



Indigenous Engagement Report

July 2024 – June 2025



Front cover: Aboriginal Tourism Forum panellists from the ITA

Above: Welcome to Country for 2024 NAIDOC week celebrations, DIA

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		Airport Development Group (ADG) acknowledges Aboriginal and Torres Strait Islander people as Traditional Custodians of the Larrakia, Arrernte and Warumungu lands on which it operates, and pays respect to Elders past, present and emerging.	
		Terms Used	
		According to Northern Territory Government convention please note that the use of the term Aboriginal in this report is inclusive of Torres Strait Islander people.	
		According to Elder guidance, ADG uses the term Aboriginal when referencing people, culture and Government programs as so named.	
		Indigenous is used when referencing programs or groups such as Indigenous Training Academy, Indigenous Engagement Report, Indigenous Advisory Committee and Indigenous businesses.	

Foreword

ADG Chief Executive Officer



Since 2021, when we redefined Airport Development Group's purpose comprising the 3 core pillars of:

- Growing the retirement savings of working Australians,
- Improving the lives of Territorians via the provision of infrastructure, and
- To enable education and employment opportunities for Indigenous Australians

ADG has established our Indigenous training academy, steadily growing the number of graduates that have progressed to permanent employment, as well as commenced programs resulting in increased share of procurement spend utilising indigenous organisations. In growing these, ADG has continued to learn; now with a much greater understanding of Indigenous peoples and how cultural perspectives influenced doing business, making decisions, viewing time and competing for opportunities.

ADG are actively building new partnerships and engagements that provide opportunities for growth and reconciliation, and open pathways for education and employment. Through our Indigenous mentors and purposeful organisations, we're helping provide platforms that celebrate the remarkableness of the world's oldest living culture. With respect, we're providing gateways to Aboriginal culture and experiences that leave lasting impressions, empowering Indigenous people to engage their own way.

Every one of our Indigenous Training Academy graduates remain in full time employment, the majority with ADG in our hotels or at our terminals, but others too, casting their net further afield and enjoying the challenges and rewards a working life presents. At our Academy, we currently have 16 trainees studying an array of courses, and this year we have revamped our scholarship program with Charles Darwin University to help other talented and dedicated students fulfill their career aspirations.

Achieving these results can only happen with a dedicated team, and our Indigenous Team at ADG go above and beyond each and every day. They are passionate about making a

difference and their dedication is evident in everything they do. We are not alone in the village, the collaborations with other agencies, groups and individuals, striving for similar change makes our job easier and more effective and you can read about some of these incredible organisations in this report.

Of course, none of this would be possible without the trust and dedication of our Indigenous Training Academy students and our Indigenous employees, who are now taking leadership and mentoring roles to help the next cohort of trainees adjust to the challenges and rewards of their new vocations.

Finally, we would like to thank our Indigenous Advisory Committee for their wisdom and guidance in helping us to make real and positive impacts on the lives of Indigenous Australians. While we acknowledge there is still so much more to do to achieve Indigenous inclusion and equity, we are heartened by this year's progress.

As always, we hope you'll join us on this journey.

A handwritten signature in black ink, appearing to read 'Tony Edmondstone', written over a light blue horizontal line.

Tony Edmondstone
Chief Executive Officer
Airport Development Group

Message from the Chair

ADG Indigenous Advisory Committee



On behalf of my fellow Indigenous Advisory Committee members, it is with tremendous pleasure that I share our thoughts on the year's outcomes and impacts as provided in this report.

It is my genuine belief there are times in life when we should all reflect on our contribution toward positive change for others. Everyone has a chance to make an impact whether it's in small everyday choices as is often the work of grassroots organisations, or in choosing to develop programs and support initiatives that have larger impacts. As demonstrated in this report, ADG and its people who are drawn together by mutual goals, and by the commitment toward, and support of, Indigenous peoples, are making both those choices.

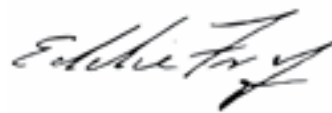
The achievements showcased in this report are notable. ADG can proudly celebrate this report with its shareholders and the wider community as an example of how making those choices can and do make a difference with tangible outcomes. This report highlights some of these outcomes, not only in the significant impacts on individual lives right now, but in the incremental changes that continue to build from week to week, month to month, and year to year. Small acts of positive change are a choice we can all make every day to one another and our collective humanity. We know how important they are in making a difference.

I urge you not to skim over this report but to read it in detail to decide for yourself the merits of our engagement and the positive impact it is making across the wider community. I also ask that you consider the open and honest reflections of the two graduates' journeys. They are compelling because we can read about the confidence and guidance they're gaining in participating in our wonderful training academy and

mentoring. These are young people with bright futures who are being seen and validated for career pathways in which they can work toward with support and hope.

In closing, there are so many people to thank. It would be unfair to try and do so individually. So, on behalf of my IAC members, we say thank you to ADG and its majority stakeholders in IFM Investments and partner stakeholders Palisade Investment Partners for their vision and approach which is making a difference to the Indigenous community and indeed, the wider one.

You have made another year significant in the lives of others. Enjoy the read.



Eddie Fry
Indigenous Advisory Committee Chair

Indigenous Engagement Milestones

2024

July



ADG launches **Live Hire** to capture opportunities for job seekers.

August

One trainee graduates with a **Certificate IV in Information Technology**.



A co-hosted ADG/LNAC Gurumbai Cultural Trail tour for more than **100 delegates** of the Indigenous Land and Sea Management Forum.

September

ADG wins the **Excellence in Business Award** (medium to large business) at the regional NT Chamber of Commerce 2024 Business Excellence Awards.



Contemporary Aboriginal artist **Sarrita King** completes *Wurrkal*, the latest mural at **The Resorts**.

265

students from remote NT participate in music workshops through DSO's Outreach Program with ADG's sponsorship.



ADG is named the Overall Winner for the **Territory in the Excellence in Business Award** (medium to large business) at the NT Chamber of Commerce 2024 Business Excellence Awards.

Welcome banners are unveiled at ASA acknowledging the **Arrernte** as the **traditional owners of the region**.

October

ADG wins the **Australian Airport Association's AAA Excellence Award** for Infrastructure at DIA.



CareFlight trainees and IYMP project participants tour the **Gurumbai Cultural Trail** and **airport facilities** in an ADG/CareFlight collaboration.

An ITA graduate represents Australia at the prestigious **International Friendly Skills Competition** for Food and Beverage Service in Timor-Leste.

ADG welcomes **Nicole Brown** and **Micheal Liddle** to the IAC.

November

3

of ADG's inaugural ITA hospitality graduates undertake further study and graduate as **Indigenous Mentors**.

Tracy's Echo 50 years of Resilience an exhibition at DIA of Aboriginal Seniors Memoirs.

December

ACI = Airports Council International
ADG = Airport Development Group
ASA = Alice Springs Airport
DAR = Darwin Airport Resort
DIA = Darwin International Airport
DSO = Darwin Symphony Orchestra
IAC = Indigenous Advisory Committee
ITA = Indigenous Training Academy
IYMP = Indigenous Youth Mobility Pathways
LNAC = Larrakia Nation Aboriginal Corporation

2025

January



One trainee graduates with a **Certificate in Networking** for Introductory Roles.

February

2

ITA representatives are **guest speakers** at the **NT Aboriginal Tourism Forum**.

An ITA graduate makes it through to the **semi-finals** for the **NT Young Person of the Year awards**.



March

4

trainees graduate with **Certificate III in Hospitality**.



April



One ITA trainee studying **Certificate III Horticulture** joins the **ASA Grounds Team**.

ADG CDU **scholarship recipients** join ADG for a **welcome morning tea**.

May

16

trainees continue at the **Academy** across seven different study courses.



An ITA trainee is chosen as a finalist for the **2025 GTNT Trainee of the Year award**.

21 Indigenous employees represent **7.93 per cent** of all ADG employees across **11 work areas**.

A **Larrakia Ranger** leads his **first Gurumbai Cultural Trail** tour for more than **100 delegates** from the **AIATSIS Summit** co-hosted by **ADG/LNAC**.

The **first** event of ADG sponsored for **Garrmalang Festival and Presents Program** held.



Two graduates begin their **Diploma of Hospitality Management**.

An ITA graduate is chosen as a finalist for the **2025 Hospitality NT Aristocrat Technologies Awards of Excellence**.



June

Indigenous Engagement Strategy

Airport Development Group's (ADG) Indigenous Engagement Strategy is measured by the three intersecting pillars of intent through Indigenous Participation, Tourism Enhancement, and Cultural Engagement and Relationships.

