

Growing our partnerships for potential

Five years in review

2016 - 2022



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Acknowledgements

Acknowledgement of Country

The Paul Ramsay Foundation acknowledges Aboriginal and Torres Strait Islander people as the Traditional Owners and Custodians of country throughout Australia and that sovereignty of land and waters was never ceded.

We pay our respects to Elders both past and present.

Statement of Self-Determination

The Paul Ramsay Foundation (PRF) works alongside Aboriginal and Torres Strait Islander people and acknowledges their important and unique place as custodians of our land and waters.

PRF respects the right of self-determination for Aboriginal and Torres Strait Islander peoples, as outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). PRF also recognises the strength and diversity of cultures and communities across Australia.

Uluru Statement from the Heart: Voice. Treaty. Truth.

We support the voice of Aboriginal and Torres Strait Islander people still seeking justice, as expressed in the Uluru Statement from the Heart that:

“We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.”

In the spirit of reconciliation, the Paul Ramsay Foundation commits to standing with Aboriginal and Torres Strait Islander Australians to achieve the aims of the Uluru Statement from the Heart and urges others to support a voice for Aboriginal and Torres Strait Islander people.

“The path to breaking cycles of disadvantage in Australia is complex and demands creative engagement, listening to communities and working with them for solutions that will stand up over time ... The Foundation has dedicated itself to this task with a clear focus on education and training, transitions to employment and building thriving communities, and I am proud to be working with it to help drive a better future for all Australians.”

Natalie Walker, PRF Director

Aboriginal and Torres Strait Islander Advisory Council

The Paul Ramsay Foundation is committed to elevating Aboriginal and Torres Strait Islander voices, leadership and agency.

We will do this both within our organisation and with our partners by always seeking to improve and strengthen our engagement with Aboriginal and Torres Strait Islander people.

Key to providing strategic advice in our work, is the involvement of the Foundation’s Aboriginal and Torres Strait Islander Advisory Council, which will help continue to build our learning and understanding and further develop our engagement to better serve its purpose. Foundation Director Natalie Walker will lead this work.

“The path to breaking cycles of disadvantage in Australia is complex and demands creative engagement, listening to communities and working with them for solutions that will stand up over time” says Natalie.

“The Foundation has dedicated itself to this task with a clear focus on education and training, transitions to employment and building thriving communities, and I am proud to be working with it to help drive a better future for all Australians.”

Additionally, a ‘Supporting First Nations Working Group’ with cross team participation, will identify key work needed to ensure the Foundation is a culturally safe and competent organisation, and that necessary guidance and support is provided to staff to undertake work with communities in safe, appropriate, and informed ways.

Aboriginal and Torres Strait Islander Style Guide

Jayde Geia, an Aboriginal and Torres Strait Island woman whose family are Bwgcolman, Gunggandji and Mualgal, has written an Aboriginal and Torres Strait Islander Style Guide for the Foundation. The Foundation acknowledges that an awareness of cultural difference along with the use of accurate and non-offensive language are essential components of showing respect and communicating with Aboriginal and Torres Strait Islander people, organisations and communities. However, this Guide is not intended to provide all the answers and cannot substitute for the diverse knowledge and expertise of Aboriginal and Torres Strait Islander people.

Foreword from the CEO

The Past Five Years of Strategy

It's been five years of strategic growth at the Paul Ramsay Foundation, and a good moment in time to take stock of where we've come from, how we've grown and where we are going.

Five years ago PRF was still in the establishment phase. Under my predecessor, Professor Glyn Davis, PRF transformed its strategic direction and underwent significant growth. This included: a new mission and strategy, the scaling of our grants program, the building of a large team, financial stewardship to maximise giving and ensuring a perpetual Foundation, acquiring and developing Yirranma Place as a precinct for purpose and establishing the Melbourne office. There is also much to be proud of regarding the grants committed and progress we've made.

Our vision continues to be true to the legacy of Paul Ramsay, a man who dared to think differently and lived his life with humility and a deep respect and compassion for others.

We believe in a world where all people can live their best lives. Our purpose is to help end cycles of disadvantage in Australia by enabling equitable opportunity for people and communities to thrive. We understand that disadvantage can be a sticky perpetual web and that with access to the right resources at the right time we can create a brighter future together.

There is an urgency for action. We are a wealthy nation and pride ourselves on being fair and meritocratic. The reality is starkly different. We have entrenched intergenerational poverty, pressing

social issues and inequitable access to opportunities, which means that where someone is born and the community they live in, can affect their life outcomes. We have a justice system that incarcerates children and inequities in our social, educational and employment systems that affect people's participation and outcomes.

As one of the largest philanthropic foundations in Australia and one of the top 10 in the world on a per capita basis, we are motivated to make a distinctive and lasting contribution to the community – to be a 'change maker.' This Five Years in Review includes some of the stories of change that PRF has been proud to support. These are among over 200 PRF partners and \$800m commitment to social change in Australia.

At the end of these five years, I'm proud to have been appointed as PRF's third CEO. We have the opportunity to build on what has gone before and evolve for increased engagement and impact.

We are focusing on enabling **people** and **places** to thrive. We are doing this by: **investing** in and partnering with organisations and communities across Australia; **building** the capability of people, organisations and the for-purpose sector; **influencing** through collaboration, advocacy and addressing the **conditions** needed for progress.

Ultimately, we believe in leaving a legacy from which future generations will continue to benefit.

Professor Kristy Muir

About Paul Ramsay AO

One of Australia's largest philanthropic foundations would not exist if it wasn't for the legacy and generosity of Paul Ramsay AO.

"He was acutely aware of inequity and privilege. He really wanted to support people who were doing it tough in Australia, and to be known as someone who was going to do that on a pretty grand scale," says his goddaughter, Charlotte Siddle.

The grandson of one of Canberra's founding fathers, Sir Austin Chapman, and the son of a World War One pilot, Paul Ramsay forged his own path to become a hugely successful businessman.

He was one of our earliest and most adventurous entrepreneurs in private health. Starting out with one small hospital in Mosman at the age of 25, he built an international empire with more than 460 health centres in 10 countries. Ramsay Health Care remains the largest owner and operator of private hospitals in Australia.

Paul Ramsay is credited with changing the face of private health in Australia. In the words of former Prime Minister John Howard: "There's nobody that has had a greater impact on the private hospital scene than Paul Ramsay. He was friendly, very gregarious and very generous. He accepted that someone who had been so very successful in business, should give back."

Paul Ramsay's motto was "Look after the patient; look after the staff and the rest will follow."

His long-time friend and business colleague, Michael Siddle, Paul Ramsay Foundation Director and Chairman of Ramsay Health Care, says in the early

days Paul Ramsay would spend every Christmas day visiting staff at his hospitals. "He knew them by name, he knew what their kids did and it was very much a family business. He didn't think he was any better or any worse than any other person. He was normal and that was his great characteristic. He had no airs and graces."

At the opening of one of his hospitals in Western Australia, Paul Ramsay was discovered dancing in the laundry with the cleaning staff. His goddaughter Charlotte Siddle says Paul Ramsay embraced life and "was much more interested in the human experience and human story than in the fanfare."

Creating a business empire involved taking "big bets." Investing in private health and media ventures all over the world, required an appetite for risk. "He was a huge risk taker, huge. We bet the banks all the time and almost lost everything in 1990. We were hanging on by our finger," remembers Michael Siddle.

While heavily involved in private health, Paul Ramsay's business ventures also included real estate and media. His interest in radio was borne out of a short stint in pirate radio, ensuring the sounds of the 1960s hit the airwaves in the UK when the BBC dominated the radio market. He went on to hold a major stake in London's Capital Radio when audiences were growing and there was money to be made in advertising.

In the mid 1980s, Paul Ramsay bought up a swathe of television and radio stations establishing the Prime Media Group, a major force in regional television in Australia. Friend, business colleague and PRF director, Peter Evans, says Paul



Paul at home in Bowral



Paul and goddaughter Charlotte Siddle



Paul and staff at Pindara Private Hospital

“Paul Ramsay was a man who was prepared to take risks. He backed people. There was a loyalty and trust in regard to people, through thick and thin.”

Michel Traill AM



Paul and Dame Edna Everage

“He didn’t think he was any better or any worse than any other person.”

