



Bakers Dozen Social Justice Fund Update 2021-2024

August 2024

This update provides an overview of the Bakers Dozen Social Justice Fund to date, with a particular focus on how funds available for community investment have been distributed. The update provides an opportunity to think about the evolution of the Fund, particularly in relation to its original intent.

Background

The Bakers Dozen Social Justice Fund was established through a bequest left by Dr Christopher Baker and Ms Kerri Hall. Christopher and Kerri were passionate about the role of philanthropy in creating fairer and more inclusive communities, particularly for their community in Melbourne's Inner North.

In reflecting on his commitment to growing generosity and giving, Christopher said that *"The biggest gift that my mother and father gave me was my values and my education. It's those things that enable me to live my life as a life that I can feel comfortable about. It's not money, it is values."*

Christopher became a board member of the Inner North Community Foundation in 2013 and was the Foundation's chair from 2018 until his death in 2020.

Kerri's passion was for literacy and its fundamental role in creating opportunities for people and their future. She was proud of her rural upbringing in Mittyack in the Mallee and shared her love of Melbourne culture and the arts with her extended family.

The Foundation has felt an immense sense of stewardship to respond to these guiding principles articulated by Christopher and Kerri. The gift has been significant for the local community. It provides resourcing for important community activity that continues each year, and this document outlines some of the grants to date.

However, the importance of the gift is much more than the Funds (which, don't get us wrong – is amazingly generous) It has given the Foundation:

- A structure to engage and invite local people to contribute to the Foundation. The Community Advisory Panels and invitation to chip in to the Fund has improved how the Foundation works with its community
- Confidence within the Foundation itself that the model of pooling community assets is something that resonates with people looking to leave a lasting legacy for the place they call home
- A demonstration to local people that the Foundation is a growing institution that can fulfill the wishes of people wanting to give in a perpetual way

The Foundation will undertake a review of the Fund's activities to date, which will continue to inform the activity and approach of the Bakers Dozen Social Justice Fund.

Purpose and Intent

The purpose of the Bakers Dozen Fund is to increase social justice in Melbourne's Inner North (local government areas Darebin, Merri-bek and Yarra). The Fund aims to advance social justice by making grants that focus on:

- Increasing social and economic fairness
- Strengthening community resilience and capacity
- Supporting collaboration and partnerships
- Building community agency and leadership

Defining social justice as being about fairness and opportunities for all to shape and participate in social, economic, civic and cultural life, the Fund is based on a socially just society being one of diversity and belonging.

Such a society reduces entrenched inequities in the distribution of resources and rights, promotes healing and understanding between people, and recognises the strengths and leadership of those silenced by inequity.

Sustainable social justice also recognises the relationship between care for people and care for place.

From its inception, the Fund's approach has been focused on being:

- **Patient** - *Backing initiatives over the longer term, playing the long game, being patient in seeking transformational change*
- **Transformational** - *Investing in processes designed to achieve large scale, fundamental and sustainable improvement*
- **Bold** - *Adopting a daring spirit in accepting the risks inherent in investing in long term community development**

The Fund achieves its objectives through investments/grants/distributions that:

- **Address disadvantage**
- **Strengthen community resilience**
- **Support collaboration**

Approaches to community development are informed by a commitment to prosperous, connected, and cohesive communities.

The establishment of the Fund was supported by the contributions of an initial advisory group, which developed its objectives and purpose. The group also created terms of reference which paved the way for establishment of a more permanent Community Advisory Panel to guide the Fund's ongoing grantmaking program.

Many thanks go to the following members of the initial advisory group:

- Distinguished Professor Josephine Barraket, Centre for Social Impact, Swinburne University

- Maryum Chowdry, President, Sanad Foundation
- Craig Kenny, Director, Inner North Community Foundation
- Grace McQuilten, Director, The Social Studio
- Carolyn Phiddian, Chair, Inner North Community Foundation
- Ms Sarah Sheridan, Co-Founder, Clothing The Gap
- Dr Genevieve Timmons, Paul Ramsay Foundation

Community Advisory Panel

In keeping with Christopher Baker and Kerri Hall's intent when they left the gift to establish the Fund, the Inner North Community Foundation has brought community voice into the development and operation of the Fund. The Community Advisory Panel was established in 2022 and operates as part of the Inner North Community Foundation Grants Committee. Its role is to provide advice and recommendations to the Foundation board, which is ultimately responsible for all grantmaking and related decisions.

