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# UNICEF Australia Domestic Impact Report 2022

Shaping a better future for children in Australia



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# <u>Making Australia a</u> <u>Better Place for Children</u>

## **Introduction**

UNICEF is the world's largest organisation for children. Across 190 countries, our mandate is to protect the rights of children and young people and to improve their lives. We believe all children -including those here in Australia - have the right to survive, thrive, and to reach their full potential.

For most children, Australia is one of the best places in the world to grow up. But that's not the case for everyone. Sadly, inequality is widening, disadvantage is being further entrenched, and growing numbers of Australian children face barriers to realising their full potential.

2022 has been a challenging year for many Australian children and their families. Across the country, children continue to experience the compounding impacts of more frequent and more intense climate driven disasters, just as they strive to catch up on lost learning and other challenges that have stemmed from COVID-19. We have been shocked by reports of poor treatment of some of our most vulnerable children and young people in youth justice settings. And we know that the child protection system is struggling to meet the needs of the growing numbers of children and families who rely on it.

Business as usual is no longer an option in the face of these challenges. UNICEF Australia is working hard to help create an Australia where every child is healthy, educated, protected, respected, and involved in planning their future. We are making a difference by drawing on UNICEF's global knowledge and experience and putting it into practice here at home. Through partnerships, advocacy and **C** This report tells the story of how our work in collaboration with many others and fuelled by the generosity of our supporters has made a difference in 2022.

ensuring the voices of young people are heard, we are striving for a better future for all children, especially Australia's most vulnerable.

This report tells the story of how our work in collaboration with many others and fuelled by the generosity of our supporters has made a difference in 2022.

# <u>Highlights of UNICEF</u> <u>Australia's work in 2022</u>



#### **Influence and Impact**

Our advocacy for children helps create better policies and more investment to support them. 2022 highlights include:

- Securing a \$1.4 million government grant to expand the Family Friendly Workplaces (FFW) program over the next three years. Through this Federal investment, we now look to grow the program from 70 Family Friendly certified organisations in 2022, to 500 by 2025.
- We informed the development of the National Framework for Managing COVID-19 in Schools and Early Childhood Education and Care, adopted in January 2022. We also supported State and Territory Governments to develop their back to school plans after extended school closures

## Centering children in disaster preparedness, response, and recovery

Following the success of the UNICEF Australia and Royal Far West's Bushfire Response Program which launched in 2020 and has reached over 27 communities, the Australian Government made a contribution of \$4.5 million in 2022 to enable the extension of similarly targeted support to children impacted by the catastrophic Northern NSW and Southern Queensland floods.

#### Voices of young people

In 2022, through our Young Ambassador Program, we consulted over 4,000 young people nationally, aged 15-24 in 2022, ensuring they were able to contribute to the national conversation on the big issues that affect their lives.

We also launched the first ever Better World Summit and in partnership with BUPA. We engaged over 150 year 10 students from schools across Greater Sydney to share their perspectives on what would make a better world for Australian children. Major themes that emerged across 2022 include mental health, equity, climate change, and meaningfully participation in decision making at all levels.

## Adding value through partnerships

Key highlights in 2022 include the design and delivery of a Needs Assessment in partnership with Royal Far West following the Northern NSW and Southern Queensland floods of 2022. This project was undertaken with the intention to both understand and consider the needs of children in recovery and to inform program design and delivery.

## Measuring What Matters: <u>A National Children's</u> <u>Index</u>

We collaborated with the Australian Research Alliance for Children and Youth (ARACY) to create the Australian Children's Wellbeing Index – a framework which shows what life is like for children aged 0 to 24 in Australia.

In 2022, we met with key ministers to discuss how we can utilise the index data to bring about policy change and targeted investment for children's wellbeing. The Index is also helping to shape the Australian Government's own approach to developing its first ever definition of children's wellbeing, and ensuring the outcomes can be tracked over time through a consistent set of indicators.

## Collaborating with the private sector

A significant piece of work this year, undertaken together with Ethical Partners Investment Fund, was benchmarking Australian Securities Exchange (ASX200) companies' consideration of children's rights. The benchmarks found that:

- Less than 1% of companies have a specific commitment to respecting children's rights further than child labour;
- 2% of companies disclosed that they identify children as a stakeholder group and engage directly with them;
- 2% of companies disclosed that they have some sort of child safeguarding mechanism or policy

This presents an extraordinary opportunity for Australian business to increase their focus on safeguarding children.