Michael Siddle, Director
Paul Ramsay Foundation

Ramsay was driven to “change the system” and address what he saw as an inequity between the city and the bush. “He thought in an innovative way and was prepared to take a risk so that regional viewers could watch the same television that people living in capital cities could get,” Mr Evans says. Paul Ramsay built television stations all over the country along with a flagship studio in Canberra. He chaired the company for almost three decades.

Friend and PRF Director Kathryn Greiner describes Paul Ramsay as a “very generous benefactor” and someone

who believed in the power of education because “he wanted everybody’s life to improve.”

In 2006, Paul Ramsay established a philanthropic foundation in his name with an initial contribution of \$5 million. He died in 2014, Australia’s ninth richest man, leaving a bequest of more than \$4 billion, large enough to have an impact in perpetuity.

The scale of his corpus is unprecedented and has forever changed the face of philanthropy in Australia.

Dimitry Tran describes Paul Ramsay as his “mentor” and “great inspiration in my life.” At the age of 18, he had just arrived from Vietnam on a scholarship to study at Bond University, Queensland, when Paul Ramsay offered him some work tutoring a friend who was at the same university.

He was immediately struck by the way Paul treated everyone with respect, compassion and equality. “The very first moment I met him, he made me feel special, he cared about you.”

Dimitry credits Paul Ramsay with setting him on his way to success. He gave him his first job to learn about business and to turn around an underperforming asset. Dimitry went on to work with Paul at Sydney FC and as Head of Innovation at Ramsay Health Care.

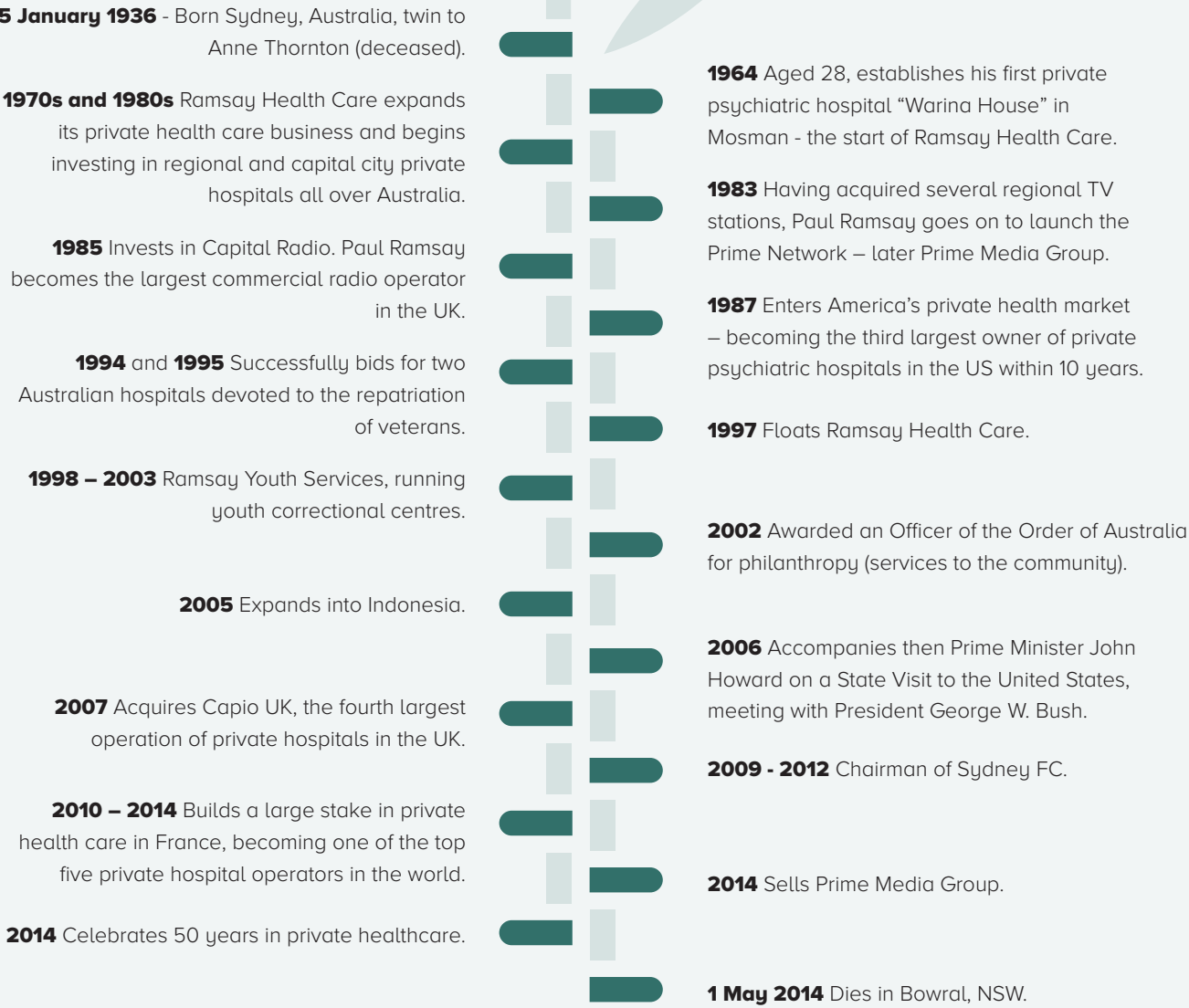
“He really gave me the opportunity to learn and grow. I wouldn’t be where I am today without the training and opportunity.”

Dimitry works with his brother Aengus “who was also inspired by Paul” and together they are among Australia’s top innovators. Their healthcare company, Harrison AI, employs 250 people and its products are used by 5000 patients every day.

“I think what Paul showed me is that you can really have an impact in the world on a large scale, if you’re willing to take a risk and take leadership. It’s all about people.”

Dimitry Tran

Paul's Timeline



The past five years of strategy

IN 2018, UNDER the guidance of then CEO Professor Glyn Davis, the Paul Ramsay Foundation honed its focus to be committed to breaking cycles of disadvantage so that everyone has access to opportunities regardless of their circumstances or postcode.

We decided then that young people were to be at the centre of our work because they have the greatest potential to change their life trajectory and break the intergenerational cycle of disadvantage.

We actively began to make investments to enable people, communities, organisations, and sectors to collectively

achieve sustained change. Ideas were developed with partners, with specific attention paid to outcomes aligned with PRF's priorities.

We were guided then, as we are now, by our values in all our work:

Respect for people, Learning and curiosity, Humility and integrity, Authenticity and Courage and innovation.

As an independent voice for change, we made thoughtful contributions on the issues facing the most disadvantaged in our nation. We aimed to be bold, and established the first three of our strategic impact areas:

Learning Lives harnesses the life-changing influence of education, development, skills and training, from the critical early years through schooling and beyond.

PRF has an early childhood portfolio with an ambition to increase participation in quality early childhood education and care. We have an interest in community programs along with school readiness and retention. Some of our investments (The Front Project and Our Place) demonstrate the potential for programs that start with birth, right through to adulthood. PRF is investing in several local government communities living with disadvantage including Brimbank and Doveton in Victoria, Logan in Queensland, and Mount Druitt in Greater Sydney. This work is accompanied by the development of large data sets which promise to have a profound impact on vulnerable young Australians. One significant research program which PRF is a partner to is

GenV, which follows the outcomes of babies born in Victoria between 2021 and 2023, right through to school age.

School age learning outcomes is a priority area for the Foundation. We are doing this in two ways: interventions to encourage vulnerable students to stay at school, and improving teaching quality. We are tracking the impact of our interventions on schools and communities with disadvantage in several ways. These include a data project with the Smith Family to look at the impact of the Learning for Life program on young people as they transition out of school.

We are also undertaking one of the most comprehensive sets of randomised control trials in Australian educational history. Quality Teaching Rounds' aim is to understand the impact of teachers' professional learning on student outcomes.

“At the heart of it is being of service to kids. We have a chance to have an impact on what’s really happening with kids’ learning.”

John Bush, Partnerships Manager, Paul Ramsay Foundation.

Transitions to Employment captures the transformative opportunities created by secure and meaningful work – economic independence, confidence and self-esteem, a sense of purpose and meaning, and a connection to a larger network of people, ideas and ways of being.