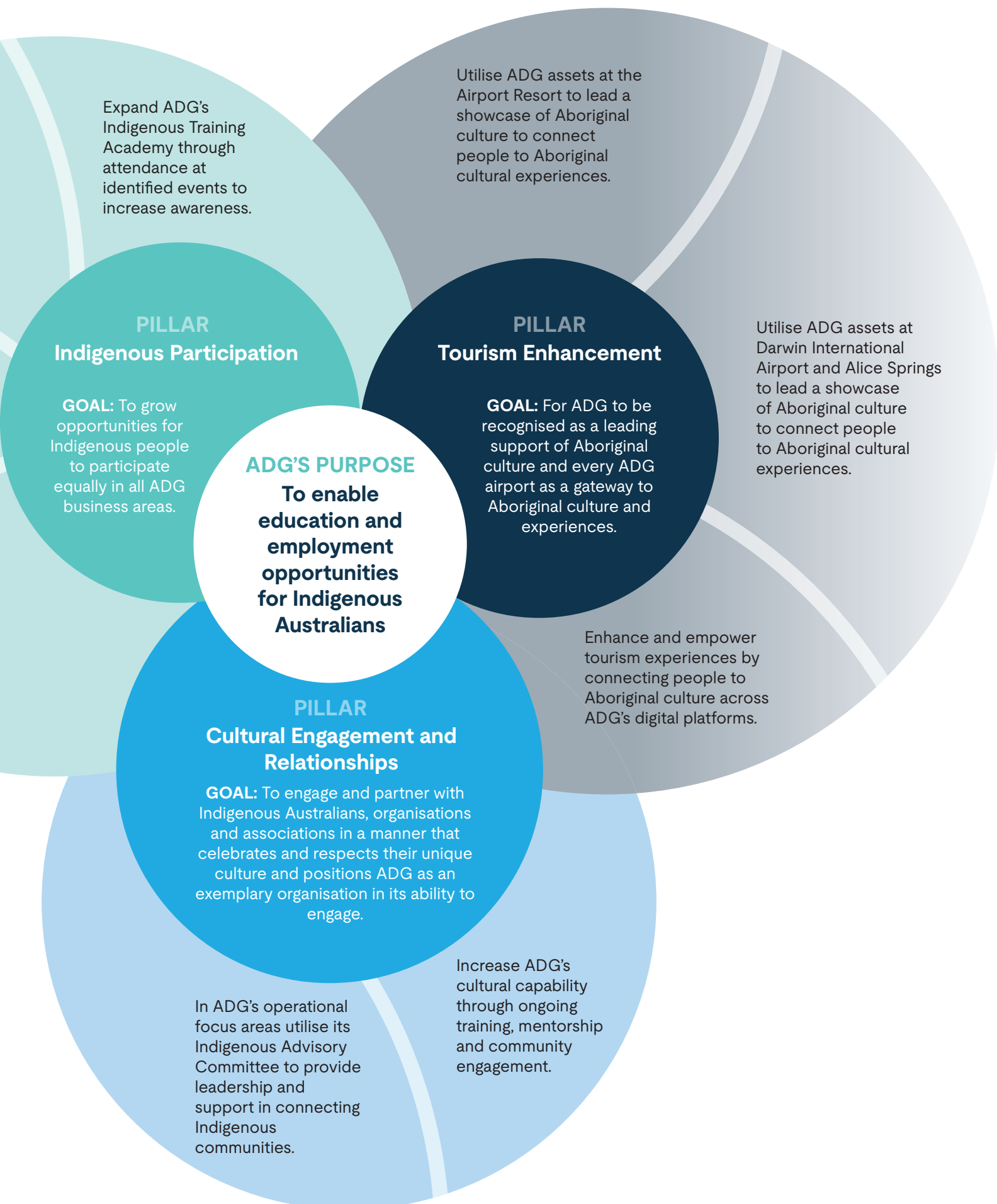
These pillars provide a clear and defined purpose in each area of endeavour for ADG's goal of enabling education, employment and empowerment opportunities for Indigenous Australians.

During this past year, real and tangible improvements have been seen in each pillar of intent, and while ADG takes great pride in these achievements, it understands the journey is a continuous one with many more milestones to reach.

Promote pathways toward ADG's Academy by developing relationships with schools and students.

Increase equity in employment through the development of an indigenous Employment Plan.

Increase Indigenous Procurement through Supply Chain Networks.



Indigenous Participation

Indigenous Training Academy

It has been a year of achievements for the Indigenous Training Academy (ITA), both in the record number of trainees currently attending the Academy, and in the continued success of those who've graduated.

These graduates exemplify training's ultimate goals including how to prepare students with the skills, knowledge and adaptability to thrive and grow in a workplace, to create pathways and nurture curiosity for lifelong learning, and to empower students to become well-rounded, capable and responsible individuals. ADG is immensely proud of its trainees and graduates and the commitment and dedication they have shown and continue to show.

A further five graduates have qualified in the past year, four with Certificate III in Hospitality and another with Certificate IV in Information Technology (IT) who has gone on to further their IT studies with a Certificate in Networking for Introductory Roles.

In addition, three of last year's graduates have graduated again, this time with qualifications in mentoring (see Mentoring and Support for more). Four more graduates are studying further, two are studying Diploma of Hospitality Management, another is moving from hospitality into business, and the final graduate from hospitality to IT.

The ITA has 16 current trainees, collectively participating across seven different study courses and working across ADG in nine different areas including at Darwin Airport Resorts (The Resorts) and Darwin International Airport (DIA). In a further boost to the program, one trainee has joined the Alice Springs Airport (ASA) Grounds Team and is thriving in their study in environmental management and their part-time work placement. The study and work areas of the 16 participants can be viewed in the following table.



16 trainees, including one at ASA, are currently in the ITA program



The ITA has **7** different areas of study



Trainees work across **9** ADG areas

8

ITA graduates now work FT with ADG



Above: An ITA trainee emcees an Internal meeting

Area of Study	Number of ITA trainees	Work Area
Certificate IV Business	1	ADG – Business Centre
Certificate IV Business	2	DIA – Terminal Operations
Certificate IV Business	1	Resorts – Front Office & Reservations
Certificate III Commercial Cookery	1	Resorts – Kitchen
Certificate III Electrotechnology	1	ADG – Technical Services
Certificate III Horticulture	1	ASA – Grounds Team
Certificate III Hospitality	3	Resorts – Food & Beverage
Certificate III Hospitality	3	Resorts – Housekeeping
Certificate IV Information Technology	1	ADG – Information Technology
Diploma – Hospitality Management	2	Resorts – Food & Beverage



Our Indigenous Training Academy is more than just a program, it's a movement for opportunity, empowerment, and community strength.'

EDDIE FRY, IAC CHAIR

The current trainees represent a range of ages, both male and female, and come from remote and urban communities. Studying, mentoring and working together has increased their understanding of each other and of their backgrounds, communities and circumstances. Further, with employees from across the world a feature of the ADG mix, this broadening of understanding, has influenced respect of different cultures across the board.

Studying and working part-time in the relevant field provides a practical application of skills into the workforce. It also reduces barriers to study by providing an income, as well as flexible and safe workspaces that can cater for external challenges. It's these external challenges, that can prove to be the biggest barriers to success. As ADG's ITA Manager says: 'The problem is never the work. Our trainees all work hard. They are dedicated. Work runs smoothly. It's outside of work that can be challenging for them.'

The ITA Manager plans, manages and coordinates the Academy and employment pathways program. The role also provides leadership mentoring and support to the trainees while developing further opportunities for the trainees within all areas of ADG. The Training Manager is committed to the trainees' well-being and needs during their training and employment. It can be a 24-hour, seven day a week role. If needs be, the trainees can contact the Training Manager at any time.

ADG's Training Manager is immensely proud of the commitment and dedication of the trainees and cannot stress enough how much some of them have overcome to graduate. It's a point that needs attention and one which ADG acknowledges which is why mentoring and

support, not just through the Training Manager, but through dedicated agencies like Tanyah Nasir Consulting are an important factor in the success of the program. ADG's newly graduated mentors too offer incalculable support, not only through their lived experience as Indigenous, but by the lived experience of joining the ITA and graduating through it. It's these connections and this understanding, with the wisdom of experience and practical knowledge, that are vital components to this program.

As it is a learning experience for the trainees, so is it for the managers and team leaders of employer organisations. Take for instance, The Resorts. Initially, as the first cohort of trainees were settling into their roles, there was some resistance for the flexibility required in shifts. Now, however, it's a different story. ADG's Training Manager says there has been a 'definite shift in understanding and tolerance for other cultures. It's not just Indigenous understanding. It's opened everyone up to learn about other cultures and I think that's a good thing.'

Another positive change has been the types of study trainees are undertaking. As Indigenous leader and Chair of the Indigenous Advisory Committee, Eddie Fry says: 'Our Indigenous Training Academy is more than just a program, it's a movement for opportunity, empowerment, and community strength. We are seeing young people grow in confidence, skills, and leadership.'

ITA's success is also evident in the continuation of employment after graduation.



ITA trainees and IYMP participants engage in an Employment Pathways and Cultural Assets tour

This growth is evidenced in the two hospitality graduates who are now working full-time and furthering their studies with a Diploma of Hospitality. This Diploma is a Grade 5 level qualification which advances studies from Certificate qualifications by including business and management aspects of the hospitality industry including financial management, marketing, human resources, team management, operational planning and event management.

This opportunity was created through a new pathway this year established by ADG to garner more opportunities for graduates wanting to continue their learning journey. In development with the Institute of Skills and Training Australia, these two ITA trainees were identified as willing and able for more advanced studies after finishing their Certificate III in Hospitality. For both of these graduates, who initially joined the ITA straight after high school, the Diploma is being studied in addition to full-time work at The Resorts in the café for one, and the other in the café and in training with the conferencing and banqueting team for Resorts events. These Diploma students will study alongside other Northern Territory (NT) hospitality professionals which will also increase exposure to the industry and other leadership opportunities.

Collaborations with other agencies working toward similar goals are an integral part of ADG's success. Take for example, the Indigenous Youth Mobility Pathways (IYMP) Project which supports young Aboriginal people from regional and remote communities in education and employment through housing, transport, support, and life skills coaching. Currently, three ITA trainees from remote communities are being housed with IYMP. Without the support of IYMP, due to distance, transport and financial challenges there was little chance these trainees would have been able to attend the ITA.

Collaborations with other agencies working toward similar goals are an integral part of ADG's success.

As well as expanding the types of courses on offer, the level of courses, and the number of participants, the ITA's success is also evident in the continuation of employment after graduation. Every single graduate of the ITA is still in either full-time work or part-time work with further education. Nine are with ADG and two have gone to employment elsewhere, one with the Department of Education and the other with Ventia.

Another initiative has been the appointment of an administration assistant to support the Terminal Control Centre as part of the ITA. This support is shared across the Projects, Operations and Facilities teams, providing trainees exposure to all areas of airport operations.



ADG IT team member with Indigenous Trainee Brandon Kurnoth and Indigenous Trainee graduate Bryce McKerlie

Personal ITA Journeys

After seven years as an army medic, Bryce McKerlie knew it was time for a change. Unsure what he wanted to do, he approached GTNT with the hope of 'maybe doing an electrical apprenticeship or something similar.' GTNT referred him to ADG's Indigenous Training Academy, and he's never looked back. At the ITA, Bryce completed a Certificate IV in Information Technology followed by a Certificate IV in Networking, and already he's identified more qualifications he wants to complete in the future. Now working with ADG as a Network Administrator he says the whole process has been encouraging. 'The cultural component, helping bridge the gap, the mentoring, everything at ADG has been very supportive.'

With experience in the workforce, initially Bryce wasn't sure about participating in mentoring. These doubts were soon put to rest. He says not only has mentoring helped him adjust to a civilian life (away from the army), but it has also provided guidance, wellness checks and camaraderie with his fellow students. 'I'm so glad it was compulsory,' he says, 'because I didn't realise how much I needed it.' Mentoring has also given him the confidence to pursue his goals and provide mentoring to others including new IT trainee, Brandon Kurnoth.