# 2022 Highlights

#### **Influence and Impact**



## \$1.4 million

government grant to expand the Family Friendly Workplaces (FFW) program over the next three years



Informed the National Framework for Managing COVID-19 in Schools and Early Childhood Education and Care

## Centering children in disaster preparedness, response, and recovery



## \$4.5 million

contributed by the Australian Government to enable the extension of targeted support to children impacted by NSW and SEQ floods

#### Voices of young people



Designed and delivered a Needs Assessment in partnership with Royal Far West following the Northern NSW and Southern Queensland floods of 2022.

#### Voices of young people



## 4,000+

young people consulted nationally



## 150+

year 10 students engaged across Greater Sydney to share their perspectives on what would make a better world for Australian children.

## Measuring What Matters: A National Children's Index

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The Children's Wellbeing Index is helping to shape the Australian Government's own approach to developing its first ever definition of children's wellbeing

## Collaborating with the private sector



Benchmarked Australian Securities Exchange (ASX200) listed companies' consideration of children's rights and provided best practice guidance on how companies can better consider children's rights.

# Our impact for children in 2022

#### **Our intended outcomes**



# How we work in Australia

At UNICEF Australia, we're making a difference by putting our years of experience working for children and young people around the world into practice here in Australia. Through partnerships, advocacy and ensuring the voices of young people are heard, we're striving for a better future for Australia's children and youth.

Since 2020 and following the devasting Black Summer Bushfires and the COVID-19 pandemic, UNICEF Australia has accelerated its domestic program and advocacy work to drive results for children. In 2022, UNICEF Australia identified three thematic areas of focus, which included:

- Investing in the Early Years addressing disadvantage in the early years so that all children in Australia receive the best start in life
- Adolescent Potential and Wellbeing - empowering young Australians to influence the issues that are important to them and ensuring they have a chance to reach their full potential

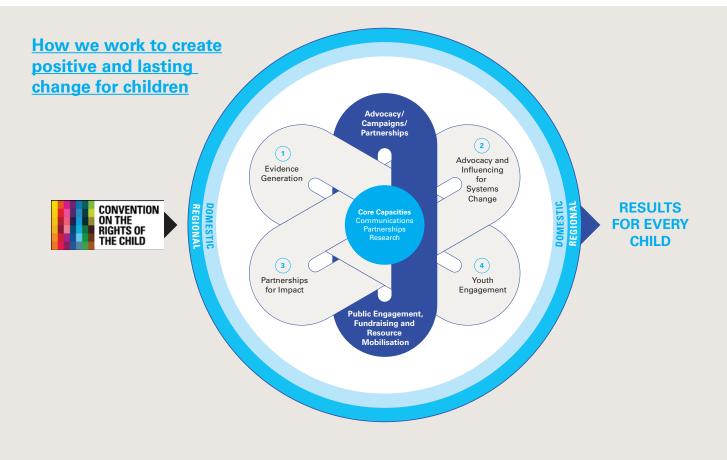
• **Children in Crisis** - rapid response and prioritisation of the needs of children and families in crisis through advocacy with governments and targeted programs

## How is UNICEF Australia achieving results for children?

UNICEF Australia is working to create an Australia where every child is healthy, educated, protected, respected and involved in planning their future. Anchored in the Convention on the Rights of the Child and building on the lessons we have learned, we aim to achieve results for children in Australia through the following strategies:

• Advocacy with Governments to address inequality and chronic child rights deprivations in Australia. We work in partnership with all governments across Australia to strengthen policies and drive positive system change for children.