The power of education is stark when it comes to getting a job. On average, 70 per cent of young Australians finish Year 12 (58 per cent in Tasmania and 51 per cent in the Northern Territory) and for those who don't complete their education, the statistics are sobering. According to the Australian Bureau of Statistics, if you leave before Year 12 you are twice as likely to be unemployed and nearly nine times more likely not to get a job at all.

Just six weeks of unemployment between the ages of 15 and 24, if you're not doing a training course, can lead to persistent unemployment over decades. Currently,

the number of young people experiencing long term unemployment is at its highest level since the mid 1990s. PRF is working with partners to create reliable pathways from school to work because for so many people living with disadvantage, secure employment is the key to breaking the trap that keeps them in poverty.

The Transition to Work program pioneered by the Brotherhood of St Lawrence takes a holistic approach by investing in human capability, helping to equip young people with the skills, experiences, networks and support necessary for sustainable employment.

PRF also sees an advocacy role to encourage changes in public policy to highlight the need to support young people to access more secure work.

Justice and Safety recognises the reality that far too many people are derailed from their potential by contact with the criminal justice system, whether it's a young person, a family member, or in their community.

Australia's imprisonment rates are around their highest in a century despite a fall in many types of recorded crime (Australia's Prison Dilemma, Productivity Commission, 2021). The over-use of prisons is harming those in prison, their families and the broader community without addressing the social determinants that are driving this. How can we break our reliance on incarceration, and encourage government to invest instead in meeting the needs of communities?

Innovative programs to divert people from the criminal justice system require long term funding stability. While this is primarily the role of government, PRF can on occasions match funding, build bi-partisan program support, broker relations between communities and government and use its research and evidence capabilities to co-design robust measures likely to influence stakeholders.

Aboriginal and Torres Strait Islander people are vastly overrepresented in our prisons. Young people placed in child protection too often end up in jail. There is a link too between domestic and family violence and incarceration.

Many people are sent to prison and serve long periods on remand, without ever being convicted of a crime.

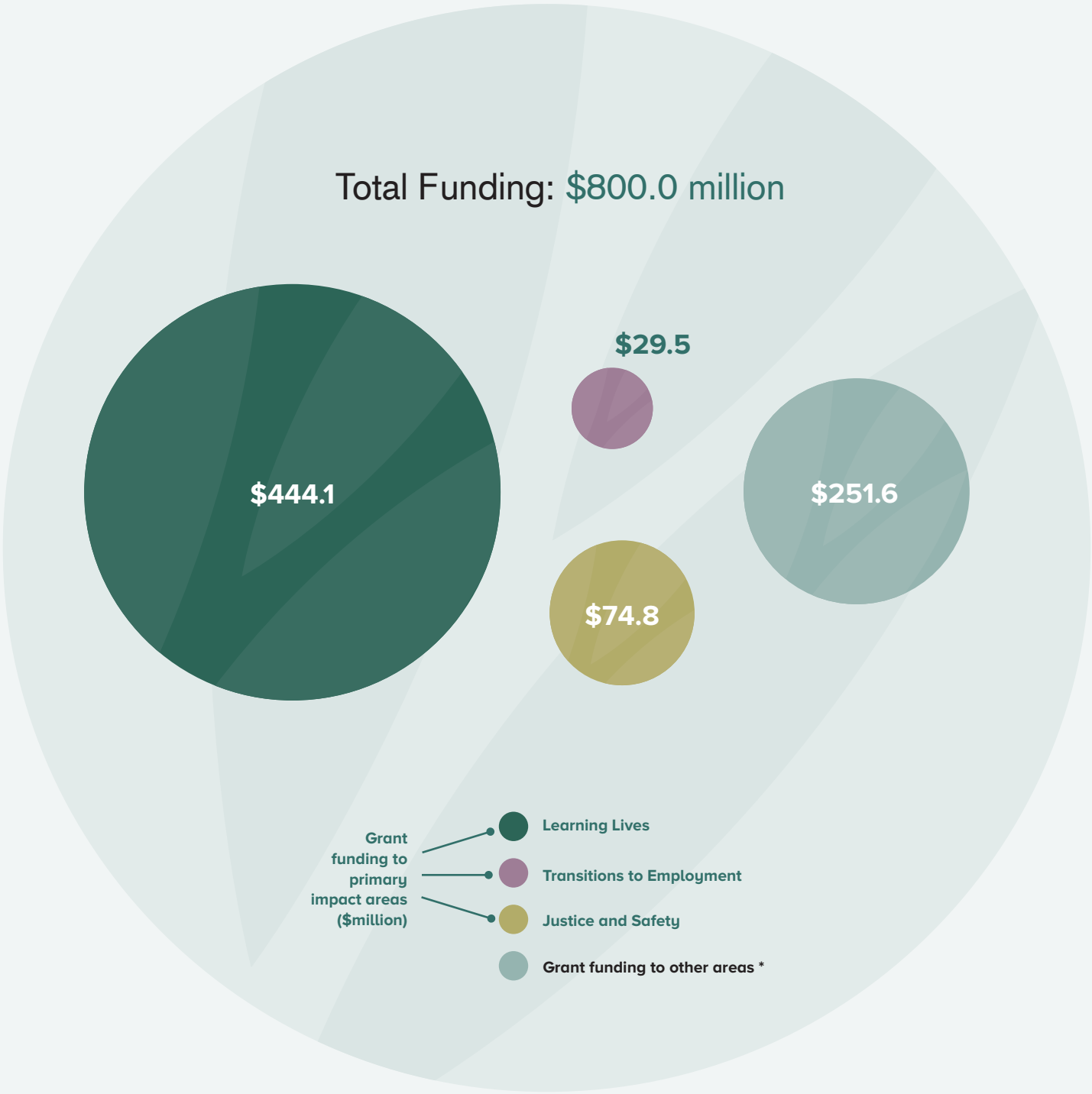
PRF can support promising solutions where others are unwilling or unable. In Western Australia, Aboriginal juveniles are among the most incarcerated in Australia - 24 times more likely to be in detention than other young people. The PRF is supporting Change the Record to assist an advocacy campaign to raise the age of criminal responsibility from 10 to 14 in Western Australia.

Justice Reinvestment is an approach that seeks to address the social determinants of crime by building stronger communities using a community-led and evidence-informed, place-based process to inform investment strategies and system changes with the longer-term goal of shifting funding away from prisons and reducing incarceration rates.

PRF is supporting an expansion of the Justice Reinvestment model through Just Reinvest NSW to Moree in regional New South Wales and Mount Druitt in Greater Sydney, communities where there is a high rate of incarceration among Aboriginal people, contributing to disadvantage across generations. Just Reinvest NSW is targeting prevention and the key drivers of offending and incarceration.

Where did we fund?