Many thanks to the current Community Advisory panel members:

- Professor Jo Barraket, Director Melbourne Social Equity Institute, University of Melbourne¹
- Rachel English, Director, Inner North Community Foundation
- Keith Frampton, Yarra resident
- Rebecca Haidar, Volunteer Engagement Team Lead and Merri-bek resident
- Gerry Lyons, Media Consultant specialising in Aboriginal and Torres Strait Islander media
- Carolyn Phiddian, Chair, Inner North Community Foundation

Impact overview 2021-2024

The Bakers Dozen Fund currently has \$3.5 million. In addition to the initial gift from Christopher and Kerri, 81 donors have made 138 donations totaling **\$1,963,205** since the Fund's inception. This is across both the Public and Charitable funds. Six people have confirmed a gift in their wills to the Fund.

The Foundation expects to grant \$110,000 per year, which will grow as the Fund grows. To date, a total of **\$233,500** has been distributed since FY22.

Responding to the original intent of the fund and engagement with community, the Fund was set up and distributed its first year of support to community programs in FY22 with a smaller stream of funding disbursed. Since then, the Foundation has granted \$110, 000 per annum.

¹ Professor Barraket became a director of the Inner North Community Foundation in December 2023 and is now a board representative on the panel.

Again, in response to the intent of the Fund, the Foundation has pre-committed \$130,000 in the coming years as part of multi-year funding agreements which support continuity and expansion of programs seeking to address inequity in the Inner North.

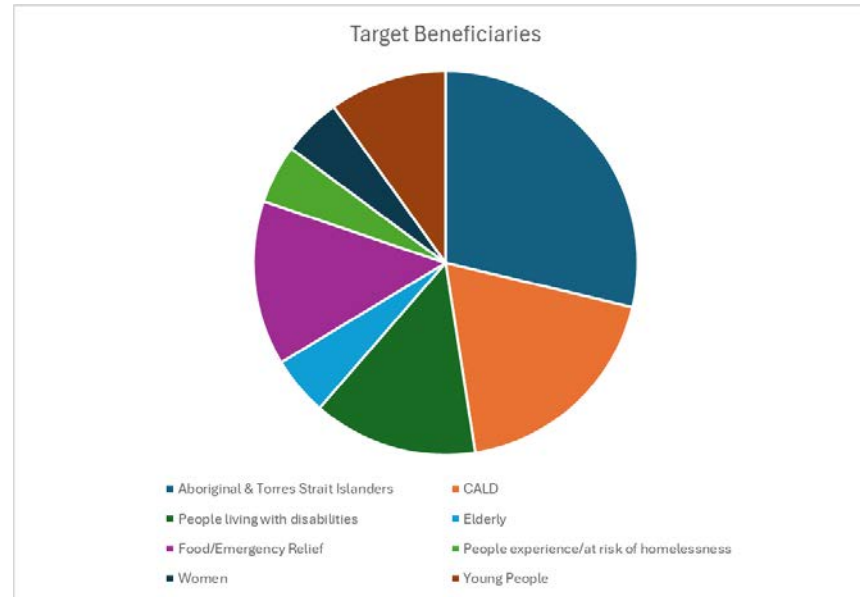
The Bakers Dozen Social Justice Fund has held five grants rounds in three years. The following streams for funding were:

- FY22 - \$27,500: single year of funding grants up to \$5,000.
- FY23 \$106,000: single year to multi-year grants ranging from \$1,000 - \$40,000 and the allocation of marketing resources.
- FY24 \$110,000 distributed to pre-committed multi-year grants and the addition of one new multi-year commitment.

The Community Advisory Panel and the Foundation’s Grants Committee contribute to the evolution and shaping of the grant programs for this Fund.

Breakdown of groups supported 2021 – 2024:

Supported groups	Percentage
Aboriginal & Torres Strait Islander people	29%
Culturally and Linguistically Diverse People and communities	19%
People living with disabilities	14%
Older people	5%
Food/Emergency Relief	14%
People experience/at risk of homelessness	5%
Women	5%
Young People	10%



FY22 Grants Program

The Fund made its first grants distribution in 2021. The grants supported projects and/or activity that contribute to a longer-term strategy for social change. There was a total of \$30,000 available for distribution, with a maximum of \$5,000 per grant. The 2021 Grants Program distributed \$27,500 across six organisations in the Inner North supporting a diverse range of cohorts.