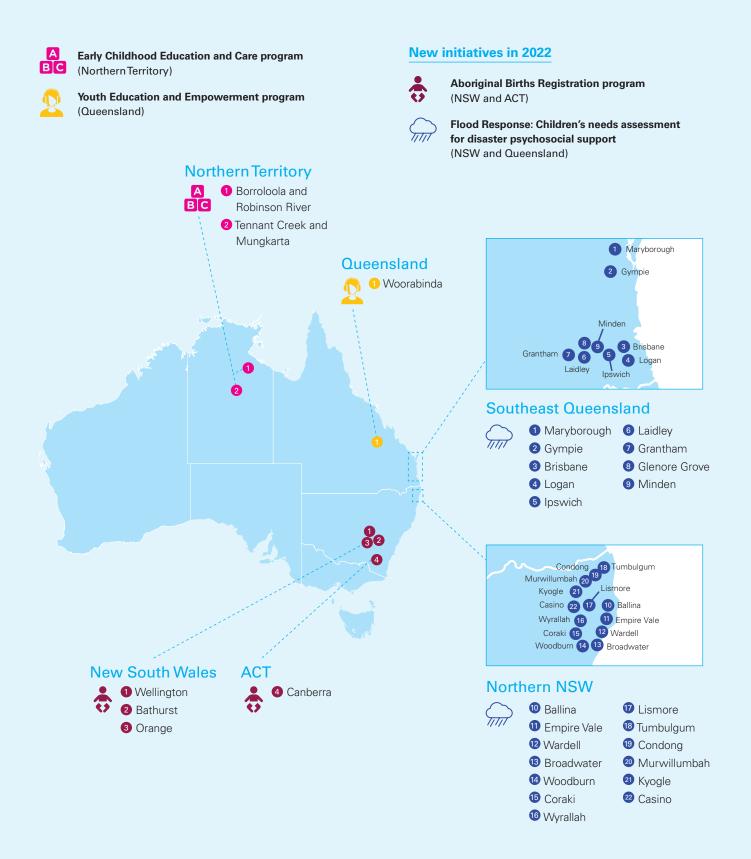
- Partnerships to target inequality and accelerate impact. Together with our partners we address critical gaps and needs of the most vulnerable children in Australia and help drive greater investment in strategies that work for children, especially the most disadvantaged. We collaborate with community organisations, academia and the private sector to drive change at scale.
- Elevating the voices of young people and facilitating child and youth participation, listening to children and ensuring they have say in policies and programmes that shape their lives and communities
- Creating ground-breaking knowledge, data and evidence on the situation of children and young people in Australia and using this knowledge to inform and guide national decision-making - with the objective of improving children's well-being





# Where we work in Australia

This map highlights the locations where we work for children, families and communities in Australia.



# Early years: the best start in life

We want to stamp out disadvantage in the early years so that infants and young children get the best start in life.



developmentally on track in all five AEDC domains. This was a decrease from 35.2% in 2018.

More than 200,000 First Nations people are estimated to be without a birth certificate.

Source: www.closingthegap.gov.au/nationalagreement/targets NICEF works to ensure that children can have the best start in life by supporting families, improving services, and strengthening systems across all aspects of the Nurturing Care Framework. This includes health, nutrition, early learning, and protection.

## Key achievements in 2022 include:

**Making Australia family-friendly**: The Family Friendly Workplaces program continued to engage the private sector to boost the wellbeing of children and carers across Australia, as well as promote inclusion and gender equality in the workplace through familyfriendly policies.

Key achievements from the program in 2022 include:

- 90 workplaces have integrated child rights policies and practices, which has benefits for more than 315,000 parents and caregivers.
- An impact assessment framework was established to enable the measurement and tracking of outcomes.
- A White Paper was published that provides a comprehensive friendly workplaces policies and practices, as demonstrated by the experiences of the first group of Australian employers to be benchmarked and certified.

Our advocacy for a family-friendly Australia in the lead-up to the 2022 Australian federal budget led to significant success with the new government. Post-election, we have been one of many organisations involved in a strong sector call-toaction for reform on Early Childhood Education and Care (ECEC) and paid parental leave (PPL).

As a result of ongoing advocacy, the new Australian Government introduced legislation backed by funding to make sweeping changes to Australia's Early Education and care system, including to the Child Care Subsidy.

The federal budget also committed to increasing paid parental leave to 26 weeks, adding an additional two weeks

from July 2024, and increasing to the full 26 weeks by 2026. Furthermore, the Australian Government has committed \$1.4 million for UNICEF Australia and our partner, Parents At Work, to continue to deliver the Family Friendly Workplaces program and target 500 additional organisations by 2025.

#### Indi Kindi early learning: In

partnership with the Moriarty Foundation, UNICEF Australia invests in targeted programs in four remote communities in the Northern Territory. The focus is to achieve significant change in development outcomes to ensure that children aged from birth to five years – especially the most vulnerable – thrive and survive. The program integrates education, health and wellbeing, and addresses 13 of the 17 Closing the Gap targets.

Key achievements from the program in 2022 include:

 Designing and delivering the new Indigenous Early Years program on Country in two new communities – Tennant Creek and Mungkarta.

#### Program highlights



## 90

workplaces and 315,000 employees benefited from family-friendly workplace policies and practices



remote communities have access to an early learning and nutrition program on Country



- Formally enrolling 34 children, providing support for more than 70 parents and caregivers, and engaging with local Elders.
- Training six educators in Certificate III Early Childhood Education and Care and Trauma Informed Care.
- Partnering with key community service providers, including Connected Beginnings, Barkly Regional Council, Anyinginyi Health Aboriginal Corporation, and Julalikari Council Aboriginal Corporation.

## Addressing the challenge of the under registration of births in

Australia: Birth registration and the possession of a birth certificate has long been recognised as a fundamental human right, as affirmed in the United Nations Convention on the Rights of the Child and committed to under the Sustainable Development Goals. However, some communities in Australia historically had lower registration and certification rates compared to the general Australian population, including First Nations communities. This limits access to vital services such as healthcare, child protection, education and employment.