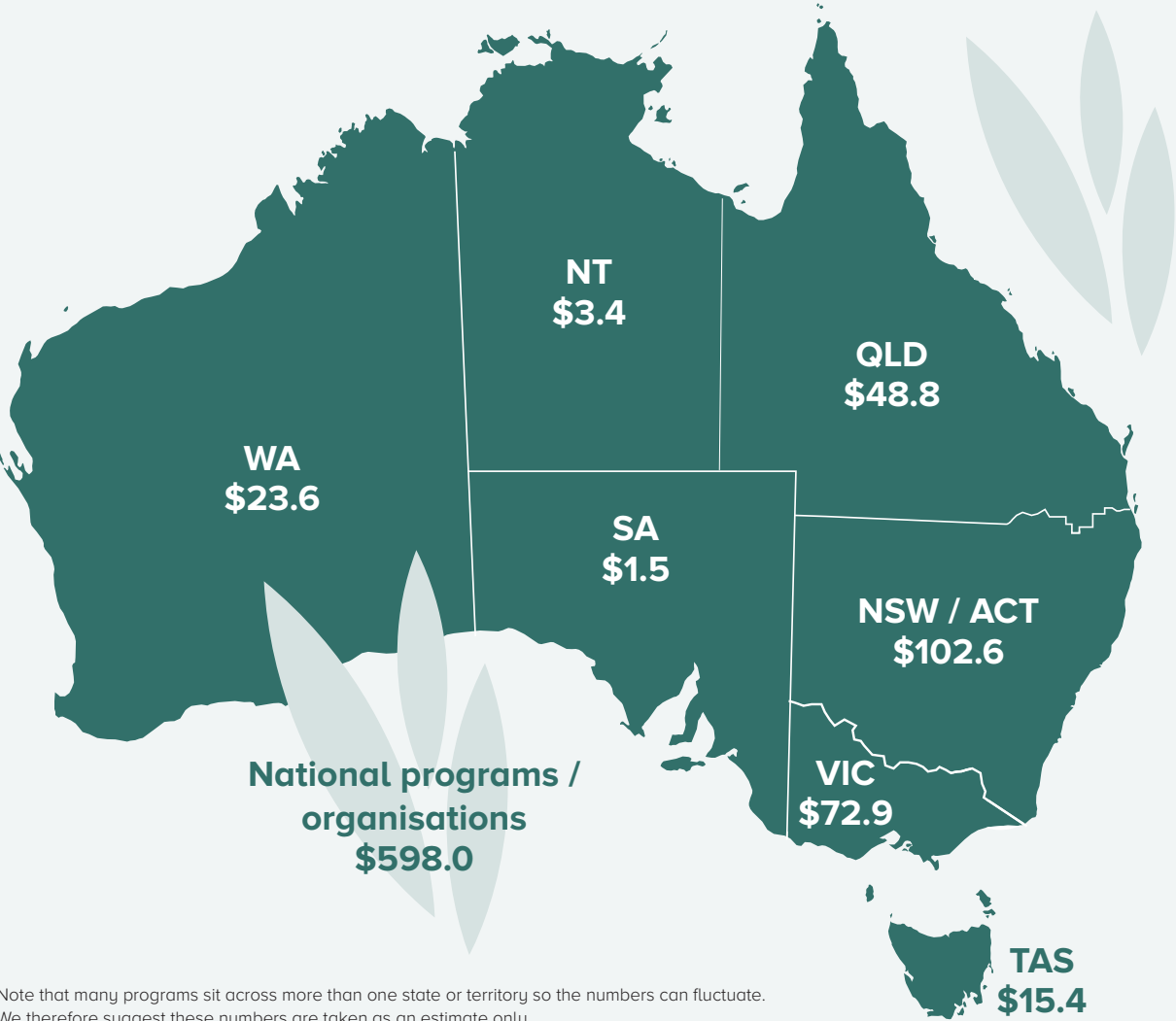
Funding by strategic impact area 2016-2022



Note that many programs sit across more than one state or territory so the numbers can fluctuate and may be allocated to multiple jurisdictions. We therefore suggest these numbers are taken as directional only.

* Including disaster and resilience funding.

**Total funding by programs running by state since 2016
(estimates only*)**
Grant funding provided (\$m)



Note that many programs sit across more than one state or territory so the numbers can fluctuate. We therefore suggest these numbers are taken as an estimate only.

“The vision of the Paul Ramsay Foundation, helping people across Australia break cycles of disadvantage, is a testament to the way Paul lived his life. Those who were closest to Paul saw his commitment to helping people thrive, in small and large ways. It was this commitment to people that anchors our values and the way we operate.”

Greg Hutchinson, former PRF Board Chair

Stories of Change

Stories of Change

Aurora Education Foundation: cultural strength and academic excellence

“It’s so important that we have Aboriginal voices and Aboriginal definitions of success, because there are Aboriginal kids out there with dreams and goals that often aren’t even asked about. And the more we know about these dreams and goals, the more we can provide support for them to come true.”

Leila Smith, CEO, Aurora Education Foundation.



Leila Smith, CEO, Aurora Education Foundation

THE AURORA EDUCATION Foundation is an Indigenous organisation, with an Indigenous board, majority Indigenous leadership, and in all its education programs Indigenous young people are the primary beneficiaries.

In just over a decade, Aurora has achieved resounding success. Its high school program, which positions academic success alongside Indigenous culture, has doubled Year 12 completion, tripled ATAR attainment and doubled transition to university compared to Indigenous students Australia-wide. Aurora has also supported almost 100 Aboriginal and Torres Strait Islander postgraduate scholars who have graduated from the world’s most prestigious universities.

“No Indigenous student had studied at Oxford or Cambridge full time before 2010. That is just one example of what can be achieved. I think it stops people in their tracks about what’s possible for Indigenous students to think that the sky really is the limit of where we can go,” Leila said.

Leila was “one of those students” graduating from Cambridge University with a Master of Public Policy. “I got into high school through an alternative entry scheme, which means my final Year 12 score was not high enough for direct entry. But then somehow, I got to university and

nailed it and graduated with a first-class honours. There is something going on with the high school space that’s not measuring the potential of Indigenous students,” Leila said.

Aurora equips students with Indigenous mentors, Elders, academic enrichment camps, tutoring, and equipment including laptops. “We do that every year from Year 7 through to one year out of Year 12 with intensive engagement so that students and their families have the knowledge to navigate that system. It’s not about going to university, it’s about being unapologetic that university is an option,” Leila said.



The Vincent family – Aurelia, Halina, Marcus, Simon and Justin



Marcus Vincent uses equipment supplied by Aurora to complete his homework

The Vincent family live on Dharug Country in Sydney’s west. Simon is a Wonnarua man, and his wife Aurelia came from Poland as a young girl. They both said they did it rough growing up but managed to finish Year 12. They wanted their kids’ eyes to be “opened to the possibility of going to university”.

When their son Marcus brought home an application form for Aurora’s high school program, Aurelia said “the prime purpose was to get Koori kids to have a higher education. I wanted anything that would help the boys, you know, try and get there, achieve their goals.”

Marcus is now 15 years old, a good student, who loves soccer and the Rabbitohs. “I like helping people and I feel like I just want to take my knowledge and talent and go into healthcare, like a doctor, help other people.

“One of the most important things (about Aurora) is culture, learning about culture, and especially from the camps that we have. I just feel more connected to culture, to land, and to history. I think it’s just important to learn where you come from,” Marcus said.

His younger brother, Justin, is 13 and also participates in the high school program. “It was also a good opportunity for me ... make things easier for me, my Mum and Dad. I like the camps. They’re enjoyable, the different activities they have every time. The mentors are fun and easy to connect to, the people in general, they’re really nice, smart, and easy to get to know. It motivates me to be proud of my culture,” Justin said.

The boys’ parents have noticed that Aurora has made a difference. “It’s brought them out of their shell a little bit, they’re more confident,” the boys’ father Simon said.

The Paul Ramsay Foundation is supporting the Aurora Education Foundation to expand its work with Aboriginal and Torres Strait Islander high school students. PRF’s Partnership Manager, John Bush said “The Foundation has allocated \$9.9 million over five years for both new programs and to conduct rigorous evaluation. There will be a focus on building an evidence base with community governance applying a data sovereignty approach. We will also support Aurora to use this evidence in advocacy for policy reform.

“We want to know what impact varying levels of support have on student outcomes. How effective are those camps? What is the impact of Elders and their mentors? What about tutoring? We don’t know enough about it. We know great results come from the big melting pot of all of those activities. But what is it about each specific element?”

“It’s not just about making sure our programs deliver the best possible support to Indigenous students. It’s also about sharing these insights with others – it’s about showing what’s possible when we all work together.”

Leila Smith, CEO Aurora Education Foundation



Justin and Marcus Vincent



Justin enjoys Aurora’s high school program

Stories of Change Gujaga Foundation

“Young children are being taught Dharawal language from the minute they arrive. When they leave, our community had to start adult classes because the children were going home and speaking language, and their parents didn’t understand what they were saying. It’s a completely immersive program.”

Sally Walker, General Manager
Gujaga Foundation



Children learning at Gujaga child care centre



Children learning Dharawal at Gujaga child care centre

“If we’re asking the children what a particular animal is, they will use the Dharawal word first, I might hold up a picture of a whale and they’ll say burri burri first and so we just move on, you know, budjari (good/ thank you). When they’re playing, they will pick things up, I’ll say what have you got? And they’ll say, oh, djungaa and if they use the English word ‘octopus’ too, that’s great.”

Lowana Grech, Early Childhood Lead
Gujaga Foundation



Children learn and connect to culture at the Gujaga child care centre



Gujaga Foundation general manager Sally Walker and her daughter Ruby Thomson



Stacey Foster-Rampant and her son Tyler



Children learn and connect to culture at the Gujaga child care centre

THE GUJAGA FOUNDATION, which is the peak body leading all language, research and cultural activities within the La Perouse community, has continued the revival of Dharawal language, which was on the brink of being lost. After two decades of extensive research, Gujaga, meaning child of any gender, has uncovered 600 words, developed an ‘app’, and trained tutors to teach Dharawal language in early learning centres and schools throughout the Inner West, Eastern, Southern and South-West Sydney reaching over 1000 children a month.

