

Deadly Yarns is dedicated to sharing positive stories of Aboriginal and Torres Strait Islander peoples.



NT YOUNG ACHIEVER CLAIMS ANOTHER ACCOLADE

Aboriginal and Torres Strait Islander STEM Professional Early Career Award winner Rikki Bruce, with CSIRO Chief Executive Dr Larry Marshall.

Local Darwin woman Rikki Bruce has continued to add awards to her flourishing career as a graduate mechanical engineer with INPEX.

Already the recipient of 2019 NT Young Achiever of the Year, 2019 Indigenous Young Achiever of the Year Award, NT Aboriginal representative for Young Engineers Australia, and Aboriginal Student Ambassador, Rikki was presented with the Aboriginal and Torres Strait Islander STEM Professional Early Career Award at a Commonwealth Scientific and Industrial Research Organisation (CSIRO) awards event held in Darwin in March this year.

The Indigenous STEM Awards recognise and reward the achievements of Aboriginal and/or Torres Strait Islander science, technology, engineering and mathematics (STEM) professionals and students as well as schools, teachers and mentors working in Indigenous STEM education.

CSIRO Chief Executive Dr Larry Marshall acknowledged the significant achievements of the 2020 award recipients.

"CSIRO acknowledges Aboriginal and Torres Strait Islander peoples have made, and continue to make, extraordinary contributions to our culture, the economy and science and the achievements of our Indigenous STEM Award winners are excellent examples," Dr Marshall said.

Rikki is a recognised Aboriginal role model for women who are interested in working in STEM fields. Her engagement in wide-ranging programs and organisations also includes Career Trackers Indigenous Internship Program, the NT Department of Health and Education – Young Mothers are Strong Mothers Project and Engineers Australia – SySTEMic Collaboration.

SOLID PATHWAYS

EMPLOYMENT PROGRAM

INPEX-operated Ichthys LNG is one of the largest and most complex energy developments in the world.

To support the development and operation of Ichthys LNG's substantial assets, we are building a more diverse and inclusive workforce for the benefit of our people, our business and the community.

Our 'Solid Pathways' employment program is providing opportunities to develop and train Aboriginal and/or Torres Strait Islander peoples for future positions within

INPEX. Successful candidates are provided with on-the-job support and external training.

The Solid Pathways Program is intended to constitute a special measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), section 57 of the Anti-Discrimination Act 1996 (NT) and the Equal Opportunity Act 1984 (WA).

For further details about the available roles and how to apply, please visit www.inpexcareers.com.au

Dianne's offshore venture

Dianne Deegan, a Nyikina woman from the Kimberley region, has embraced a sea change since taking up the role of Offshore Service Technician on the Ichthys Venturer floating production, storage and offloading (FPSO) facility – which forms part of the Ichthys LNG offshore processing assets.

After working in Western Australia's Pilbara mining sector for seven years, Dianne's dedication and persistence in a male-dominated environment resulted in her becoming the first Aboriginal female open crane operator in Australia in 2012.

Today, Dianne is grateful for the opportunity INPEX Australia's Solid Pathways Program has provided her as an entrance point into the offshore oil and gas sector. In addition to on-the-job learning, Dianne will gain further across-the-board experience over the next 18 months to support her proficiency as an offshore service technician.

"I absolutely appreciate the new role. The FPSO facility crew are very supportive and happy to share their knowledge of operations with me. The roster is fantastic and very family-friendly and to top it off, how many people can say they catch a helicopter to and from work?" Dianne enthused.



Offshore service technician
Dianne Deegan.



Offshore service technician Dianne Deegan loves her role on the Ichthys Venturer FPSO.

Jacob plans for onshore success

Warramunga man (from Central Australia) Jacob Anderson was born in Darwin and raised in Katherine and has worked on Ichthys LNG onshore production facilities since 2012. He spends most of his time outside of work with wife Johanna who is from El Salvador and his two young sons David and Javier. Every opportunity they get, they are out and about fishing, hunting, camping and exploring in the Northern Territory.

Jacob commenced in construction as a trades assistant at the Ichthys Project accommodation village. He then continued other scopes of work during construction and finished with contractor Downer completing Ichthys LNG's combined cycle power plant in 2019. Throughout that time, Jacob supported five work packages and greatly valued the experience of being involved in constructing an onshore gas facility from the start through to the handover stage.

Since joining INPEX Australia's Solid Pathways Program in July 2019 as a trainee scheduler, Jacob said he has been enjoying the daily challenges in learning how to plan and schedule maintenance activities.

"Witnessing the plant develop from construction to operations has been enlightening. It's great to now be able to schedule and plan the plant maintenance work.

"My workmates and supervisor, Senior Onshore Operations Planner Sue-Ellen Biddiscombe, have been providing a great support network. Learning from Trace's Onshore Maintenance Scheduler José Galucho has also been a great experience as he has been a great mentor to me, passing on his knowledge and experience.

"The Solid Pathways Program has been a valuable experience and at the end of the program, I hope to continue working with INPEX. I think it is great INPEX is providing training and employment opportunities for born-and-bred Territorians and hopefully they can provide more opportunities in the years ahead," Jacob said.



Trainee scheduler Jacob Anderson enjoys learning how to plan and schedule Ichthys LNG's onshore maintenance activities.



ARTS WORKER EXTENSION PROGRAM BENEFITS ANGELINA

INPEX has been proud to support Arnhem, Northern and Kimberley Artists Aboriginal Corporation (ANKA) activities since 2013, through sponsorship of their Arts Worker Extension Program (AWEP) – an intensive vocational education program for Aboriginal and Torres Strait Islander arts workers from member art centres looking to learn new skills, expand their professional networks, advance their career and increase their participation in the wider arts industry.