With a love of gaming and coding, Brandon believes he has now found his calling in IT, but it wasn't always the case. After finishing school, Brandon joined the ITA to study hospitality and although he adapted to the study and the mentoring, after successfully graduating he still felt reserved and unsuited to the role. Asked if he'd like to explore other opportunities, Brandon was offered a month's trial in IT. It was then, he says, he 'got cosy fast' and knew this was the vocation for him.

Brandon enrolled in IT with the ITA and although it's early

in his training, he's already thriving. Describing himself as an introvert, he finds IT with Bryce as his mentor, a positive experience. He says Bryce is great at assigning tasks that he can try and solve independently, that are often challenging but appropriate for his learning, and if he becomes stuck, he knows help is always there. 'That's comforting,' he says. Although Brandon says he was very nervous at first around other people and in group mentoring, he's growing in confidence and in his abilities. 'Work and learning are fun now,' he says, 'I'm really enjoying it.'



ITA at Alice Springs Airport

As reported in last year's Indigenous Engagement Report, ADG has been actively seeking an ITA trainee for ASA. This year, ADG is pleased to report that an ITA trainee has joined the Grounds Team at ASA and is studying a Certificate III in Horticulture through Charles Darwin University (CDU).

The trainee already has completed a Certificate III in Civil Construction with Workforce Australia and is an Alice local who is fitting in extremely well at ASA.

In addition, the ITA Training Manager continues to work with major ASA contractors to encourage the development of opportunities for more ITA trainees based in Alice Springs as well as with organisations like Apprentices Australia, Local Jobs NT, and programs such as Saltwater's Foundation to Future Program.

Other initiatives including onsite workplace tours which are discussed in the Employment Pathways section of this Report.



ADG ITA trainees and graduates with mentor Joanne Nasir

Mentoring and Support

Indigenous mentoring continues to go from strength to strength at ADG, and this year has taken another step forward with three of ADG's inaugural graduates undertaking further study to become qualified as Aboriginal Mentors. This six-month course through Saltbush Enterprises has several essential outcomes including normalising the work experience, facilitating the navigation of barriers to work retention, building skills for resilience, providing support to maintain work attendance, and being a cultural bridge between employee and employer.

The three ITA graduates who are also ambassadors for the ITA program, will continue to be positive role models and will now bring these skills to their mentoring roles as well as their own lived experience of attending the Academy.

External mentoring and support continues through Tanyah Nasir Consulting with 90-minute fortnightly sessions for all Indigenous trainees and team members. These sessions are an integral part of ADG's success and having built steadily since inception, are now cemented into the ADG routine and valued as a highly engaging experience.

Reflecting the increased sense of responsibility and accountability fostered by mentoring, the participants consistently demonstrate a strong commitment to this practice through regular attendance and punctuality. Like an upcycle of reinforcement, each mentoring session, among other things, increases the responsibility and accountability which increases mentoring attendance and so forth.

Other benefits of mentoring include the creation of a cohesive and supportive group, improved communication skills, deeper self-assessment and stronger peer support. Another group benefit is recognising common challenges which helps to enable a shared sense of purpose and mutual encouragement while fostering teamwork.

By providing a safe place where participants can openly discuss and navigate the sometimes extraordinary challenges facing them, they understand this is a space where they are enabled to discuss any topic, inside or outside work, that may be impacting their life and therefore their ability to stay studying and working.

In addition, all trainees have completed the 'Rise Up' mentorship program which is structured around five main objectives: confidence building, network development, retention and resilience, cultural safety, and skill development.

3

ADG inaugural graduates extend their study to become qualified as Aboriginal Mentors

16

ITA trainees complete the 'Rise Up' mentorship program



External mentoring and support continues for all Indigenous trainees and team members

Awards for Excellence

Following the success of the past few years, the accolades keep coming for ADG and ITA trainees and graduates.

In November, one of ADG's inaugural Academy graduates was chosen to travel to Timor-Leste to represent Australia at the prestigious International Friendly Skills Competition for Food and Beverage Service. During the three-day competition, ITA's graduate showcased their expertise in high-quality food and beverage service, performing under tight time constraints and for distinguished guests. In a true testament to their professionalism, dedication and outstanding talent, they were invited to deliver the closing address. As the sole Australian participant, this was truly a remarkable achievement. As one of the graduates who undertook additional studies and qualified as an Aboriginal Mentor, this achievement in Timor-Leste is another example of their exemplary leadership and professionalism.

In other achievements, four ITA trainees were nominated for the 2025 GTNT Trainee of the Year awards and one of the trainees was chosen as a finalist for the Awards Ceremony in June 2025. This same trainee was chosen as a finalist for the 2025 Hospitality NT Aristocrat Technologies Awards of Excellence.

Another of the Academy's inaugural graduates was nominated for the NT Young Person of the Year awards and made it through to the semi-finals from more than 50 nominations.

In other achievements, ADG won the Excellence in Business Award for medium to large business at the Northern Territory Chamber of Commerce 2024 Business Excellence Awards. In September, ADG won this category in the regional award, then in December, won the category again as Overall Winner for the Territory. This award reflects ADG's holistic approach to delivering outstanding results across aviation, tourism and hospitality, environmental sustainability, and Indigenous engagement.

ADG was also successful at the highly prized National Airport Industry Awards, the Australian Airport Association's AAA

Awards, winning the National Airport Excellence Awards for Infrastructure at DIA. Part of the submission included how ADG has integrated Aboriginal culture into its key infrastructure offerings making DIA's travel experience a holistic one. This includes ADG's world-class resort accommodation featuring Indigenous murals and bespoke hotel villas, and Aboriginal cultural experiences within walking distance of the terminal, like the upgraded Gurumbai Cultural Trail paying tribute to Larrakia sites and its flora and fauna.

As well as major infrastructure works to roads and the passenger experience (streamlining check-in, bag drop and screening) other infrastructure works included the installation of two 2400KW water-cooled chillers. This new system, providing all the air cooling for the terminal and the security X-ray machines, represents a 40 per cent improvement in operation efficiency, consuming less energy and emitting 950 fewer tons of carbon per year compared to the old system. This saving is the equivalent of 127 households' power usage for one year and contributes to ADG's goal of net zero emissions by 2030. Importantly too, it was a \$5 million contract intentionally awarded to a majority Indigenous-owned company. The project included 3,170 hours of labour with 8.8 per cent delivered by Indigenous team members across management and apprentice roles. It engaged more than 225 employees equating to 200 full-time jobs throughout the 10-month project. This is one example of the large impact DIA's infrastructure program has had on Northern Australia and Indigenous industry.

Winning Australia's premier aviation award for Infrastructure consolidates ADG's future vision in aviation and in the NT, and in highlighting and promoting the importance and uniqueness of Aboriginal culture to the world.



ITA graduate representing Australia at the prestigious International Friendly Skills Competition for Food and Beverage Service in Timor-Leste

Indigenous Employment

As with last year's Indigenous Engagement Report, there was a gain in full-time (FT) employment. This year, FT employment has increased by 37.5 per cent and part-time (PT) employment has increased by 8.34 per cent. The most gains for FT employment have been at ADG terminals with a 40 per cent increase.

The increases at ADG, branching into various departments, has been a real breakthrough in employment and helps normalise the Indigenous work experience. This is not only important for change now, but also into the future. Seeing and interacting with Indigenous people in a range of roles in a range of fields, shows the next generation in a very tangible way that anything is possible. Again, the roles and responsibilities of these employees have improved. For instance, one graduate has joined the Information Technology Team after graduating in a Certificate IV in IT and in a Certificate in Networking for Introductory Roles, an area of growing importance for ADG's corporate operations.

As of end of June 2025, the breakdown of Indigenous employees is as follows:

	EMPLOYMENT TYPE			Total
	Full-time	Part-time	Casual	
ADG	7	1	0	8
Hotels	4	9	0	13

Overall, the 21 employees represent a full-time equivalent (FTE) of 17.94 employees. At the end of the financial year, across ADG there were 226 employees including at The Resorts, making Indigenous employees 7.93 per cent of all employees. The roles of these employees, including trainees are included in the table on the right.



37.5%
increase in FT
employment



7.9%
of ADG full-time staff
are Indigenous



40% increase in FT
employment at ADG
terminals

21

Indigenous employees
across ADG, DIA,
ASA and DAR

The increases at ADG, branching into various departments, has been a real breakthrough in employment and helps normalise the Indigenous work experience.

Number of Employees/ Trainers	Area of Work	Location of Work	Full-time (FT) Part-time (PT)	Area of Study
1	Transport Operations Coordinator	ADG – Terminal Operations	FT	GRADUATED x 2 Hospitality and Indigenous Mentoring
1	Information Technology	ADG – Information Technology	FT	GRADUATED x 2 Information Technology and Cert Networking
1	Food & Beverage	The Resorts	FT	GRADUATED x 2 Hospitality and Indigenous Mentoring
1	Food & Beverage	The Resorts	FT	GRADUATED x 2 Hospitality and Indigenous Mentoring
1	Terminal Operations administration	ADG – Terminal Operations	FT	GRADUATED Hospitality now studying Cert IV Business
1	Housekeeping	The Resorts	PT 30 hours per week	GRADUATED Hospitality
1	Café	The Resorts	FT	GRADUATED Hospitality now studying Diploma of Hospitality Management
1	Café & training in conferencing & banqueting	The Resorts	FT	GRADUATED Hospitality now studying Diploma of Hospitality Management
1	Information Technology	ADG – Information Technology	FT	GRADUATED Hospitality now studying Cert IV Information Technology
2	Admin Assistant	ADG – Terminal Operations	FT	Cert IV Business
1	Front Office & Reception	The Resorts	PT – minimum of 26 hours	Cert IV Business
1	Electrical Apprentice	ADG – Technical Team	FT	Cert III – Electrotechnology
1	Kitchen	The Resorts	PT - minimum of 26 hours	Cert III Commercial Cookery
3	Housekeeping	The Resorts	PT - minimum of 26 hours	Cert III – Hospitality
3	Food and Beverage	The Resorts	PT - minimum of 26 hours	Cert III – Hospitality
1	Grounds	ASA – Grounds Operations	PT – minimum of 26 hours	Cert III – Environmental Management

The other positive news is that the ITA graduates are influencing other workforces in FT employment.

The other positive news is that the ITA graduates are influencing other workforces in FT employment. Two ITA graduates are now working FT at the Department of Education and at Ventia. The ITA Training Manager reports that both graduates are excelling and enjoying their roles.

As part of increasing employment, ADG is developing an Indigenous Employment Strategy with the goal of obtaining Indigenous employment numbers within ADG reflective of the communities in which it serves.