Project	Description	Cohort Supported	Amount
Brunswick Neighbourhood House Co-Operative Limited	<u>Access and Denial: Showing Inclusive Art</u> : Delivering two exhibitions raising awareness of the inequality of people living with intellectual disabilities and their access to support. The combination of the two exhibitions enabled the artists to demonstrate their capacity to make a serious contribution to the local arts scene, and increased public awareness of the group and the collaborative arts program that made the works possible.	People living with Intellectual Disabilities	\$5,000
Federation of Greek Elderly Citizen Clubs	<u>Entertaining seniors - Greek Women's Friendly Society Preston</u> : Supported the participation of members in the annual trip calendar including Easter Day Celebrations and Shepparton visit with the local Greek Community. These outings assisted senior citizens of predominantly Greek backgrounds who had suffered isolation and depression as a result of the COVID lockdowns.	Elderly CALD Community	\$2,500

Project	Description	Cohort Supported	Amount
Fitzroy Learning Network	<u>Youth Engagement Program</u> : As well as building continuity of the program, the Fitzroy Learning Network worked to to build young people's ownership and agency around both the Our Space [open access program] and Youth Sewing Group.	Young People	\$5,000
Jika Jika Community Centre	<u>The Sitting Garden</u> : With volunteer leadership, this project worked to address site concerns in relation to accessibility and access. Jika Jika also reached out to a local disability organisation which became involved in the construction phase of the Sitting Garden project. A working bee brought together people from partner organisations and the broader community to assist in construction and installation of the Sitting Garden.	Women	\$5,000
Preston Neighbourhood House Inc. trading as Bridge Darebin	<u>Connecting through ceramics - an allyship initiative for Aboriginal and Torres Strait Islander Women</u> : In consultation with local elders and first nations groups, the connection program provided a culturally safe environment to connect with other first nation's people and yarn. The opportunity to learn a new skill and connect during and post lockdowns was the central outcome for this program	Aboriginal & Torres Strait Islander people	\$5,000
Victoria University	<u>A Fight For Survival: Northlands Returns to Northlands</u> : The Northland Collective Mob gathered together at Dardi Munwurro (Strong Spirit) in Preston to watch the film of the "A Fight For Survival" political cabaret shown at the YIRRAMBOI Festival. The project vision was to rebuild a strong community and reconnect the community with the story about their much-loved Northland school (now the Northern College of the Arts and Technology)	Aboriginal & Torres Strait Islander people	\$5,000
Total			\$27,500

Brunswick Neighbourhood House - Access & Denial: Showing Inclusive Art

Anna joined the Brunswick Neighbourhood House Collaborative Arts program because she enjoyed art and craft activities and was also participating in another program there for people with mild to moderate intellectual disabilities and acquired brain injuries.

At the time of joining the program, Anna had yet to acquire NDIS funding. With less access to a volunteer advocate during the two years of lockdowns, she had found it difficult to navigate the funding system. Acquiring funding became a major mission and source of stress. Anna would often stay back after class to help the tutor pack away and obtain emotional support during this difficult period. Anna finally obtained NDIS funding approval between the program's first exhibition in May and the second in June.

The prescriptive and difficult nature of obtaining NDIS funding is very different from Anna's experience of creating work for the project's two exhibitions. "I enjoy creativity. It takes away stress and it's relaxing." The Collaborative Art program offered Anna not only an escape from the stresses in her life, but also an opportunity to connect with others who had successfully navigated the NDIS funding system, many of whom provided positive re-enforcement that helped her to continue her pursuit of funding. Now that Anna has achieved important validation on the NDIS front, she is looking for ways to increase her income, and has discussed the possibility of selling cards with the program's tutor. While Anna acknowledges that selling cards might not generate a big income, she has pointed out very practically that every little bit counts.