Two decades ago, there were few remaining fluent Dharawal speakers. “Our senior women wanted our kids to grow up with a strong cultural foundation and there was a sense of urgency to reclaim language, to make sure our kids grow up with a cultural identity,” said Dharawal man, Ray Ingrey, the Gujaga Foundation’s Chairperson. He worked with the Elders whose parents had to hide their culture and language from the authorities. Most of the work to revive the language and

rebuild the vocabulary was voluntary, the little amount of funding was spent on the Elders and linguists, listening to decades-old tapes, and scouring archives back to the 1800s.

“Without getting too spiritual or emotional, I think they (Elders) would be proud of what’s been created here,” Ray Ingrey said.

Lowana Grech, a Dharawal and Dhungutti woman and early childhood educator, is teaching children from the age of nine months old to speak the language she never had the opportunity to learn as a child. “We had some language words... my father remembers my grandmother speaking Dharawal. I want this generation to have a strong cultural identity and be proud of who they are.”

At the Gujaga child care centre, the sister organisation of the Gujaga Foundation, children from nine months to four years old are learning language through games, song, and dance, as well as instructional teaching. “I’ve noticed a lot of the children

will use the Dharawal words to describe things before using the English word at times. I hear my children play at home now using language a lot with one another. It’s changing, speaking language is becoming normal at home,” said Lowana Grech

The Paul Ramsay Foundation is providing \$500,000 over three years to the Gujaga Foundation. “It’s to ensure the Gujaga Foundation is sustainable and is able to expand its Dharawal language education in childcare centres and schools in Eastern, Southern, South-West and the Inner West of Sydney. Support is also focussed on capability and capacity building as well as measurement and evaluation capability,” the Foundation’s Partnership Manager, John Bush said.

Gujaga will have funding for two new roles: seconding an assistant principal for two years, and bringing in another community member who has research expertise and experience within the school system, to help build the curriculum.

“The Paul Ramsay Foundation really listened to where we were going and what our community’s goals are. PRF’s funding not only gives us security, but it also gives us a goal to make sure that we’re completely sustainable in three years’ time,” said Gujaga Foundation General Manager, Sally Walker.

As Stacey Foster-Rampant drops off her 4-year-old son, Tyler, to Gujaga it is with “a lot of pride, you just feel happy... they’re teaching our babies their culture and their language, it’s a sense of identity.”

Stories of Change Synergis

“The Paul Ramsay Foundation funded nearly a quarter of the initial seed fund that we raised, which was critical in us getting our first houses out of the ground. This helped us to ultimately attract a large-scale investor to fund the long-term growth strategy of the fund.”

Michael Lynch, Managing Director, Social Infrastructure Investment Partners



A development by SDA partner MiHaven



A new house in Cairns built by SDA partner MiHaven

WHAT IF YOU could provide tens of thousands of people living with the most profound disabilities a new home of their own, designed for their needs with access to families, communities and the support they need?

For thousands of people with a disability, especially young people, having their own home is a dream. They are languishing in aged care facilities because there’s nowhere else for them to live. They are in hospitals, institutions, or accommodation unsuitable for their needs. Many are still at home with aging parents who have looked after them all their lives.

The Productivity Commission estimates that 28,000 people throughout Australia require specialist accommodation, and the investment required to meet this need is estimated to be in the order of \$10 billion. The scale of the challenge is far beyond the resources of government and the philanthropic sector. However, recent policy changes have opened the way to bring mainstream capital investment into disability housing, backed by the financial return of Commonwealth Government payments.



Accessible living in a new Cairns house built by SDA partner MiHaven



THE INTRODUCTION OF Specialist Disability Accommodation (SDA), a scheme designed under the National Disability Insurance Scheme (NDIS) was the catalyst for change. Social Ventures Australia (SVA) teamed up with Federation Asset Management (Federation) to establish the disability housing fund, Synergis (managed by Social Infrastructure Investment Partners) with a bold ambition to bring over \$1 billion in private investment into disability housing over the next five years.

Michael Lynch, Managing Director of Social Infrastructure Investment Partners, says: “SDA was designed to bring private capital to solve a significant social problem – that the majority of people with disability did not have access to appropriate housing. Our challenge was to design a vehicle and investment strategy that was going to be attractive to scale institutional investors, capable of investing hundreds of millions of dollars in the space. Our strategy was to raise an initial fund from a range of impact focussed investors as proof of concept to establish that SDA is a scalable investment class.”

For the Paul Ramsay Foundation’s Chief Portfolio Officer, Abhilash Mudaliar, there was a strong case for an impact investment, aligned with the Foundation’s purpose to break cycles of disadvantage, alongside a

financial return and to be catalytic, pave the way for more investors to see the market opportunity in pursuing social good. “We saw a gap in the market and by investing early we aimed to demonstrate the commercial and impact viability of the Synergis Fund, so as to inspire confidence and encourage others to invest in an area of immense need,” said Abhilash.

For Synergis, the scale and credibility of the backing of the Paul Ramsay Foundation, alongside other investors such as HESTA and Suncorp, sparked the interest of global investment bank, Goldman Sachs. Within 18 months of Synergis’ start up, Goldman Sachs committed an initial \$137 million in equity.

According to Michael Lynch, “Bringing together the world of private investment with traditional disability services through the Synergis model has allowed us to build a strong pipeline of investment opportunities.”

“The first phase of investment through the seed fund will deliver somewhere between 50 and 60 houses and projects, that means new homes for around 150 Australians. Overall our objective is to provide housing for 2,000-3,000 Australians who don’t currently have access to appropriate accommodation,” said Michael.

Stories of Change
Just Reinvest NSW
Moree

“When I grow up, I want to jump off a plane with a parachute, even though I’m scared of heights. I want to be the highest, break the world record or something.”

Naylarni Munro
Aged 10



Naylarni Munro (R) and Shaylyn Smith have big dreams for their futures

NAYLARNI MUNRO IS Kamilaroi and lives in Moree. At the age of 10 she loves football, running fast and the professional makeup lessons offered as part of a holiday program organised by Just Reinvest NSW and Miyay Birray Youth Service. “They run things kids can get involved in, activities and stuff like racing,” Naylarni said.

She has her eye on the future: “I want to go to university, learn about lot of stuff, something I can do good in life.”

Moree is a township with a population of just over 7,000 in the northwest of New South Wales and according to Judy Duncan, who has worked for her community for almost four decades, “Young people have been overlooked for too long.

“We’ve been promised movie theatres, bowling alleys, it’s still coming. There’s not a youth centre in this community, everything’s fenced up that the young people could have access to like tennis courts and free or affordable activities,” Judy said.



Judy Duncan



Mekayla Cochrane and Elisha Ralph

“A lot of our kids are on the streets, because, in some cases, it’s not safe in all households in this community. They are vulnerable and are already overrepresented in the criminal justice system.”

The Paul Ramsay Foundation is backing Just Reinvest NSW in Moree, as part of its national Justice Reinvestment strategic funding portfolio aimed at providing a community-led approach to divert young people away people from the criminal justice system.

Erin Gough, Senior Associate in the Strategy Team at the Paul Ramsay Foundation said: “The number one strength of Just Reinvest NSW is that the community gets to decide what the community needs most.

“Moree is a community deeply engaged in the challenges it is facing, with strong grassroots collaborations and a willingness to shift the dial on key issues for positive change.”

Judy has experienced prison “firsthand” and is working with Just Reinvest NSW

to encourage young people to get an education, training, higher education, and employment and to have “a voice and be heard.” Already there are promising signs, with young people coming together for a Youth Forum on things that matter to young people and a youth-led Block Party.

“The Big M is my home, we have our ups and downs like any community. We are resilient and proud country people and not frightened of a challenge,” Judy said.

At 26, Mekayla Cochrane is the first Aboriginal woman ever to be elected to Moree Plains Shire Council. “There is still a lot of discrimination and it’s very subtle,” said Mekayla, who is also Youth Lead of Just Reinvest Moree .