In development, the strategy focuses on improving employment outcomes by increasing Indigenous recruitment, retention and professional development through:

- Advertising job vacancies via Indigenous-led recruitment agencies to effectively reach Indigenous job seekers. These services have shared capability statements with ADG and The Resorts HR teams to further explore recruitment opportunities.
- Developing strong connections to community members and organisations to ensure community knowledge of ADG, its pathways and opportunities. Examples include ongoing liaison with Youth Mill, Anglicare, Saltbush, and Barkly Arts.
- Developing strong connections with aligned businesses and organisations for Indigenous engagement. Examples include North West Aviation Services, CareFlight (see another initiative below), Tourism NT, Airport Safety Forum, and Into Jobs.
- Ensuring all team members are educated in cultural awareness and develop greater cultural competence. See 'Cultural Engagement and Relationships'.
- Promotion of culturally informed support services available to Indigenous employees.
- Ensuring team members are aware of, and provided with, learning opportunities supporting their growth and career development.

To capture opportunities for job seekers, in July 2024, ADG launched LiveHire, a platform to enable individuals interested in working at ADG, including current team members seeking promotions, to upload their employment credentials and desired job options. In December, 377 people had joined the platform, with 3.7 per cent identifying as Aboriginal. By June, nearly 12 months after LiveHire launched, there were 1100 people registered with 3.2 per cent or 35 people identifying as Aboriginal.

To further support career progression of Indigenous employees and to ensure best practice for a culturally inclusive approach for Indigenous engagement, ADG's ITA Training Manager attended the First Nations Employment and Economic Development Forum held in Melbourne in October. Approximately 150 delegates attended from throughout Australia, along with presenters including those from Glencore Mining, IAG Insurance, Black Dog Institute and Headspace.

A focus of the Forum was on the prioritisation of psychosocial safety of Indigenous employees when devising an Indigenous employment strategy, in particular the responsibility of businesses for constant monitoring and reflection on what Indigenous employees need to feel culturally safe within the workplace. The Forum also covered how to support career progression through professional development and mentoring, as well as how performance of Indigenous employees can be measured. It highlighted the need for career planning and mapping as well as mentoring programs and skill development opportunities that can help build pathways for a fulfilling career journey.



Employment Pathways

ADG continues to proactively create pathways for the ITA, and for ADG employment opportunities.

ITA graduate participating in CareFlight's Open Day at the Darwin Hanger

ADG continues to proactively create pathways for the ITA, and for ADG employment opportunities. This extends to tours, outreach programs, summits, forums and networking with a broad range of organisations. Some pathway examples are listed below.

In October, the ITA Training Manager attended the Leaders of Tomorrow 2024 Summit. Fully funded through the Department of Education, the Summit supports high-achieving Aboriginal secondary students in the NT to present their perspectives on the future of education in the Territory. With an emphasis on student voices, personal development and lived experiences, the Summit also provided engagement opportunities with universities, business and industry, including ADG and the ITA. ADG will continue its partnership with the leadership program and continue to provide updates on opportunities within its business area as well as opportunities from its industry contacts within Darwin and Alice Springs.

ADG Employment Tours have continued throughout the year. Melbourne Indigenous Transition School Mentors and their students have attended sessions on the opportunities available with ADG. At the end of the year, four remote students who are returning to live in the NT at the end of Year 12 will spend time with current ITA trainees to gain an insight into the training program and to hear firsthand the trainees' experiences and learning journey.

After a career pathways presentation at Casuarina College, two high-level applications for traineeships were received in 2025. Both students were interviewed and selected to join the ITA in January to begin their qualifications in hospitality. Ahead of this, they commenced part-time casual employment in November.

ADG's ITA Training Manager continues to work with Darwin High School Careers advisors to promote the ADG Indigenous traineeship pathway. All Darwin High Schools now have

training information live on their schoolwide careers site with an accessible link for students to gain further information and upload their details to express their interest in traineeships. ADG places importance on capturing Year 12 students looking for locally based training and job opportunities.

The Darwin Careers Expo in August 2024, now in its second year, is another platform for showcasing the opportunities at ADG. ITA and ADG team members alongside terminal-based trainees shared insights, outlined career pathways, and discussed current and future employment and trainee opportunities. The trainees were instrumental in assisting with the day, providing firsthand and real experiences to interested attendees.

In September, ADG and CareFlight representatives met to discuss and identify similarities and opportunities for collaboration. The goal was to develop a mutual understanding of each other's programs, processes and activations to improve Indigenous participation including, but not limited to, recruitment, retention, training and employment, mentoring and support, community engagement, cultural learnings, respectful recognition and celebrations.

As a result of this meeting, ADG and CareFlight agreed to create initiatives to support cross-organisational peer learning and provide opportunities for Indigenous trainees by strengthening their joint efforts to empower the next generation and positively impact the local community. Consequently, ADG was thrilled to participate in CareFlight's Open Day at its Darwin hangar in October. This event was a unique opportunity for ITA trainees to learn, connect, and be inspired by the life-saving work of CareFlight. Included in the visit was the opportunity to connect with Indigenous trainees from the IYMP project. This partnership was further consolidated in November with a tour of the Gurumbai Cultural Trail and airport facilities by ADG for CareFlight trainees and IYMP project participants.

Indigenous Procurement

ADG awarded 1.74 per cent of total contracts to Indigenous businesses from July 2024 to June 2025. These included Indigenous contractors in building, hospitality and cultural consulting, mentoring services, and food and beverage products as ongoing suppliers for The Resorts.

Although this year's procurement fell short of ADG's goal of 2.5 per cent of contracts to Indigenous-owned businesses, this year ADG's Procurement Policy was approved by the Board and implemented, and results from this should start to filter through in the 2025/2026 financial year. In addition, a preferred contractor list is in development and ADG is working with a number of Indigenous contractors to gain pre-qualification to allow them to be added. Further, process maps for the Request for Tender and Request for Quotation have been developed and are currently under internal review.

This year's procurement included Stage 2 of last year's \$5 million chiller project awarded to M & J Builders, an Indigenous-owned business which formed part of an award-winning submission as described under 'Awards for Excellence'. Stage 2 also awarded to M & J Builders, included the demolition and disposal of the old chiller, and the final build finishes for the new utility plant.

JACK Hospitality, Australia's first, majority Indigenous-owned, female-led hospitality consultancy firm, is another example of procurement this year. JACK Hospitality provided expert advice on the design and theming plan for the new hotel restaurant.

Tanyah Nasir Consulting and Cross Cultural Consultants (CCC) are two more suppliers, who year on year provide valuable services to ADG. With cultural training now mandatory for ADG team members, ADG's engagement with CCC has increased. In further cultural training, Yamagigu Consulting, a Supply Nation certified business were engaged this year, with the majority of billing occurring next financial year. The services of Yamagigu can be read about in the 'Cross-Cultural Training' section of this report.

The Resorts has included several Indigenous suppliers to its food and beverage offerings, contributing to a culturally enriched guest experience. These include Beechtree Distillery, Sobah, Kakadu Organics and Arnhem Beverage Company.

Arnhem Land Fire Abatement

In the mid-1990s, in the remote tropical savannas of Northern Australia's Arnhem Land where late dry season wildfires burning at extreme temperatures were becoming destructively commonplace, a group of Aboriginal landowners and some scientists began to discuss how this could be remedied. Without traditional fire management, these vast areas were being lost to the ravages of uncontrolled fire on excessive fuel loads.

During the following decade, Aboriginal ranger groups in Western Arnhem Land developed ways of emulating customary fire management using modern tools. Long story short, an entirely Aboriginal-owned and not-for-profit carbon farming business, Arnhem Land Fire Abatement, or ALFA, was born. ALFA now manages five fire projects across an area of more than 80,000 square kilometres in the NT that includes savanna regions, rugged sandstone escarpments, monsoon rainforest, intact river ecosystems, floodplains, and remote coastal areas. ALFA's work is resourced through its engagement with the carbon market and a scientifically calculated burning methodology that measures seasonal differences in greenhouse gas emissions between early and late dry season fires for a range of vegetation environments.

It's ground-breaking work, benefitting the land and those who are managing it, and one ADG is pleased to support through the purchase of 700 Australian Carbon Credit Units to offset 700 tonnes of Scope 1 carbon emissions from ADG's 2024/2025 financial year carbon footprint. This is the first time ADG has purchased carbon credits which are an integral part of achieving ADG's emission reduction target of net zero (Scope 1 and 2) emissions by 2030.

The carbon credits were purchased from ALFA's West Arnhem Project which are high integrity, verified carbon credits backed under a Federal Government scheme. In addition to environmental benefits, the purchase provides employment and educational opportunities, cultural and knowledge retention, improved biodiversity education, and ensures money spent stays in the NT.

Tourism Enhancement

ADG's tourism enhancement initiatives reflect a long-term commitment to culturally enriched, high-quality visitor experiences that celebrate Indigenous heritage and promote the NT as a globally distinctive destination. In collaboration with Traditional Owners, ADG continues to elevate tourism outcomes while respecting and honouring Country through strategic infrastructure and investment, authentic cultural integration, place-based storytelling and destination enhancement.



ADG Larrakia Welcome to Country water tower mural at Darwin Airport Resort



Acknowledgement of Country

The Larrakia people, the traditional owners of this land, welcome you to Larrakia Country and hope you enjoy your time exploring Gurumbai, an important area.

"We talk about country, our country talks to us. This is Larrakia country. We are the Larrakia people and we will always be here... Please respect our country."
Bundilla Barbara Mills-Raymond 2005

LARRAKIA PEOPLE'S DECLARED PROTOCOLS:

WE ARE THE ABORIGINAL OWNERS of all land and waters of the greater Darwin area and have identified Aboriginal living areas.

WE REQUIRE respect for the cultural authority of the Aboriginal owners.

WE CARE for our COUNTRY and we have an obligation, along with our neighbours, to care for our country so that we retain traditional knowledge, such as stories about significant sites.

WE ARE RESPONSIBLE FOR THEIR BEHAVIOUR and should respect the guidance of Larrakia.

IT IS EVERYONE'S OBLIGATION, including: visitors, residents, NGO's and government.

WE DO NOT ACCEPT BEHAVIOUR THAT REFLECTS BADLY ON LARRAKIA PEOPLE and we do not accept it.

