million lithium-ion batteries by 2030, the meagre recycling practices currently in place worldwide mean that the materials within these batteries will not be reclaimed and will instead produce more pollutants. Bodies like the EU have set 2030 targets (70% recovery for lithium, 95% recovery for cobalt and minimum recycled content for future lithium-ion batteries) but other countries have yet to follow suit. Indeed, here in Australia, only 2% of lithium-ion batteries are ever correctly processed.

70% of the world's cobalt supply is derived from the Democratic Republic of Congo (DRC) [20]. Mines in this region controversially engage in 'artisanal' mining, where many workers – including children—are employed by a mineral company, but will mine using their own resources, which are most often hand tools, with limited or no safety equipment. This is an established problem in EV manufacturing already, particularly by the most prominent electric vehicle manufacturer, Tesla.

On paper, Tesla declares zero-tolerance for child labour, and has insisted that it will eventually divulge from cobalt entirely and create lithium-ion batteries without it. However, in 2020, Tesla signed a contract with Glencore, the world's largest cobalt supplier, for the purchase of at least 6,000 tons of cobalt each year. Glencore denies it uses child labour in its mines, and rejects that its resources are derived from artisanal mining practices, underage or otherwise. This is despite the recent BBC Panorama investigation that claims undercover researchers observed children as young as ten climbing hand-dug mineshafts up to 150ft deep without safety equipment in order to mine copper and cobalt. Panorama also claims that Glencore smelters receive resources directly from child-labour mines. In response to this connection, Tesla has stated that it cannot control what happens in mines '*on the other side of the world,*' despite claiming that it visits and scrutinises many DRC mines and businesses with which it associates.

Aside from child labour, Glencore also participates in unethical and highly exploitative labour practices. The Kamoto Copper Company (KCC), the DRC's largest cobalt mine, has been accused of dangerous working conditions, insufficient food and water for employees and refusing to pay a living wage. In addition, Glencore engages in rampant subcontracting (Up to

44% of their workforce) a practice that allows them to pay contracted labour less than direct employees working the same job. While Glencore claims that their practices are in line with the Responsible Minerals Assurance Process (RMAP), the RMAP's industry standards focus on the most exploitative forms of child and forced labour, too narrow for violations Glencore is accused of.

This is not just a problem for Tesla, though. EV battery manufacturing presently *requires* cobalt for their batteries to function, and the majority of the world's cobalt comes from mines in the DRC. While Tesla, and other EV manufacturers have made on-paper commitments to eliminating artisanal cobalt mining from their processes, the prevalence of these mines and their unregulated nature makes the promise unrealistic.

Meanwhile, on the other side of the world, Beijing NGO, Institute of Public and Environmental Affairs (IPE) has commissioned a report into Tesla's Shanghai Gigafactory suppliers. The report revealed that of 42 companies examined, 14 have been fined—some routinely— for significant environmental violations. It is worth noting that these figures only represent the companies who have been fined for environmental violations, not the total number of companies who have committed them. While Tesla claims to have rolled out a 'green supply chain,' where suppliers are required to rectify any environmental issues within a time limit, the IPE notes that Tesla has engaged instead in a practice of 'avoidance and silence,' instead of following through on environmental commitments.

The mining of lithium, another component in lithium-ion EV batteries, is incredibly water intensive, so much so that the manufacturing of electric vehicles uses about 50% more water than the manufacturing of combustion engines. Producing a ton of lithium uses 2,273,045 litres of water. More than half of the world's lithium resides in Chile, Argentina and Bolivia, where pumped groundwater is used in its production, greatly reducing the amount of water available to the Indigenous farming and herding communities in the area. The region is very arid, and lithium mining alone consumes 65% of the region's water supply.

AFFORDABILITY:

For consumers, the purchase price of a vehicle is a critically important factor. Surveys have found that purchase price was a 'major disadvantage' to adopting EV technology for 55% of

respondents. This is the case in the Australian EV market. There are 34 electric vehicles on the Australian market as of 2022. Only 14 of these models are priced under \$65,000, and only 3 are available for under \$50,000. The cheapest available electric vehicle is the MG ZS EV, which goes for the drive-away price of \$46,990, \$15,000 more than the petrol model. The median Australian salary for 2018-2019 was \$52,000. This is to say, the cost barrier is a legitimate barrier, and the most critical factor inhibiting the uptake of electric vehicles.

The uptake of EV's in 2021 did increase in Australia, but this was not due to the cost barrier being addressed. To be specific, the percentage of EV's increased from 0.7 % to 2%. However, 1.4% of that number was made up by Tesla vehicles. The cheapest Tesla vehicle— and the EV that made up 60% of Australia's EV sales— is the Tesla model 3, which is priced at \$65,000. The increase was fuelled by consumers for whom affordability is not the highest concern.