“It’s not so in your face, but a lot of young people, especially Aboriginal young people, get left out a lot.

“We’re fighting for our voices to be heard, not just as young people but Aboriginal people. We’re fighting against a system that was built against us.”

“I want to see young people step up to the platform where they’re welcome and lead the way for change.”

– Mekayla Cochrane



Elisha Ralph

On Saturday nights, Mekayla has attracted 80 to 100 to a youth program “to get youth off the streets for a few hours, give them food, give them a roof over their head and some positive engagement.”

For Elisha Ralph, joining Just Reinvest was really empowering... “because I know life can be hard. I was that young girl just not long ago that we’re trying to target, this support system would have made such a difference in my life.”

“Just because it’s Moree you don’t limit yourself, you can ask for anything,” Elisha said.

“Moree is my home. The good, the bad, it will always be where I feel most at home. The Moree community is one of a kind – with every barrier thrown our way – we will not be discouraged. We can see what changes need to be made and we have the power here in community to create that change,” Elisha said.

Jemimah Ralph is 18 and is following in the footsteps of her sister, Elisha. “I’d love to do work experience with JR, I love helping out, there’s nothing to do in Moree so it’s pretty big to have everyone come together to do stuff. I feel a lot more productive, being involved has helped me come out of my shell too, with confidence,” Jemimah said.

With work experience “thin on the ground” Jemimah is taking part in Just Reinvest’s school holiday program, surrounded by 10-year-old girls, threading beads for jewellery, having her makeup done and assisting the girls choose outfits for a fashion parade.

“I’m really, really happy that we’ve got this going on and I hope it builds up, because it’s really good. I hope in the future I’ll find something that I enjoy doing and something that helps not just me but the people around me,” said Jemimah.

In Moree, young people are coming together with Just Reinvest NSW to lead change.

“We do care, we want to help,” said Elisha. “People just show up here and say, I’m here to support you, and are gone the next day – a lot of the young people here have experienced this. It feels good to be a part of Just Reinvest, someone who seems like they’re here to stay.”



Jemimah Ralph helping out at Just Reinvest’s school holiday program

Stories of Change: When disaster strikes



THE STORY OF the past few years has been centred on disaster. The worst bushfires in Australia’s history were quickly followed by a global pandemic and large-scale flooding. And it’s the people and communities already experiencing disadvantage that bear the brunt.

Paul Ramsay Foundation (PRF) strives to make long-term grants and investments that help create lasting change. In response to local and national disasters, however, it has a responsibility to act where needed so that those who are already facing barriers to opportunity, don’t fall further behind.

PRF has mobilised seven times in the past two years to respond to natural disasters including bushfires, floods, and COVID-19. This funding has represented a unique role that PRF can play: to provide flexible funding to fill gaps that emerge in crisis, and to focus on systems change or improvements to how emergency relief can be delivered.

For Melbourne-based work integration social enterprise SisterWorks, which provides work and training opportunities for refugee and migrant women to increase their sense of belonging and economic participation, COVID-19 presented myriad challenges to their business and threatened the wellbeing of their participants, known as ‘Sisters’. They had to shut their physical premises, move their offering online and provide emergency support to Sisters who were isolated and suffering reduced income.

SisterWorks was a recipient of a \$20,000 grant through PRF’s \$5 million COVID-19 Surge Funding program in partnership with the Australian Communities Foundation which was integral to helping them transition their training online and eventually, move to a larger premises to increase their production and employ an additional 20 Sisters.

“Maria (pseudonym) who is originally from Iran joined SisterWorks in May 2021 as she had trouble gaining work in Australia,” said Ifrin Fittock, CEO SisterWorks. “With Maria’s experience in sewing we were able to employ her in our production area, and subsequently support her to fulltime work in a warehouse close to her home so she could not only spend more time with her family, but also provide for them financially.”

In addition to supporting work integration social enterprises recover from the ongoing impacts of the pandemic, the COVID-19 Surge Funding provided grants to women’s domestic and family violence shelters and to First Nations communities.

Koondee Woonga-gat Toor-rong (KWT), a First Nations led philanthropic community fund based in Narm (Melbourne), in collaboration with the Australian Communities Foundation and the Fellowship for Indigenous Leadership, received \$200,000 in surge funding to distribute according to the needs of their community as identified by KWT. From fuel and supermarket vouchers to technology and school supplies, they provided 213 micro-grants, which saw over 530 household members with essential support



The Sisters upcycling City of Melbourne banners into bags



Social Enterprise Production Sisters screen-printing SisterWorks' popular designer tea towels



Vung, one of SisterWorks' Sisters showing us the finished product



KWT Board with Santa Dec 2022



Jody and Terori, KWT Chairs

to lessen the impact of the COVID-19 pandemic, most often required when people lost their jobs and family income was significantly reduced.

“I can’t tell you enough how much you have helped me and my children with the grant you gave me,” said one grant recipient. “It helped me to set my children up well for school with uniforms, they don’t feel like the black kids at school, but they fit in. I was also able to give the boys a proper Christmas and have my car serviced. I don’t always ask for help, but it was good when you reached out.”

One of the KWT Board Members said, “KWT has supported families and individuals at a grassroots level, the money has gone directly to people, and this has made a direct impact.”

As PRF develops a longer-term response to disaster relief which builds on our experience to date, the emphasis will be on supporting community-led resilience building in good times and anticipating a range of situations which all constitute disaster, including floods, bushfires, COVID-19 and other unforeseen circumstances.

“Our approach seeks to channel what we have heard and learned from people on the ground, into a program of work to support communities, to build resilience and preparedness, and to help communities develop and achieve a vision for their futures. By strengthening communities, and amplifying community voices and leadership, we hope to influence funders and policy makers to better respond to community interests,” said Galina Laurie, Paul Ramsay Foundation, Partnership Manager.



Pamela Denise and Nymboida's bus stop mosaic celebrating the return of the local birdlife after the bushfires

The Paul Ramsay Foundation – timeline of strategy

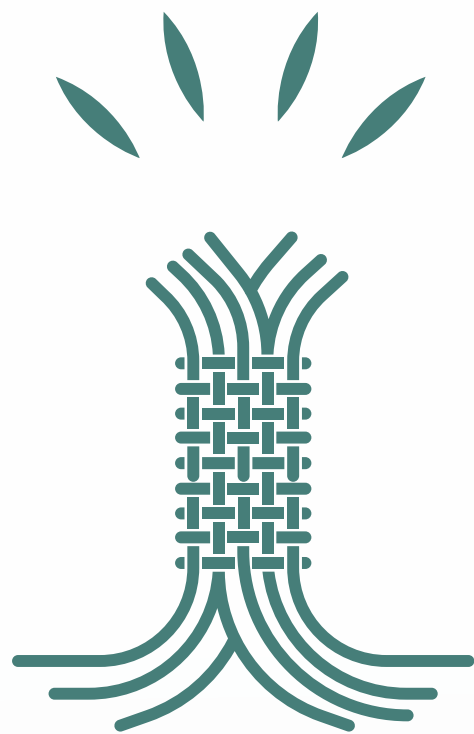
2015 The original vision

“He wanted everybody’s life to improve. What he wanted was for everybody to do well.”

Kathryn Greiner, Director

Throughout 2015, Paul’s close friends and colleagues gathered together to plan out how his legacy would be sustained. His long time friends, colleagues, and confidantes Michael Siddle, Peter Evans, Tony Clarke, and inaugural CEO Simon Freeman were instrumental in steering the newly formed foundation.

The 2015 Vision statement emerged: “Empowering people, empowering change. The Paul Ramsay Foundation is committed to identifying the root causes of disadvantage and implementing strategic solutions to empower our communities. We will look to forge long term collaborative partnerships with our peers and fund scalable projects to grow capacity and enable lasting change.”



2016 Breaking Cycles of Disadvantage

Total Partners

4

Around this time we asked the fundamental question:

What does collaboration look like, and how do we partner for maximum impact?

The Foundation started operating as a Foundation in 2016, building partnerships for potential and seeking to break cycles of disadvantage in Australia.

We began new projects in teacher leadership and development, early learning and transition to employment. Our values evolved as we learnt how to work in this new space.

2017 Partnerships for scale

Total Partners

11

“We bring an expectation that we want to see outcomes, we want to see lives change for the better, we want to see social disadvantage, reduced, if not eliminated.”