A partnership between:



RAA

Larrakia Cultural Liaison Officer and Senior Larrakia Ranger leading a Gurumbai Cultural Trail Tour

Guiding Principles – the Larrakia Declaration

In line with Tourism NT's Northern Territory Aboriginal Tourism Strategy 2020-2030, ADG has adopted the guiding principles of the Larrakia Declaration on the Development of Indigenous Tourism.

The principles of the Larrakia Declaration were developed at the first Pacific Asia Indigenous Tourism Conference held in Darwin on the traditional lands of the Larrakia people in 2012. Sixteen countries were represented at the conference by 191 delegates from Indigenous communities, government agencies, the tourism industry and supporting bodies, and resolved to adopt principles to guide the development of Indigenous tourism.

Six guiding principles were developed, which have now been adopted by ADG as follows:

Respect

Respect for customary law and lore, land and water, traditional knowledge, traditional cultural expressions and cultural heritage that will underpin all tourism decisions.

Protection

Indigenous culture and the land and waters on which it is based, will be protected and promoted through well-managed tourism practices and appropriate interpretation.

Participation

Indigenous peoples will determine the extent and nature and organisational arrangements for their participation in tourism, and governments and multilateral agencies will support the empowerment of Indigenous people.

Consultation

Governments have a duty to consult and accommodate Indigenous peoples before undertaking decisions on public policy and programs designed to foster the development of Indigenous tourism.

Tradition

The tourism industry will respect Indigenous intellectual property rights, cultures and traditional practices, the need for sustainable and equitable business partnerships and the proper care of the environment and communities that support them.

Partnerships

That equitable partnerships between the tourism industry and Indigenous peoples will include the sharing of cultural awareness and skills development which support the well-being of communities and enables enhancement of individual livelihoods.



ADG team member and Lhere Artepe Aboriginal Corporation team members celebrate Welcome to Country banners at ASA

Arrernte Acknowledgement of Country

In ADG's first project with the Lhere Artepe, the cultural authority for the Arrernte people of the Alice Springs region, welcome banners have been unveiled at ASA acknowledging the Arrernte as the traditional owners of the region. The banners now appear along the walkways leading from the runway to the terminal, ensuring visitors to the region have a strong visual awareness of the Arrernte people.

Tourism Top End

Continuing engagement with peak tourism bodies in the NT, ADG's Executive General Manager (EGM) presented to 110 delegates at the Tourism Top End Member General Meeting in September. Highlighting ADG's ongoing work in supporting the tourism industry, the EGM provided an overview on the aviation outlook, ADG's Indigenous engagement, and hospitality and tourism.

The meeting was attended by the Minister for Tourism and Hospitality; and Major Events, which was an opportunity to showcase ADG's Indigenous tourism and establish a platform for future collaboration and engagement. ADG's goal is to ensure Top End tourism continues to thrive while supporting local tourism businesses and fostering economic development.



‘Green sings to me, green tree frog.’ Contemporary Aboriginal Artist, Sarrita King, on naming her mural *Wurrkal*, the name for green in Gurindji.

Mural Artist Sarrita King celebrating the installation of her latest work *Wurrkal* with Proper Creative artist Caleb Schatz

Indigenous Murals

Following the highly distinctive and celebrated Indigenous murals at The Resorts including *Mamilima*, the 41-metre-tall Larrakia Welcome to Country Landmark, Joanne Nasir’s *Journey of Travellers* based on her Elder’s songline of the Spirit People Dreaming, and Larrakia artist Jason Lee’s *Gunamidjindawa Dirula* (Saltwater Dreaming), a new mural has been created by contemporary Aboriginal artist, Sarrita King.

Wurrkal is the name of ADG’s latest mural and is the name for green in Gurindji. Inspired by the colour, Sarrita says ‘green sings to me, green tree frog’ an iconic NT symbol of the wet season and is what *Wurrkal* captures, a green tree frog. A river snakes along the frog’s back brimming with fish, and two communities radiate from the river, full of people and connections.

Describing her mural, Sarrita says: ‘It’s not only this amazing iconic animal that we’ve all come to know and love and really relate to the wet season, but it’s a bit about what people do in the Territory, here in the wet season. We all come together, we all fish, we all seek out that water source, and what a beautiful place to have it right here next to the pool at the Darwin Airport Resorts.’

The Resorts

The Resorts continue to go from strength to strength with increases in occupancy and in reaching ADG's pillar goal of being the gateway to Aboriginal culture and experiences.

Over the financial year, Hotel Villa occupancy had a significant increase, from 24 per cent to 46.5 per cent.

Overall, The Resorts occupancy was up nearly seven per cent on the previous year.

Engagement too, with Indigenous assets like the Gurumbai Cultural Trail is showing strong interest. A new gate to the trail allowing hotel access with a guest room key was used 111 times within the two-week period when the gate was tested and recorded. Website interest as well for the trail with 219 active users and 431 views during the year.

The Resorts Souvenirs Project

Since early 2025, ADG has been working with Indigenous mural artists and their families to develop a souvenir relating to their artwork to be sold at The Resorts. An important initiative of this is to have the artists establish themselves as suppliers to The Resorts. Three of the four mural artists now have souvenir samples ready for presentation to the hotels.

To further support this venture, ADG is seeking to install display cases for The Resorts' foyers as well as wall-mounted shelves at reception, and a dedicated stock storage cupboard beneath the main reception desk.

Travel Gateway

ADG's Travel Gateway platform, Explore the North – Gateway to the Territory and the Kimberley (www.travelgateway.com.au) launched in 2022 as an information and reference site for travel in the Northern Territory, Kimberley and Timor-Leste (an 80-minute flight from Darwin). With a host of local insights for where to go and what to do, Travel Gateway covers destinations, activities, entertainment, food and more, including Indigenous information like where to explore Aboriginal rock art, and Aboriginal art and cultural events in the Top End.

Steadily building a subscriber base since inception, the 2024/2025 financial year saw subscribers grow 25 per cent from 48,000 in July 2024 to 60,000 in June 2025. Further to this growth was a directional pivot to include travel packages and bookings on the website and in particular, bespoke holiday packages designed by an in-house travel agent. As part of this new direction, ADG met with NT

Tourism's Manager of Tourism Business Development to explore opportunities to promote Indigenous businesses on Travel Gateway and to include them in holiday packages or in bespoke holidays for those wanting Indigenous-based experiences.

As a result of this meeting, a number of Indigenous businesses were identified by NT Tourism and ADG has begun the onboarding process. The impetus behind the idea is to offer Indigenous businesses in the tourism industry exposure to those keen to experience their services. Unlike other platforms, ADG will not charge commission or a fee to be listed. At its simplest, it's a matchmaking service, one that will align product and customer with the goal of helping Indigenous businesses.

Experiencing the beauty of Katherine Gorge in Nitmiluk National Park



ITA graduate and panellist at the NT Indigenous Tourism Forum speaking on the topic 'One of the best jobs in the NT'

2025 NT Indigenous Tourism Forum

Hosted by the Department of Tourism and Hospitality and supported by the NT Aboriginal Tourism Committee, the NT Aboriginal Tourism Forum was held on 26 February 2025 at the Darwin Convention Centre.

Celebrating the NT Aboriginal tourism sector and focusing on opportunities to share knowledge and experiences, the Forum also aimed to establish and strengthen relationships between Aboriginal entrepreneurs, private sector, industry, government and non-government organisations.

It was a great honour to have two ITA representatives as guest speakers: one of the Academy's graduates who is now studying a Diploma of Hospitality, and a trainee studying business. Both of these ITA students were part of a panel of five who discussed 'One of the best jobs in the Northern Territory'.

As panellists they shared their experiences in the tourism industry, highlighting the opportunities ADG has provided them through skills development, mentorship and cultural empowerment.

Hotel Theming, Wayfaring and Signage

Hotel theming forms part of the new wayfinding and signage strategy to redefine and clarify how guests and visitors move through The Resorts. Since the integration of three hotels into one, the addition of new restaurants and bars, and the launch of the new multifunctional resort pool, significant work has continued in this area.

Signage to The Resorts at key exit points from DIA and within the resort itself will align with the hotel theming at The Resorts, named after the NT tourism regions of Darwin,

Kakadu, Arnhem Land, Barkly, Katherine, Alice Springs and Uluru, as well as the three key locations of the Greater Darwin Region: Litchfield, Mary River and Tiwi Islands.

The Resorts wayfaring strategy is now in front of ADG's Capital Investment Committee (CIC). A decision from the CIC is expected early in the 2025/2026 financial year. If approved, it is expected site works may commence in September/October with completion before the end of the calendar year.

Cultural Engagement and Relationships

Indigenous Advisory Committee

Three years since its establishment, the Indigenous Advisory Committee (IAC) continues to be a cornerstone of ADG's cultural engagement strategy. The IAC discuss a broad range of cultural, social and community topics to assist ADG improve Indigenous participation, tourism enhancement, cultural engagement and relationships, and the long-term goal of enabling education and employment opportunities for Indigenous Australians.

Meeting at least twice a year, the IAC fosters a trusted space for culturally respectful dialogue and collaboration and remains central to delivering tangible outcomes in Indigenous inclusion and partnership. The IAC plays a critical role in:

- providing strategic advice on Indigenous engagement initiatives
- ensuring cultural protocols are respected, understood and celebrated
- representing Indigenous voices from across the NT in ADG projects and initiatives
- facilitating meaningful connections with local Indigenous stakeholders.

This past year, the Committee has extended to six members. Joining inaugural members Chair, Eddie Fry, David Kurnoth and Charlie King appointed in 2022, David Curtis Senior at the end of last financial year, and two more representatives joined the IAC in 2024. After each attending a committee meeting as a guest, ADG is pleased to welcome Nicole Brown and Michael Liddle.





Members of the IAC and ADG representatives

Arrernte, Walpiri and Warumungu man, David Curtis Senior, from the Tennant Creek region has represented Indigenous people and their rights at both national and international level. During the late 1990s, he served as the Commissioner for the Northern Territory Central Zone, advocating for Indigenous issues and developing national policies. As well as being CEO of Julalikari Council Aboriginal Corporation, he spent a decade as a CES vocational officer in Aboriginal Employment and Training. His key areas of focus are alcohol and justice reform, education and employment outcomes, and the need for strong healthcare systems. In 2021, David was awarded the NAIDOC Lifetime Achievement Award.

A proud Larrakia woman, Nicole Brown has more than a decade of experience in corporate affairs, social change and community engagement. As the Founder and Director of Following In Their Footsteps, Nicole champions Indigenous storytelling as a powerful tool for cultural pride and awareness. Her work has built strong connections with Aboriginal and Torres Strait Islander communities across Australia, creating partnerships and initiatives that shape intergenerational change. Nicole has established herself as a respected leader and a force for change. In every role she undertakes she is guided by her commitment to elevating Indigenous voices, fostering cultural understanding, and driving meaningful impact.