EV's *can* be made less expensive with strong governmental incentives. In Norway, for example, where 84.2% of new car sales are EV's, the government began introducing measures to increase uptake in the late 1990's. This included the temporary waiving of road tolls, the waiving of GST, robust charging infrastructure and a ban on the sale of new petrol vehicles after 2025. As a result, an EV in Norway is now cheaper than a petrol car. Energy consultancy company BloombergNEF has predicted that within ten years, EV's will be cheaper to produce than combustion vehicles. This could be due to a number of factors, including the lessening cost of producing batteries, tighter emission restrictions putting EV's at a more opportune place in the market, the number of car manufacturers committed to the switch, and the regulations of governments themselves. Indeed, the UK has committed to banning the sale of new petrol vehicles from 2030 onwards. A study into the Australian EV market found that an EV rebate would both encourage people to purchase EV's, and also encourage manufacturers to produce more EV models. Thus, the prohibitive cost is likely to improve in coming years.

As it stands, Australia does not have this same infrastructure presently. A managing director at financial institution Savvy is quoted as saying: *'The hype of EVs is one thing and the reality is another. Although EVs have huge potential to combat climate change (the hype), the availability of charging points in Australia is limited, particularly if you live in a sparsely populated area (the reality). Only the brave adopters have switched over to the user side and are leading the charge for the rest of us to follow.'*

CHARGING AND RANGE:

Electric Vehicles derive their energy from a rechargeable battery. That battery is charged through plugging it into an electricity source. Most electric vehicles on the market today can be charged via a regular wall outlet in an individual's residence. For the purposes of personal use, wall outlets produce an adequate amount of power. Owners will often plug their vehicles in overnight to keep the battery charged while they sleep.

The average EV has a range of 328km, whereas the average petrol car has a range of 482km. While the gap in range is significant, the main barrier to EV adoption is the lack of charging infrastructure.

There are several categories of publicly available charging points for EV's. A fast-charger is defined as having a power level of over 50kW. A vehicle plugged into a 50kW fast-charger will gain 50 km per 10 minutes it remains plugged in. A charger below this threshold is a standard charger. This can range anywhere from 7kW, to 50kW. As they have a lower power level, these chargers take a longer time to charge. As of 2022, there is 63 publicly available fast-charging locations in Queensland. These are clustered around Brisbane's central business district and dotted more sporadically along Queensland's Electric Super Highway, a government initiative of 31 50kw and 22kW charging stations between Coolangatta and Port Douglas, and between Brisbane and Toowoomba. There are 262 standard chargers. Standard chargers have a power level of under 50kW, and as such, take a longer time to charge vehicles. Many of these chargers require users to bring their own cabling and adapters. Many of these are also reserved for customers of the businesses they belong to, or require parking fees. Many are also on the low power end of standard, meaning that longer waiting time is required. For example, a 7kW charging station, a relatively common feature of small charging stations on Brisbane's northside, near CLA's main office, provides 40km per hour of charge.

For social workers who often have time limits on their work, the convenience of a petrol vehicle is more immediately appealing. Petrol stations exist at a density that it is never difficult to top up a car.

CONCLUSION:

The environmental credentials of electric vehicles are unimpressive. If charged from solar, they will produce less emissions over their lifetime, but if charged from the fossil-fuel heavy Queensland energy grid, they are still producing emissions. The materials used to construct the lithium-ion batteries in EV's—cobalt and lithium— are ethically conspicuous. Cobalt-mining is environmentally destructive, and the majority of the world's cobalt supply is derived from unethical labour. Lithium mining requires excesses of water, deeply affecting local communities. Tesla, the most prominent electric car manufacturer in the world, has strong ties to companies that engage in unethical work practices and child labour, as well as numerous cases of environmental destruction, chemical dumping and improper waste management. The production of cobalt and lithium produces tons of acid and radioactive waste, and even after lithium-ion batteries are retired, they create environmental hazards if improperly recycled. All this to say, the claim that EV's are more environmentally conscious and ethical than combustion engines is incorrect.

EV's are costly. Only three EV models are available in Australia for under \$50,000. Surveys suggest that one of the biggest barriers to the uptake of electric vehicles is the prohibitive cost to consumers that exists presently. While studies suggest the price will fall in the coming years—including predictions that it will be cheaper to buy an EV than a petrol vehicle by 2030—the current state of the market makes an EV an unfeasibly expensive choice for CLA. A more achievable option would be a plug-in hybrid vehicle, or a PHEV, which does produce emissions, but uses its electric batteries to increase the fuel economy. PHEVs run cheaper than electric vehicles, with a number of models available for \$35,000 or less.

The charging infrastructure for electric vehicles is also underdeveloped. The average EV has a range of 328km, whereas the average petrol car has a range of 482km. Problems such as long charging times, low density of charging stations and limited accessibility to public stations make it difficult to see EV's as an option for a CLA work car, as social workers often work to time limits, and drive often.

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