Photo description: Collaborative Art show artwork 'Firedrops':



Victoria University – A Fight for Survival: Northlands Returns to Northlands

Deniece Hudson Vocalist - Gunditjmara and Yorta Yorta nation

Deniece was a former student at Northland Secondary College who went on and became an educator at the school. Through this project, she was contacted and reconnected and agreed to perform in the Cabaret. Deniece had not sung in over 20 years after dropped out of performing and having a family. At one of the first gatherings, she spoke about the importance of Northland in helping her find an education path through the arts at the school. This also helped create a sense of belonging and trust and encouraged great pride in her Aboriginal culture. A talented singer, Deniece originally recorded her album, “Black Opals” and toured nationally with the likes of Kutcha Edwards and Yothu Yindi in the 2000s. Deniece wrote and recorded a song in Arnhem Land at Yothu Yindi's studio. Yothu Yindi really inspired her because, despite being in the mainstream, Yothu Yindi didn't change their songs to what people wanted to hear, they wrote what was important to them and their community.

Through this project, she was invited by her former Northland SC Koori Educator Lyn Thorpe and Uncles musicians David Arden, Kutcha Edwards and Brad Brown to come back to the Northland community and the Aboriginal arts community and sing again about what was important to her - her history and experience - and share this through song. During the early stages of the project, Deniece's mother passed, but she felt that her mother would want her to sing again and connect back to the community. Deniece performed alongside David Arden, Kutcha Edwards and Brad Brown in the Cabaret as part of the YIRRAMBOI Festival at the Meat Market in 2021. This experience inspired her, and she is now back and keen to do more music. She is a deadly singer. Deniece performed at the showing of the film at Dardi Munwurro and also spoke to the community about her experiences and acted as MC. She has since performed at other festivals and events with Dave Arden and is now keen to write more songs and get back to her career as a musician.

Photo description: *Screening of 'A Fight For Survival: Northlands Returns to Northlands'*



FY23 Grant Programs

The Bakers Dozen Social Justice Fund made its second round of grants in 2022-2023 across the following grant streams:

- Multi-year: multi-year grants were introduced to support the long-term planning and impact of local community groups in the inner north
- Annual: single year grants of up to \$5,000 each
- Seeding: single year grants of \$1,000 that respond to emerging needs including the spike in emergency relief response post the Covid-19 pandemic.

3CR Community Radio, *Radiothon (multi-year)*

3CR's annual Radiothon runs throughout June each year. In 2023, its theme was 'Stay Tuned, Stay Radical'. The station's call support provides a vital platform for issues that get left behind and voices that get silenced.

3CR is a community of diverse voices and alternative perspectives creating a meaningful social change. The Bakers Dozen Social Justice Fund contributed to 3CR's Radiothon 2023 which enabled the station to produce more than 100 unique local radio shows each week and to support hundreds of volunteer broadcasters in media creation.



Aborigines Advancement League, *The Voice support (multi-year)*

In 2023, the Aborigines Advancement League was a central point and platform for resources, events and campaigns that elevated voices of First Nations elders and people about The Voice Referendum. The Bakers Dozen Social Justice Fund contributed to events and programs that ensured local and national representation of First Nation voices.

Belgium Avenue, *Blak Pearl (multi-year)*

In 2023, the Blak Pearl Studio responded to requests from Elders which were in alignment with Aboriginal-focused support services, Council policy, and research findings. Through providing a wheelchair-accessible space, art materials, and staff, the Blak Pearl Studio facilitated a safe space for cultural knowledge sharing, community strength building, and healing through the creative arts and social work. The safe space provides access to culturally appropriate support to First Nations people who are users, experiencing homelessness and/or sleeping rough which includes connection, social support and storytelling via art. The program led to a successful art exhibition in 2023, and multiple aboriginal organisations collaborating to engage participants and expand on existing relationships and work to increase support.



BLAK PEARL
is PROUD to PRESENT

A collection of visionary works from First Nations Artists who gather at Blak Pearl to share their culture and creativity.

Beginning in the Blak Pearl Arts studio and stretching across local inner city locations - this exhibition is a collection of the creative expressions, artworks, media, and stories from the voices of Aboriginal people in the City of Yarra.