An Alyawarre man from Central Australia, Michael Liddle is the manager of the Ingkintja Male Health Men's Shed, an entity of the Central Australian Aboriginal Congress, which provides a culturally and socially safe space to support the wellbeing of Aboriginal men. In his fourth year on the Alice Springs Town Council, Michael is also the founder and facilitator of the

Codes 4 Life men's program, established in 2016 in conjunction with his senior mentors. Codes 4 Life supports Aboriginal men in reconnecting with their cultural responsibilities and to find strength in their role within their community.

Continuing the practice of inviting Aboriginal leaders as guests to IAC Board meetings, November meeting invitations included to the Executive Director of the Aboriginal and Torres Strait Islander Art Gallery of Australia, the interim CEO of Lhere Artepe and the Director of Aboriginal Tourism.

In June 2025, the IAC met in Alice Springs. As part of this meeting, the Director of Saltbush Enterprises, Jennifer Howard presented to the Committee and spoke about inclusive employment models and building culturally safe service delivery. Her insights reinforce the importance of Indigenous-led solutions and creating safe workplaces that honour culture and foster long-term participation. While in Alice, ADG's IAC visited Purple House, a recipient of ADG's Community Grants Program. Through its 'Last Look' project, Purple House is supporting Aboriginal and Torres Strait Islander palliative care patients to return to their homelands to spend their final days surrounded by family, Country, and culture.

'The work being done at Purple House goes to the heart of community care and cultural dignity,' says IAC Chair, Eddie Fry. 'ADG is proud to support initiatives that strengthen cultural connections and improve the quality of life for our remote communities.'

More can be read about Purple House in the 'Grassroots Support' section of this report.

Larrakia Nation & the Gurumbai Cultural Trail

The collaboration between ADG and Larrakia Nation continues to go from strength to strength with six national forum tours and various other educational and cultural tours for schools, community groups and industry stakeholders along the Gurumbai Cultural Trail. These tours not only showcase Larrakia's rich cultural heritage, but also the five-year journey of mutual respect, engagement, and shared purpose in developing this important asset.

Highlighted as a model for how businesses and local Aboriginal communities can come together to deliver outcomes that celebrate cultural heritage while maintaining a strong connection to the land, the Gurumbai Cultural Trail has been a resounding success.

'The collaboration between ADG and the Larrakia Nation is a powerful example of what can be achieved when businesses and First Nations communities work in harmony,' says Larrakia Nation's Cultural Liaison Officer and IAC Board Member, David Kurnoth. 'The Gurumbai Trail not only celebrates Indigenous cultural heritage but also promotes sustainable tourism and education, ensuring these valuable lessons are passed down to future generations.'

Currently, tours are led by David with support from ADG's Indigenous Engagement and Environmental Management teams. Looking ahead, Larrakia Nation aim to integrate these tours into their broader tourism offering. To support this vision, ADG and Larrakia Nation are working together to upskill Larrakia Rangers, equipping them with the knowledge and confidence to lead tours independently and train other Larrakia personnel — laying the foundation for sustainable, community-led tourism.

As a significant part of this, a Larrakia Ranger led his first tour for more than 100 delegates at the 2025 Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Summit in Darwin. The Summit provided a unique forum for Aboriginal Elders, leaders, and youth, along with Academics, Native Title stakeholders, legal experts, GLAM (Galleries, Libraries, Archives and Museums) sector and government representatives, to come together and collaborate on the issues that matter most to First Nations peoples.



As one of the largest conferences of its kind, the opportunity to showcase the Gurumbai Cultural Trail to AIATSIS delegates was an extraordinary opportunity.

This Summit followed a host of other events like the 2024 First Nations Land and Water Management Forum with the theme of 'Healthy Country, Healthy Water, Healthy Communities' welcoming 640 delegates from across Australia into Darwin. This three-day forum provided Indigenous rangers and Indigenous Protected Area providers the chance to strengthen connections, share knowledge, and develop skills vital for the preservation and enhancement of Australia's natural and cultural heritage. As part of the event, delegates toured the Gurumbai Cultural Trail, guided by the Larrakia Rangers.

Another tour involved delegates from 11 airports across Australia and New Zealand who were attending the Australasian Inter-Airport Safety Forum at The Resorts. As part of this forum, ADG's Indigenous Engagement Strategy was presented, along with a guided tour of the Gurumbai Cultural Trail led by ADG's Indigenous and Community Project Manager in collaboration with Larrakia Nation and Larrakia Ranger representatives.

The 2024 Australian Geography Teachers Association (ATGA) Conference held in Darwin with the theme 'Sense of Place', also participated in a tour of the trail as part of field trips to explore some of Darwin's most stunning and significant

locations. Of the 100 participants hailing from Tasmania, South Australia, Queensland, NSW, and the ACT, ADG had the pleasure of hosting 14 delegates to experience the iconic Rapid Creek Walk. The fieldwork allowed educators to experience the natural beauty of the Top End and understand the educational assets available to them from a cultural, biological, environmental and historical perspective. Following this educational conference, a tour for educators and Year 11 students at Essington School was held in February.

Australia's premier planning event, the Planning Institute of Australia (PIA) Congress 2025 was held in Darwin, and again, the collaboration between ADG and Larrakia Nation and the Gurumbai Trail was highlighted. Recognising Aboriginal peoples as Australia's first planners, the conference aimed to highlight the importance of integrating traditional knowledge and perspectives into modern planning systems to foster respect for Country, culture, and sustainable land management.

'One of the most powerful aspects of the Congress is the opportunity to spotlight real-world projects that are leading the way in rethinking how we plan with Country,' says PIA National President, Emma Riley.

'The Gurumbai Cultural Trail is an inspiring example of what's possible when planning practice is grounded in genuine partnership with Traditional Owners,' she says. 'We're thrilled to be able to partner with Larrakia Nation and ADG, and proud



Guided by Larrakia Rangers, delegates of the First Nations Land and Water Management Forum tour the Gurumbai Cultural Trail

to feature this collaboration at Congress 2025. It demonstrates how our profession can actively support cultural recognition, community connection, and long-term sustainability.'

'The Gurumbai Cultural Trail is an inspiring example of what's possible when planning practice is grounded in genuine partnership with Traditional Owners.'

PIA NATIONAL PRESIDENT, EMMA RILEY

Another highlight was the Inter-Airport Environment Forum, bringing together airport operators from around Australia and New Zealand to share what they are doing to support the environment and broader sustainability. Hosted at The Resorts, the Forum included more than 30 airports from Australia and New Zealand, bringing together a network of environmental scientists, planners, and heritage and sustainability specialists who aim to ensure the environmentally sustainable operation of airports. A guided tour of the Gurumbai Cultural Trail led by Larrakia Nation was also part of the Forum.

The Gurumbai Cultural Trail is highlighted as a model for how businesses and local Aboriginal communities can come together to deliver outcomes that celebrate cultural heritage.



Lhere Artepe Welcome to Country ceremony for Air NZ at ASA

Arrernte Cultural Welcome to Air New Zealand

Ahead of parking its planes for an extended stay at ASA, representatives from Air New Zealand (NZ) formally asked to enter Arrernte land at Alice Springs and invite the Arrernte, the Traditional Owners of the land on which Air NZ planes will be housed, to become guardians of the taonga.

The Air NZ logo uses the Māori design of the koru as part of a pattern called mangōpare, which depicts the hammerhead shark. The mangōpare is a taonga (treasure) that is valued and protection of it is a priority. This request was a significant moment for Air NZ and thought to be a first for Australia.

Facilitated by ADG, Air NZ representatives were met with an official welcome by Arrernte Elders and a smoking ceremony. The Arrernte Elders also presented culturally significant gifts of a spear and shield.

After being welcomed, Air NZ Māori representatives performed a Haka and presented a pounamu, a NZ jade highly valued in Māori culture, to the Arrernte.

Lhere Artepe Aboriginal Corporation

Following the Arrernte Acknowledgement of Country project with Lhere Artepe Aboriginal Corporation at ASA, discussions have begun regarding partnerships for a Ranger Program to deliver land management services and support grounds maintenance.

The Lhere Artepe Ranger manager has connected with the ASA Grounds Team and ADG's Environmental Management Team. Following this, a meeting was held in June with Lhere Artepe's Senior Cultural Lead and new interim CEO. This meeting discussed opportunities for management contract work and for cultural protocol signage at ASA and a banner to acknowledge NAIDOC Week in 2025.

Cross-Cultural Training

Cross-cultural education continues to be an integral part of engagement and awareness for team members at ADG, conducted for the past four years by Aboriginal owned and managed business, Cross Cultural Consultants (CCC).

Described by CCC as a 'specialist field of training that examines cultural difference and its implications for cross-cultural interaction', cross-cultural training was made mandatory for all ADG team members in April 2023 with tailored approaches based on role and location.

In addition to team member training, ADG has engaged cultural training consultants, Yamagigu Consulting, a Supply Nation certified business and Australia's largest national First Nations consulting business, to support ADG executives in enhancing their presentation skills and improving their ability to engage effectively with cultural leaders during formal meetings. Cultural training opportunities have been extended to the ADG Board. With a strong foundation now in place, ADG is working to identify localised trainers to meet the specialised needs of each region.

Darwin-based ADG team members and those in roles involving direct community engagement are required to attend a three-hour, in-person session facilitated by CCC. All other ADG employees must complete two online modules:

1. Working with Cultural Difference NT
2. Aboriginal History.

During the past 12 months, 33 ADG team members have completed either the in-person or online cultural training. Overall, seventy seven of ADG's corporate team has completed cultural training. Due to year-on-year growth and employee turnover, the need for training has increased significantly.

Within The Resorts, five senior and middle managers engaged in face-to-face cultural training during the reporting period and more in-person training is scheduled for September. A cultural training plan aimed at engaging all team members has been developed, however, following the appointment of a new General Manager in late May, the plan is currently under review. As part of this, consideration is being given to implementing online e-learning modules for relevant team members, alongside the continued development of educational resources to be integrated into onboarding processes. The development of this training document has been approved by ADG and will focus on providing foundational cultural knowledge to casual and temporary employees, with particular emphasis on supporting those with English as a Second Language (ESL).