Now in its second phase, following a successful five-year pilot, the AWEP Foundation Program's updated curriculum and delivery model aims to equip participants with the tools, knowledge, networks and confidence they need to undertake higher education, accredited training and leadership roles in the future.

Angelina Boona – a member of the artistically renowned Karadada family and arts worker at the remote Kira Kiro Artists in Kalumburu (Kimberley) – is one of the program's most recent graduates, having applied following some encouragement from her manager.

Over the course of nine months, Angelina joined other participants for training in Darwin and short internships at leading art institutions in Canberra, Sydney and Melbourne. She also completed training in Kalumburu, including orchestrating a virtual site visit of Kira Kiro Artists for ANKA staff.

Angelina emphasised the challenges of participating in programs like this, while living and working in a remote community.

"The program helped me get more confident in doing what I do best – art sales, emailing, wrapping and talking to visitors. I've also started curating special exhibitions and my long-term plan is to independently run the Kira Kiro art centre," she said.

Angelina credited the program for building her trust in her existing skills and knowledge, while opening the door to new learnings and experiences.



Angelina Boona, a recent graduate of the ANKA's Arts Worker Extension Program.
Photo credit: ANKA

SAVANNA FIRE MANAGEMENT BENEFITING COMMUNITIES



Traditional Owners and Rangers meeting at Bullita, Judbarra National Park, Northern Territory.

Aboriginal and Torres Strait Islander peoples have a long tradition of burning tropical savanna in northern Australia to reduce bushfire risks. The practice of strategically burning in the early dry season, when fires are cooler and more localised, is now also reducing carbon emissions.

Since 2017, significant benefits have been delivered from an A\$ 34 million Savanna Fire Management (SFM) program, funded by INPEX-operated Ichthys LNG and managed by the Indigenous Land and Sea Corporation in the Northern Territory (NT). The program's achievements include commencing two carbon credit generating projects – and a further two new projects are being prepared for start-up this year.

Native mammal population demographic monitoring sites were established on Tiwi Islands in 2018, as the first project progressed to fire management operations.

Uncontrolled fires are considered one of the key reasons for the recent decline in small mammal and local species diversity across the NT, so new projects are contributing to the protection of biodiversity values, including nationally threatened species.

Local land rangers and Traditional Owners provided vital assistance for the field work conducting intensive live-trapping. The monitoring sites also provided an opportunity to educate the younger Tiwi generation about the native mammal research through an engagement with a local college.

Pleasingly, early study analysis suggests fire management could help suppress population growth of feral cats, who pose a significant threat to many native species.

"Burning early in the dry season will also help to keep Tiwi plants and animals healthy," Gibson Farmer Illortaminni, Chairman, Tiwi Land Council said.

As well as providing tangible carbon offsets, the SFM program is creating opportunities for Aboriginal and/or Torres Strait Islander peoples to establish land management businesses, create jobs, facilitate cultural practices and care for their country.

Close to 200 Traditional Owners have been consulted and engaged with to assist in governance and new project development, since the SFM program commenced three years ago.

INTERNATIONAL WOMEN'S DAY EVENTS



Girls Academy students in Perth.



Guest presenter Clare Martin (in orange shirt), with Girls Academy students in Darwin.

Perth

INPEX's Perth office hosted students from two Girls Academy locations to celebrate International Women's Day, in March 2020.

The 2020 theme #EachforEqual was drawn from the notion of 'Collective Individualism.' We are all parts of a whole. Our individual actions, conversations, behaviours and mindsets can have an impact on our larger society. Collectively, we can make change happen. Collectively, we can each help to create a gender equal world.

During the morning session, the girls received a Welcome to Country from Nyoongar Elder and 2019 WA Women's Hall of Fame Inductee Irene Stainton, before hearing about the personal journeys of INPEX employees working within Aviation Coordination, Administration and Corporate Social Responsibility. The key message to the girls was that life's journey will not always be smooth nor necessarily in the career direction that they expected, but they should take advantage of any opportunities that may come their way.

Role Models and Leaders Australia Founder and Chief Executive Officer Ricky Grace then spoke briefly about the flagship Girls Academy program, which aims to empower Aboriginal and Torres Strait Islander girls and motivate educational success, to support improved outcomes for their health, emotional wellbeing, employment opportunities and life expectancy.

Following the morning session, Girls Academy students joined INPEX personnel for an International Women's Day event where Dr Sandy Chong provided a key note presentation titled *Achieving Sustainability*.

INPEX Australia's International Women's Day events support our commitment to the United Nations Sustainable Development Goal 5 – gender equality and women's empowerment: best practice for companies in our region.

Darwin

Girls Academy participants from Taminmin College and Palmerston joined about 100 INPEX Darwin-based team members for this year's International Women's Day event, which kicked off with a warm Welcome to Country from Larrakia woman Jeanneen McLennan.

Special guest speaker, former NT Chief Minister and Godmother to INPEX's Ichthys Venturer floating production, storage and offloading (FPSO) facility, Clare Martin shared some pearls of wisdom about the importance of seizing opportunities, along with some entertaining anecdotes about working alongside key INPEX personalities in supporting the development of Ichthys LNG onshore facilities in Darwin.

Clare's address was followed by a panel discussion with high achieving women working for INPEX and an onshore contractor organisation focussing on how they built their careers, navigating challenges such as socio-economic circumstances, family challenges and growing up in remote areas.

The event concluded with an awards ceremony where four women in the INPEX Operations and extended Ichthys LNG onshore team were commended for their efforts in the community and in empowering others to achieve.



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