SPONSORS
This exhibition would not be possible without support from: Yarra Arts, Australian Cultural Fund, Play the Rent, Inner North Community Foundation, Lord Mayors Charitable Foundation, Belgium Avenue Neighbourhood House Inc and Centre for Projection Art, Community Bank Clifton Hill - North Fitzroy

PARTICIPATING EXHIBITING PARTNERS
Maysar, Charcoal Lane, Modern Times, 3CR and St Marys House Of Welcome.

FRONT IMAGE:
Portrait of Uncle Archie Roach
by Artist Clay Holland

To make a donation to support Blak Pearl Studio please follow the QR Code or visit www.blakpearlstudio.com

LAUNCH NIGHT
7pm - 9pm, 7 December 2023

The exhibition will open with a welcome and smoking ceremony by Blak Pearl ambassador and Wurundjeri Elder Uncle Ringo Terrick, followed by dance and music performances. Food and Drink provided.

OPEN STUDIO CONTINUES
Wednesdays - Fridays from 12pm
7-22 December, 2023

LOCATION
Florence Peel Centre,
190 Young Street, Fitzroy

CONNECT:
blakpearlfitzroy@gmail.com
[@blakpearlstudiofitzroy](https://www.instagram.com/blakpearlstudiofitzroy)

Invite to Blak Pearl's 2023 exhibition

Big Group Hug, *Essentials (seeding)*

Big Group Hug supports struggling families with essentials such as baby formula, nappies, children's clothing and toys. Families are referred to access these supports and engage with a social worker. Simple hygiene items are not only expensive, but often critical material aid support. The Bakers Dozen Social Justice Fund contributed to items that were most needed and at low levels. Having nappy rash cream available, when otherwise unaffordable, can make a huge difference to a family living in difficult circumstances.



Volunteer, Jacinta packing a toiletries bag

Clothing the Gap Foundation, *Voice to Parliament (annual)*

The Voice to Parliament project focused on the production and circulation of five podcasts which included audio and video recordings.

During the lead up to the Referendum, Clothing the Gap Foundation ran an online scoping survey asking both Indigenous and Non-Indigenous people questions about the Voice to Parliament. The survey results generated themes and questions for the podcast guests and blog content.



Image: Tarneen and Millie during filming of podcast.

Cultivating Community, *Highrise Community Bakery (seeding)*

The Highrise Community Bakery addresses entrenched local issues by providing opportunities for local people to co-design, participate and engage with a tangible and practical project, gaining skills, connecting with neighbours and accessing affordable, nutritious bread.

Each week, local volunteer bakers and project facilitators came together to bake bread in the community garden wood fired oven. The baking sessions were open to all community members to join, providing opportunities for skill sharing and development, social connection and meaningful volunteering. All skill levels were welcomed as the workshops main focus was on participation and everyone feeling a sense of belonging and value. Bread baked was then sold at the Community Grocer market at a sliding scale to ensure bread making is an affordable option for all, contributing to local community food security and food system resilience.

First Australians Media Enterprises Aboriginal Corporation

(“3KND” Kool n’ Deadly Radio Station), *The Voice Support (multi-year)*

In 2023, 3KND was central in broadcasting news about the views of Elders and First Nations people on The Voice Referendum. They were pivotal in sharing resources, attending events and sharing this with listeners nationwide. The Bakers Dozen Social Justice Fund contributed support to run events and programs that ensured First Nation voices were shared locally and nationally.

Footscape Inc., *Foot Care Kits Program (seeding)*

Footscape recognises the importance of healthy feet for disadvantaged people to maintain overall health, keep physically active and participate in social activities. For many people it can be difficult to access podiatry services or afford new shoes to care for their feet. The Bakers Dozen Social Justice Fund supported 66 people requiring podiatry support services, including foot care kits.



Free to Feed *Employment Access for refugees and people seeking asylum (annual)*

Free to Feed is a social enterprise empowering people seeking asylum and refugees to overcome barriers to social and economic inclusion. Free to Feed hosted a series of four workshops at its Fitzroy North HQ in the first half of 2023, bringing together a range of social enterprises and other organisations, creating a local network of employment opportunities for refugees and people seeking asylum. As part of this project, Free to Feed engaged with participating organisations to share best practice and facilitate a collaborative process that built a dynamic and practical agenda to support participants navigate through their barriers to employment.