ADG and The Resorts team members engage in cross-cultural education with CCC

Indigenous Diplomacy Workshop

Tailored to create awareness and increasing knowledge of Indigenous Diplomacy practices, ADG was honoured to attend an Indigenous Diplomacy Workshop in July held in Canberra by the Australian National University (ANU) and Charles Darwin University (CDU).

The three-day workshop, held on the lands of the Ngambri-Ngunawal people, included a series of presentations, seminars, and interactive sessions with Elders from the Northern Territory, Far North Queensland, Canberra, and regional New South Wales. These sessions included topics such as Indigenous Women and Diplomacy, Indigenous Rights at the UN, and Indigenous Development and the Sustainable Development Goals.

As one of 25 invited delegates, ADG's Indigenous and Community Projects Manager says 'the opportunity to gain a deep understanding of Indigenous diplomacy from the Elders' point of view and how diplomacy can be achieved was extremely valuable and insightful. The opportunity to be at the table and discuss these important issues with a broad cross-section of delegates from government and academia was also significant.'

Event host, Wiradyuri man and ANU Indigenous Diplomacy Research Fellow, James Blackwell, says the workshop helps cultivate better working relationships and holds great importance to all those involved. 'Sharing our cultures and creating understanding between us as Indigenous peoples and those in government, corporate, and academic spaces foster change at all levels. Indigenous peoples have been engaging in diplomacy across this continent for millennia, and programs such as this allow us to showcase that, while educating on respectful Indigenous community engagement.'

ADG looks forward to participating in future Indigenous Diplomacy Workshops.

Aboriginal Areas Protection Authority Education

The ADG airports in Darwin, Alice Springs, and Tennant Creek have obtained Aboriginal Areas Protection Authority (AAPA) certificates. These certificates were issued under the Northern Territory Aboriginal Sacred Sites Act 1989, which identifies Aboriginal sacred sites and outlines the conditions for their protection. All ADG employees, agents, and contractors must understand and comply with these conditions.

To ensure these conditions are understood, ADG's Environment and Sustainability (E&S) Manager conducted an educational training session for stakeholders at ASA. The session covered the details of the Authority Certificates, including the relevant legislation, the role of AAPA, and the importance of these certificates in protecting sacred sites. The E&S Manager also explained the process of obtaining an AAPA certificate, the specific conditions of ADG's certificates, and the responsibilities of tenants to comply with cultural heritage obligations.

Black Coffee

Black Coffee is a grassroots volunteer-led networking movement with the goal of connecting Indigenous-owned micro and small businesses. Founded in Queensland in 2014, the event has spread across the country with regular events held in Darwin with the aim of building relationships and growing networks.

ADG IAC Board Member, Nicole Brown, is a volunteer coordinator of Black Coffee and with ADG support, hosted an event at The Resorts in April 2025. As part of the event, two Indigenous-owned businesses were promoted and circulated to the procurement and project management teams for possible engagement. These were:

- TEC Automation and TEC Fire – The only Indigenous-owned business in the NT offering both electrical and fire protection services.
- Civil Tech Solutions – A Darwin-based civil engineering consultancy specialising in pavements.

ADG is proud to support Black Coffee which continues to be a fantastic opportunity for Indigenous business owners, industry leaders, and government stakeholders to come together, network and share insights.



Black Coffee event held at The Resorts and hosted by ADG

NAIDOC Week 2024

ADG's celebration of NAIDOC Week 2024 kicked off in Darwin with a DIA Welcome to Country Activation with the Youth Mill, a performing arts company nurturing the talents of young Indigenous artists. Simultaneously, in Alice Springs, NAIDOC Week started with an Indigenous morning tea and trivia morning.

During the week, under the guidance of Indigenous artist, Joanne Nasir, trainees painted the NAIDOC march banner and were proud to represent ADG in the annual NAIDOC March.

All ADG team members took part in a trivia event focusing on ADG's Indigenous cultural assets. The quiz was a fun way to learn more about these assets and activate ADG's Cultural Tourism Digital platform which can be accessed via QR codes throughout The Resorts. The platform provides guests with information about The Resorts' Aboriginal murals, the Hill Villa Honourees, the Gurumbai Cultural Trail and the Indigenous Training Academy. The site includes links to NT Tourism's website and ADG's Travel Gateway with the aim of promoting the Territory's unique Aboriginal cultural tourism experiences.

The week culminated in the NAIDOC Ball with team members from ADG and The Resorts along with special guests in attendance.



ADG team members with ITA trainee and ITA mentor at the NAIDOC Ball 2024

Community Investment

For more than two decades, ADG has played an active role in supporting the economic and social fabric of the Top End, Central Australia and Barkly; regions in which its airports operate.

ADG extends beyond the aviation industry, investing in communities and programs that grow and support Territorians to live their best life.

In the 2024/2025 financial year, ADG invested more than one million dollars in sponsorships, community grants, scholarships and in-kind contributions to over 70 organisations, events and initiatives across the NT. From major events and cultural festivals to sporting clubs and academic pursuits, ADG provides sponsorships that support health and wellbeing, social inclusion, and local economic development in five main categories:

1. **Tourism and Major Events.** Sponsorship of events attracting 10,000+ participants and initiatives aimed at boosting regional visitation and economic activation.
2. **Grassroots Support.** Through ADG's Community Grants Program local organisations can apply for grants of up to \$2,000 to meet immediate needs and grow impact.
3. **Tertiary Scholarships.** Supporting two students at Charles Darwin University with \$5,000 per annum for up to three years, and a four-to-six week paid employment placement at ADG to gain industry experience and support career pathways.
4. **Workplace Giving.** Empowering ADG employees to support causes they care about, matched dollar-for-dollar by ADG.
5. **Stakeholder and Community Engagement.** Strategic support for stakeholder functions, award nights, industry events and inclusive outreach programs involving more than 1,000 community members.

A selection of projects from each category follow.





Above: ADG CEO, Darwin Festival CEO, NT Minister Robyn Cahill, and Darwin Festival Artistic Director celebrate ADG's Festival sponsorship



Parrtjima is part of ADG's NTMEC sponsorship

Tourism and Major Events

ADG's 2024/2025 sponsorship year included support for major events such as Darwin Festival and Northern Territory Major Events Company (NTMEC) events including Million Dollar Fish, Supercars, Territory Day, AFL, Finkel Desert Racing and Red Centre NATS. Further support was provided to minor events such as Fab Alice, Alice Springs Cup Carnival, Alice Springs Beanie Festival, Henley on Todd and Alice Springs Show.

With the specific focus of celebrating Indigenous culture across the Territory, ADG sponsored another five events, and added a further two to its sponsorship program for 2025/2026. These seven events follow.

Parrtjima

ADG is proud to be a partner of the extraordinary festival that is Parrtjima as part of ADG's NTMEC sponsorship.

A free, 10-night Aboriginal light festival which showcases the oldest continuous culture on earth through modern technology, Parrtjima is an invitation by the Arrernte people to experience light installations, artworks, workshops, music and talks on the 300-million-year-old natural canvas of the MacDonnell Ranges in Central Australia.

Held on Mparntwe (Alice Springs) in April, the 2025 theme was 'Timelessness'. Parrtjima curator Rhoda Roberts AO says: 'Truth-telling is timeless; it bridges ancient stories that have shaped us, even when culture has faced interruption and policy-driven division. Parrtjima ensures a space where we all feel special, as the lights of truth illuminate the essence of our culture.'



ADG team members, Darwin Entertainment Centre CEO, and Garrmalang Retrospective Artistic Director celebrate ADG's sponsorship of the Garrmalang Festival and Garrmalang Presents programs

Garrmalang Festival & Garrmalang Presents

Marking ten years with Garrmalang Retrospective, the 2025 Garrmalang Festival held a special one-day program with storytelling, photography and music at the Darwin Entertainment Centre. Held annually on Larrakia land, the Garrmalang Festival continues to spotlight the importance of language, song, dance, knowledge, heritage, family and Country of Aboriginal and Torres Strait Islander peoples, and this year was a new sponsorship for ADG.

A free photographic exhibition, an 'Our Elders' storytelling experience, and a night with singer-songwriter Dan Sultan and the Darwin Symphony Orchestra Quintet were some of the highlights.

The Garrmalang Retrospective Photographic Exhibition honours the powerful moments, faces and stories that have shaped Garrmalang Festival from the first gathering

in 2014 to today, capturing the heart and spirit of a festival that continues to connect, inspire and uplift community on Larrakia Country.

Listening to the 'Our Elders Storytelling Experience' including from IAC Member, Charlie King, fellow IAC Member Nicole Brown summed it up best: 'We often say Elders are living libraries; after tonight I know they are also campfires; places we gather to warm ourselves, cook new ideas, and remember the taste of old ones.'



DSO Composer in Residence delivering programs at Yirrkala school as part of the Outreach program sponsored by ADG

Darwin Symphony Orchestra Outreach Program

In 2024, ADG expanded its support for the Darwin Symphony Orchestra (DSO) by becoming an Outreach Partner, helping the DSO deliver regional music education programs and performances to remote communities.

This partnership promotes cultural inclusion and fosters youth engagement, including collaborations with Aboriginal artists and schools across the Territory. With 14 DSO musicians and specialists delivering workshops and performances,

the program provides educational opportunities and performances for people of all ages, bringing orchestral music into schools, regional areas, and remote communities.

Six workshops were delivered across Yirrkala, Nhulunbuy, Katherine and Palmerston with 265 students participating in music workshops and 600 community audience members at the Junk Festival 2024, Katherine's annual celebration of community spirit, creativity, and sustainability.

Desert Harmony Festival

Celebrating culture, community, and creativity in the heart of the Barkly, the Desert Harmony Festival in 2024 had the theme: Artiwinji, Piliyi, Yarnarnpa Kululu-jju – Strong, Positive, United Community, and began with a vibrant opening ceremony featuring traditional dances from the Munga Munga, Pujjali and Jarra Jarra dance groups of Tennant Creek and Ali Curung/Ampilatwatja.

Held annually in Tennant Creek in August, the 2024 Desert Harmony Festival had 3,500 pass through the gates of Barkly Regional Arts, with attendees also engaged in the Saturday workshops held in various locations throughout Tennant Creek.

Featuring varied performances, the annual festival is the biggest weekend of the year in Tennant Creek and provides an opportunity to celebrate and showcase talented creatives from the Barkly region alongside special guest performances.