Rob McLean, Director Paul Ramsay Foundation

By 2017 we started asking ourselves: How do we understand scale and shift systems that are contributing to and causing entrenched disadvantage?

This is where the Foundation started leveraging the power of partnerships and over the year we developed 11 partners.



2018 Setting the Goal

Total Partners

22

Focus areas:

Early Childhood Development, Mental Health, Healthy Populations and Targeted Prevention, School Education, Education and Work. By 2018, the Foundation’s thinking had become more nuanced. We started looking at how we develop and nurture the conditions for social change.

At this time, our first long term strategy took shape:

The Foundation aims to develop and nurture the conditions for social change by taking a long-term approach to investing in innovative and evidence-based approaches, developing and disseminating knowledge, building capacity and shifting systems in five key focus areas. By the end of 2018, our network had grown to 22 partners, and we had begun recruitment for a new CEO.

2019
Introducing Capability

Total Partners

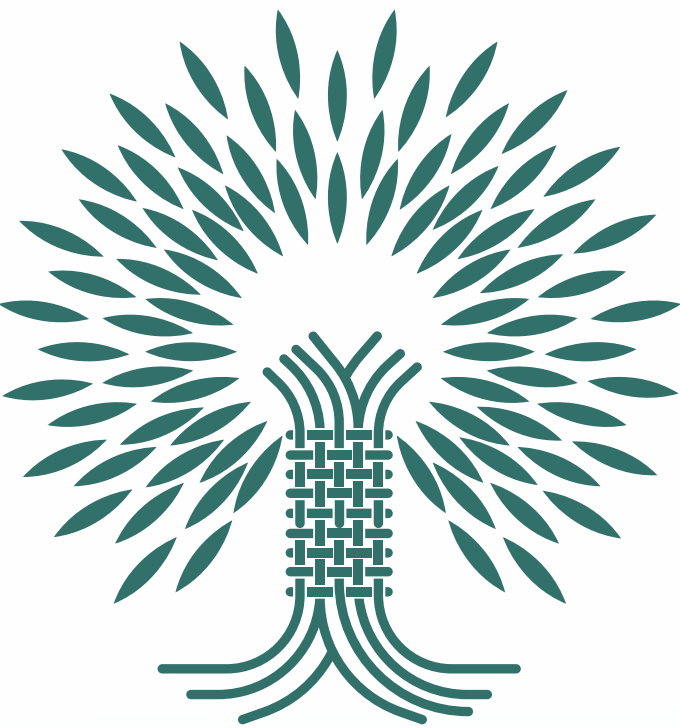
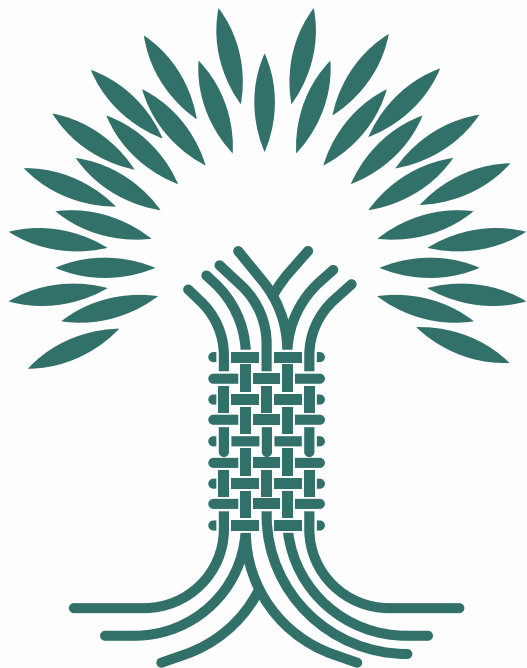
31

In May of 2019, we reset our core strategy statement:

The Foundation aims to break the cycle of disadvantage in Australia. We partner with people, communities and organisations to build capability and achieve change that lasts.

Early in 2019, our second CEO, Professor Glyn Davis AC, took the helm. We began to consider the role of capability as part of the pathway to achieving social impact and addressing the root causes of disadvantage. We agreed to focus on building the capability of the Foundation, our partners and the sectors that we work in.

By the end of the year, we had 31 Partners on board, and we were refining our focus on early childhood development and school education.



2020
The Pandemic

Total Partners

82

Around the world, 2020 marks the beginning of an incredibly challenging time. The COVID-19 pandemic was – and continues to be - an event that altered the course of the Foundation’s work, and the work of our partners.

We responded by forming the ‘Sustaining our Partners’ Taskforce and subsequent program; a deliberate piece of work around alleviating some of the stresses and pressures that the pandemic placed on our partners by allowing more flexibility with funding.

By the end of 2020 we had 82 partners on board and were proud to support their work and sustainability during one of the most challenging times the for-purpose sector has ever seen.

2021
Bushfires and building resilience

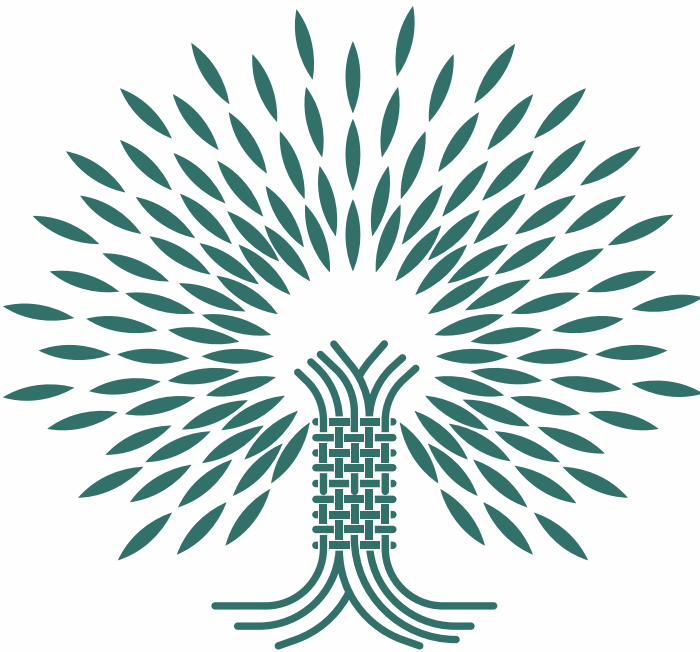
Total Partners

114

By 2019, the Australian bushfires took hold, causing intense devastation. Early in 2021, the Foundation established the Bushfire Recovery Taskforce, which in turn funded the Bushfire Resilience Program, designed to help bushfire-affected communities experiencing multiple forms of disadvantage.

With this work, the Foundation marked a shift in how it was going to work on transforming the way that we tackle complex social issues, including preparing for, and responding to disasters and the human crises they too often create.

By the end of 2021, we had 114 partners on board with us, working to break cycles of disadvantage.