Community Networking Workshop delivered at Free to Feed

Hayden's Helping Hands, *Emergency Relief (annual)*

Hayden's Helping Hands, driven by its mission to alleviate poverty and support people experiencing homelessness, has had a transformative impact on the Melbourne community. The organisation's commitment to providing relief through food distribution, essential supplies and engaging youth volunteers, has significantly improved the lives of those facing homelessness and created a ripple effect of compassion and understanding.

Jika Jika Community Centre, *Stir the Pot Program (annual)*

Stir the Pot! is a social justice, community connection and capacity building initiative for women who have experienced anxiety, depression and loneliness, or other mental illness.

The program is designed on the foundation of feminist principles to celebrate women's strengths and abilities to make a difference in their own lives and the lives of others. Built around the metaphor of stirring, the program recognises that women have historically been discouraged from speaking out or "making trouble", especially women with mental illness.

Stir the pot! celebrates and encourages women to find and share their voice. This program is facilitated by stirring an actual pot – a pot of soup, of soap, of passata - something that is made by the collective effort of people coming together. The program has evolved to incorporate other activities such as felt scarf making and woodwork. Physical activity provides a safe environment for women to join. The program creates scaffolding to support inclusion and participation in a non-confrontational way.



The flyer features a central illustration of a blue pot with steam rising from it, containing the text "Stir the Pot". To the right is the Jika Jika Community Centre logo, which includes a stylized umbrella and the text "Jika Jika COMMUNITY CENTRE". Below the pot, the text reads "A group for women who want to be: braver creative connected bolder stronger louder". Further down, it states "Tuesday evenings at Jika Jika Community Centre Cnr Plant and Union Streets Northcote". Below that, it says "A group for women, by women Everyone welcome For more info call Jenny 03 9482 5100 Free, donations welcomed". At the bottom, it is "Proudly supported by" the Victorian Women's Trust and the Inner North Community Foundation.

Stir the Pot

Jika Jika
COMMUNITY CENTRE

A group for
women who
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Free, donations welcomed

Proudly supported by

VICTORIAN
WOMEN'S TRUST

INNER NORTH
COMMUNITY
FOUNDATION

Stir the Pot program flyer

Little Dreamers Australia, *Young Carer's Festival (multi-year)*

The Young Carers Festival addresses social justice by promoting social cohesion, celebrating diversity, and recognising the vital role of young carers in their community. Unpaid carers play a critical role in Australia's healthcare system and economy, yet young carers often go unnoticed and unsupported in their caregiving roles. The festival, held at 'Go Climb' in Coburg, welcomed 200 plus young carers into a fun, safe and uplifting space to have a break from their responsibilities, connect with support services, meet peers facing similar challenges, and gain confidence to participate in society.

St. Vincent De Paul (Fawkner Conference), *Emergency Relief (seeding)*

St Vincent de Paul Fawkner has seen a spike in numbers of locals requiring material aid including food relief since the start of the pandemic. The Fawkner Conference was supported by the Bakers Dozen Social Justice Fund in supplying food vouchers from the Fawkner IGA (Independent Grocer Australia) to those in need. Frank Falvo, the representative for the Fawkner Conference, partnered with the local IGA, to also support local business.

FY24 Grant Program

In December 2023, the Grants Committee determined that, in 2024, in addition to pre-determined multi-year grants, a new allocation of funding would be distributed to address and support a single thematic issue: racial equity. This theme was determined considering global and local events that had highlighted a great need to support racial equity. Selection of a theme reflected panel interests in supporting the purpose of the Bakers Dozen program within the resources available.

Ethnic Communities' Council of Victoria (ECCV), *Raise Our Voices Youth Project: Empowering young people with disability from multicultural backgrounds (multi-year)*

Building on ECCV's transformative Raise Our Voices disability self-advocacy program, this project focuses on supporting young people with disability from migrant and refugee backgrounds and their families and carers. A tailored self-advocacy training program was co-designed to meet the needs of young people and rolled out as a pilot in the Merri-bek, Darebin and Yarra LGAs. The program supports young people with disabilities to embark on a journey towards self-empowerment and autonomy.

Through hands-on workshops, interactive discussions, and personalised support, participants gain the skills and confidence to effectively self-advocate in various aspects of their lives, including healthcare, education, employment, and social services. These would also help enhance understanding of the disability services system and support pathways available, incorporating feedback from local communities.