As such, ADG has added the Desert Harmony Festival to its sponsorship program for the 2025/2026 financial year with cash, advertising and in-kind support for the 2025 Desert Harmony Festival with the theme Mappu Apikarni Wilyarra-kka Payinti Wanjjal Warnaparrra – We come together to celebrate today, yesterday, and tomorrow.



ADG ITA with Canberra Raiders at a training session

NRL Canberra Raiders & Parramatta Eels

Showcasing the power of sport to inspire, unite, and build future leaders, ITA trainees attended a Canberra Raiders training session at TIO stadium in Darwin, followed by a social game of touch football and a photo opportunity with the players to celebrate connection and culture.

Following a Larrakia Welcome to Country, the trainees met the players, and two trainees spoke on behalf of the ITA. Canberra Raiders Head Coach, Ricky Stuart, also addressed the group, acknowledging the importance of community and leadership. The event culminated in an exchange of gifts. A signed Indigenous All Stars jersey, symbolising leadership, respect, and shared cultural pride from Raiders players Jamal Fogarty, Xavier Savage, and Sebastian Kris was presented to the trainees. The Canberra Raiders were presented with a framed print featuring the three stories depicted on ADG's

Larrakia Welcome to Country water tower, Mamilima, created by the late Larrakia artist Anthony Duwun Lee.

Also in the NRL, a welcome activation at Darwin Airport for the Parramatta Eels, at the end of a 12-year NT partnership. Appearing in the NT as the Territory Eels since 2013, the Eels arrival in Darwin to play the Canberra Raiders, had them walking through a large overhead Parramatta Eels Welcome banner at the airport and plenty of excitement from fans. ITA trainees took the opportunity to meet some of the players and have jerseys signed.

These types of activations are integral in building community spirit and in amplifying the NT's presence in national sporting calendars.

Darwin Aboriginal Art Fair Foundation

The Darwin Aboriginal Art Fair (DAAF) Foundation is a not-for-profit Indigenous organisation, owned and governed by the 80-plus Art Centres it represents. Its signature event is the Art Fair, affectionately known as DAAF.

ADG has become a Premium Partner for DAAF 2025 and is proud to be part of a partnership that helps support Indigenous artists and provides platforms to showcase their work. Alongside the Fair, arriving in Darwin in August are two major fashion events: Country to Couture, and the National Indigenous Fashion Awards. The Foundation's Indigenous Fashion Projects will also run a public program with fashion

trade stalls, talks, workshops, exhibits and a runway. Other Fair programs include artist masterclasses, workshops, talks, children's activities, cultural dance performances and more.

The 2024 event attracted 28,430 visitors including 15,222 in person (the rest online) and generated \$4.38 million in sales with 100 per cent returned to Art Centres and their communities. It's estimated DAAF stimulated the NT economy last year by \$11.34 million with \$10 million of this generated by in-scope visitor spending. ADG has included this sponsorship in its 2025/2026 financial year.

Grassroots Support

ADG's Community Grants Program

In 2024, ADG proudly launched its inaugural Community Grants Program, reflecting ADG's commitment to grassroots community development across the Northern Territory.

ADG's Community Grants Program provides grants of up to \$2,000 to help local organisations grow their impact and meet their immediate needs. In the inaugural year, in two funding rounds, 20 community organisations across Darwin, Tennant Creek and Alice Springs were awarded a total of \$37,000. Projects included upgrades to sporting club facilities, cultural heritage projects led by Aboriginal artists, environmental land care initiatives and support for schools, disability services and mental health organisations.

Following Round 1, to support a more streamlined, impactful, and measurable grants program and alignment with ADG's core values and strategic objectives, the Community Grants Program was updated with several main initiatives. These included an updated scoring process to ensure transparency and consistency in the application assessment, improved application tracking with a more structured process for recording and managing submissions, and a redesign of application templates to ensure the information collected supports effective data capture, reporting, and promotion of funded initiatives.

Round 1 supported nine community clubs and organisations. Round 2, which closed at the end of 2024 with recipients announced in January 2025, supported 11 organisations including Darwin Fringe Incorporated, Council of the Ageing NT, Persona Indonesian Festival, Sabrina's Reach for Life and Rapid Creek Land Care Group as well as the following six organisations/events. Applications for Round 3 of the ADG Community Grants Program closed on 27 June 2025.

Lutheran Care

Not-for-profit Lutheran Care has been servicing the NT since 2009, providing Emergency Relief Program materials to support vulnerable individuals and families. Working across 28 remote Aboriginal communities in Central Australia, Lutheran Care offers programs that foster dignity, skills-building, and community connection. Lutheran Care was supported by the Community Grants Program to assist vulnerable families and individuals in Alice Springs.

Keringke Arts Centre

Aboriginal-owned Keringke Arts Centre in is Santa Teresa (Ltyentye Apurte), Alice Springs. ADG's Community Grants Program provided funds to purchase a high-performance computer to digitally catalogue artworks, improve access and workflow for artists at the centre. The grant is already making a difference according to Keringke Arts Centre Manager, Bryce Hartnett. 'The new computer is fast and accurate,' he says. 'It helps us show the world what our artists are creating and supports visitors who rely on our tech access.'

CAAPS Aboriginal Corporation

The Council for Aboriginal Alcohol Program Services (CAAPS) is committed to creating a safe, respectful, and inclusive environment where everyone is valued. It offers a range of programs and services for youth, adults and families, homelessness, and counselling. In partnership with Larrakia Nation and the Education Department, CAAPS was supported by the Community Grants Program for the Frillies Community Connection Project, an eight-week parenting program for vulnerable families.

Tracy's Echo

Tracy's Echo: 50 Years of Resilience is an exhibition of Aboriginal seniors' memories and stories of Cyclone Tracy to coincide with its 50-year anniversary. Curated by Indigenous Senior Elder and Artist, Joanne Nasir, Tracy's Echo was displayed in the DIA terminal during the Cyclone Tracy commemorations and was supported by the Community Grants Program.



ADG staff with Community Grants Program recipient Lutheran Care



Artist Joanne Nasir and her mother Barbara Nasir at the opening of her DIA exhibition *Tracy's Echo*



ADG and IAC members with Purple House CEO Sara Brown



‘ADG’s funding ensures we can provide good support to people when we are helping them return home to Country, family and everything that is important to them for the last few days of their life.’

PURPLE HOUSE CEO, SARAH BROWN AM

Above: ADG’s 2025 CDU scholarship recipients with ADG team members

Purple House

In the 1990s, Pintupi people from the Western Desert faced an impossible choice to either leave their homes for dialysis treatment in Alice Springs or stay on Country without care. For those that did move, it meant they were far from family, culture, and Country and they endured great hardships, loneliness and poor health outcomes. Back home, it meant Elders weren’t around to fulfill their cultural obligations, pass on important knowledge, provide leadership and take care of Country.

Determined to change this, community leaders took action. In 2000, the Western Desert Dialysis Appeal raised more than one million dollars through an art auction featuring stunning works by Pintupi artists. With these funds, Purple House was born. Run by Western Desert Nganampa Walytja Palyantjaku Tjutaku Aboriginal Corporation, ADG’s Community Grants Program helps Purple House support palliative care patients to return to their homelands to spend their final days surrounded by family, Country, and culture.

Called the ‘Last Look’ project, ADG’s funding supported the installation of Starlink connectivity, enabling safe, long-distance travel to some of Australia’s most isolated communities. Purple House Chief Executive Officer, Sarah Brown AM, says ‘ADG’s funding ensures we can provide good support to people when we are helping them return home to Country, family and everything that is important to them for the last few days of their life.’

Tertiary Scholarships

Since 2015, ADG has partnered with Charles Darwin University (CDU) to offer scholarships in law, environmental science and related fields. Since its inception, the program has supported seven students in pursuing tertiary qualifications and two graduates have since joined ADG’s workforce.

Revitalised in 2024, the ADG-CDU Scholarship Program enables two scholarship recipients to each receive \$5,000 per annum for up to three years to assist with study-related expenses and a four-to-six week paid employment placement during semester breaks. This initiative not only supports academic achievement but also provides valuable industry experience and potential employment pathways within ADG. To ensure inclusive access, ADG worked closely with CDU to promote the program to Indigenous students. This outreach included social media campaigns, in-person information sessions at CDU and online information sessions. As a result, 31 students applied, including seven Indigenous students.

The 2025 ADG-CDU Scholarship recipients have been awarded. The first to a Nhulunbuy born student in her second year of a Bachelor of Laws, and the second to a NT resident who is studying first year Engineering.

Workplace Giving

The ADG Workplace Giving Program empowers employees to support charitable causes through regular payroll donations. At the end of each financial year, ADG matches the total funds raised and distributes them equally among the selected charities which are collectively nominated by ADG employees. This initiative reflects ADG's commitment to community wellbeing, wildlife conservation, and social justice.

ADG's Workplace Giving program for the 2024/2025 financial year will go to Women's Safety Services of Central Australia (WoSSCA), Ark Aid in Darwin and Far North Queensland Wildlife Rescue in Cairns. Financial year 2023/2024 recipients acknowledged in this financial year were Dolly's Dream, an organisation providing free support and resources to help navigate the challenges of bullying and its impacts, and Black Dog Institute, the only medical research institute in Australia that investigates mental health across the lifespan and creates evidence-based mental health solutions.

Stakeholder and Community Engagement

ADG builds trust and collaboration through strategic memberships, event sponsorships, philanthropy and community participation. Among a number of charity and community events ADG support, the NAIDOC Ball, GTNT Industry Awards and NTIBN Aly membership are linked to ADG's Indigenous Engagement Strategy.



ADG's Workplace Giving Program hand over a cheque to Kate Everett from Dolly's Dream

About Airport Development Group

Airport Development Group (ADG) has been a leading contributor to the Northern Territory community for more than two decades.

Under Australia's airport privatisation program, ADG acquired leases from the Australian Government for three Northern Territory airports in June 1998 — Darwin International Airport (DIA), Alice Springs Airport (ASA) and Tennant Creek Airport (TCA).

Each lease is for 50 years, with an option of a further 49 years. ADG now owns and operates the three airports, and is custodian to more than 4,000 hectares of land surrounding the airports.

ADG also has significant investments across hotels, property, and utilities.

ADG is proud of the successful partnerships it has developed that aim to support economic and social programs to empower the lives of Indigenous Territorians.

The company is proudly 100 per cent Australian, owned by superannuation fund managers, IFM Investors (77.4%) and Palisade Investment Partners Limited (22.6%), that grow the retirement savings of around 75,000 Territorians.

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