2022
A Community Precinct for Social Purpose

Total Partners

115 and counting

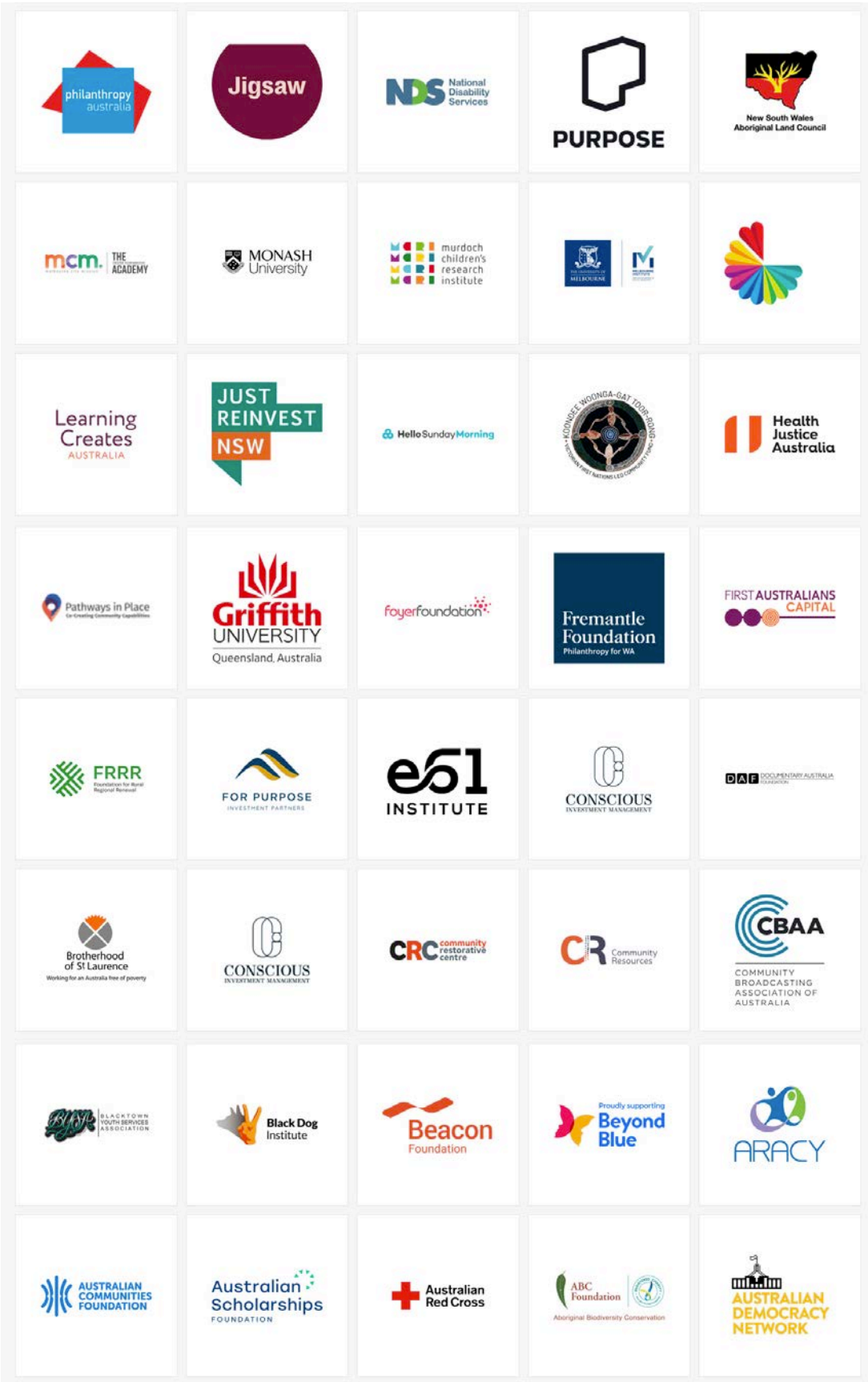
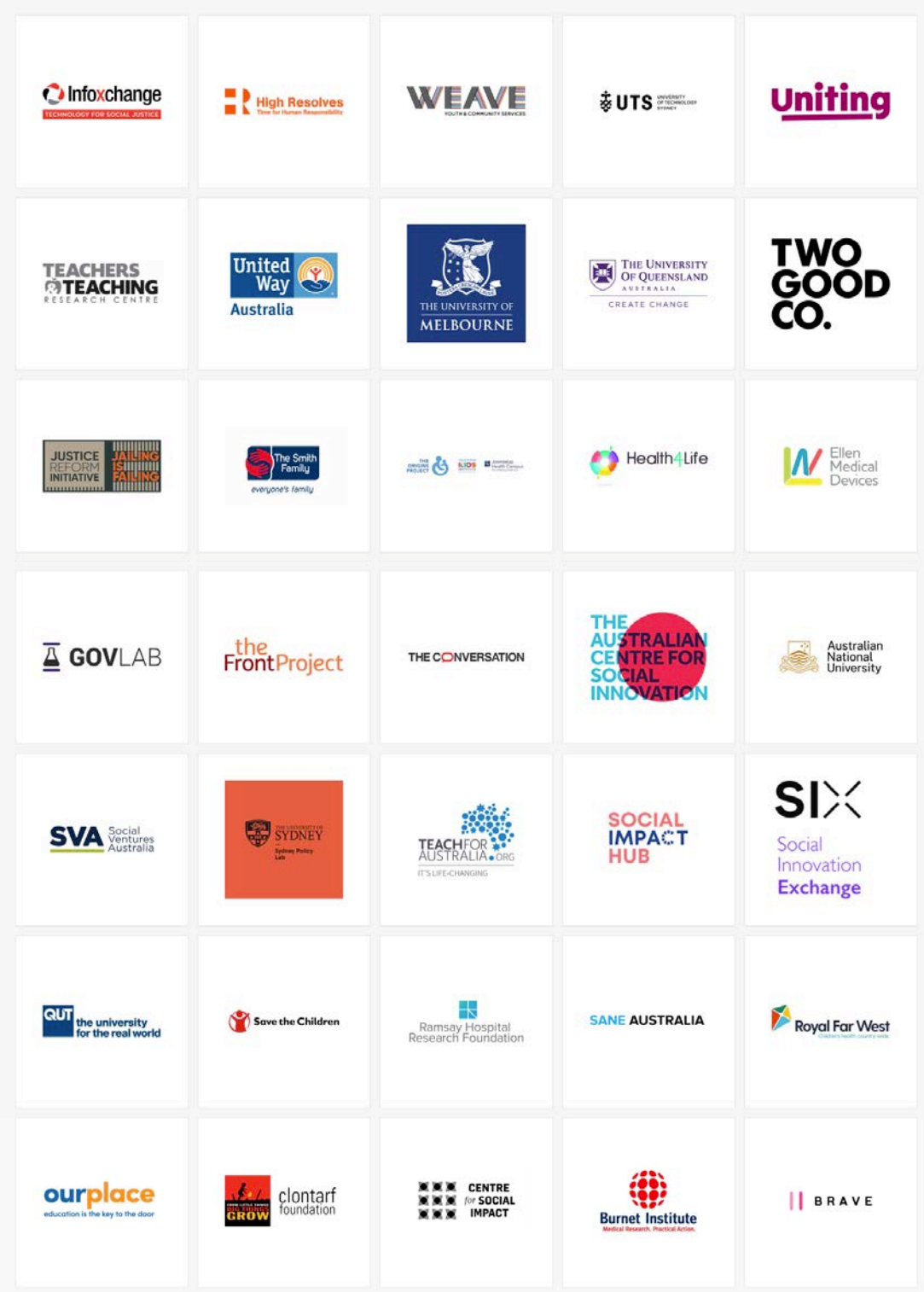
“Poverty in Australia is not inevitable. With skill, commitment and determination our society can break the cycle of intergenerational disadvantage.”

Professor Glyn Davis AC, former CEO of the Paul Ramsay Foundation

2022 saw the Foundation move into its landmark philanthropic headquarters at Yirranma Place. An investment in the future of social purpose in Australia, Yirranma Place heralds a new era in the way that philanthropy can work for social good. It is a space where for-purpose organisations, social enterprises, and people working for social change can collaborate; and for the local community to enjoy.

Our partners

\$800m



2022 and beyond: Future, focused.



IN 2022, WITH Professor Kristy Muir at the CEO helm, the Paul Ramsay Foundation continued to fulfil the strategy to break cycles of disadvantage, but with a renewed focus on impact and engagement.

The Foundation’s approach is grounded in its vision for a world where all people can live their best lives. It invests in and partners with organisations and communities across Australia that focus on enabling people and places to thrive. PRF builds the capability of organisations and the for-purpose sector and aims to influence through collaboration and advocacy.

“As PRF enters its third evolution,” says Kristy, “we continue to focus on creating lasting change.

“We look forward to strengthening our long-term partnerships and working across sectors, to help enable the conditions for people and places to thrive.

“We’re responding and adapting as we grow – to what the sector needs, to what communities need and, importantly, to what people with lived experience of disadvantage tell us will make the biggest difference to their lives.

“We acknowledge we’re only at the start.”

PRF commits to demonstrating its impact and the achievements of its partners through data and storytelling. In 2022 it launched a new website, with partner stories at the centre, and in early 2023 will publish its first annual review.



www.paulramsayfoundation.org.au

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The late Paul Ramsay AO established the Foundation in 2006 and, after his death in 2014, left most of his estate to continue his philanthropy for generations to come. At PRF, we believe that people and communities across Australia deserve to thrive. PRF's vision is to break cycles of disadvantage in Australia so that everyone has access to opportunities, regardless of their circumstance or postcode. We seek to identify and partner with individuals, communities, and organisations, and work across sectors to collectively achieve this change.