Low birth certification and registration is linked to several factors: birth certificate cost, geographical isolation, complicated paperwork, literacy levels, and other historical and cultural issues, such as a fear and mistrust of government services.

In order to achieve universal birth registration in Australia, UNICEF Australia is working to:

• Eliminate the barriers that Aboriginal and Torres Strait Islander people face when obtaining a birth certificate or registering births. To do this we have firstly partnered with Pathfinders, a communitybased organisation that runs an Aboriginal Birth Certificate Program. Pathfinders actively assist Aboriginal and Torres Strait Islander clients with registering their births or the births of their children. To date UNICEF Australia has supported six community events, registering over 500 births across NSW and the ACT through this partnership.

 Strengthen research and evidence based on the issues and barriers to birth registration in partnership with academia and community organisations. In 2023, we will campaign for Universal Birth Registration and the provision of certification to drive awareness of the issue with governments and Australian public. Our ultimate ambition is driving systemic change that allows us to count every child, no matter where they live or what language they speak.



#### CASE STUDY

It is estimated that more than 200,000 Aboriginal people do not have a birth certificate, a document that allows Australians to vote, drive, apply for government benefits, and enrol in school. A shift to online registration, without the opportunity for face-to-face assistance, creates further barriers for those with limited technology access. In late 2022, UNICEF Australia supported Pathfinders, to deliver 6 Community Roadshows in NSW and the ACT with 500 birth certificates issued. Across each event a staff member provides support to all applicants through a 20-minute registration process with a Justice of the Peace on site. Multiple family members were also able to register and apply for birth certificates together on the day.

# Adolescent potential and wellbeing

We want adolescent girls, boys and those of other gender identities to reach their full potential.

42% of young First Nations people (aged 15-24) in Queensland are not fully engaged in employment, education or training.

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#### **Program highlights**



young people's voices elevated and consulted on global and local issues important to them



## 60

advocacy engagements between decision makers and young leaders



# 85%

of young people in the Sprints Passport program have gained a formal certification or qualifications NICEF Australia is empowering young Australians to take action on the issues that are important to them. We believe in elevating the voices of children and young people and creating opportunities for them to be able to participate in shaping policy on matters that impact them.

In addition, we want adolescent girls, boys and those of other gender identities to reach their full potential. We work to achieve these goals through advocacy, partnerships and youth consultations that:

- **Promote policies and laws** that encourage adolescent wellbeing, enables access to a quality education and supports civic participation with state and federal governments
- Strengthen platforms for adolescent participation, helping bring adolescents together through leadership programs as well as creating digital and civic participation platforms. By doing so we will promote young people's involvement with regards to the big issues that they face, ensuring their voices, ideas and concerns are heard by policy makers
- Targeted program support for the most the most marginalised and vulnerable youth in Australia, including skills development and education programs that empower young Indigenous adolescents in rural and remote communities

## Key achievements in 2022 include:

#### Young Ambassador program

The UNICEF Australia Young Ambassador Program provides young people aged 15-24 with an opportunity to further develop leadership capabilities and contribute to the national conversation on the issues that affect their lives and to help ensure that every child has a fair chance. In 2022, our Young Ambassadors:

• Reached over 2000 children and young people across Australia through consultations and a national research survey. Key themes that emerged from this work included major concerns around climate change, long term impacts of COVID-19 as well young people wanting an opportunity to participate in genuine change making.

 Following this, our Young Ambassadors captured these outcomes, in the 'Children's Voices in a Changing World' report. This was presented to the Nation's leaders at Parliament House by the Young Ambassadors in September 2022.

#### Improved digital wellbeing for

children: In late 2021 and early 2022, our Young Ambassadors met with the eSafety Commissioner to provide guidance on the make-up and operation of the planned Online Safety Youth Advisory Council. Following this engagement, the recruitment for the council began and we shared this through our youth networks. The council was launched in early 2022, with one of our Young Ambassadors appointed.

## First Australian youth consultation about the metaverse: UNICEF

Australia's Young Ambassadors were nominated by Project Rockit (a member of Meta's global safety advisory board) to participate in four roundtable discussions regarding the metaverse with 35 youth leaders from headspace, ReachOut, the Centre for Multicultural Youth (CMY), UNICEF, Minus18, Orygen, and Indigital. The roundtables were the first Australian youth consultations about the metaverse. The aim was to understand young people's perspectives about what the metaverse could offer them. They considered how future youthcentric social communities can be co-designed. Among key areas of concern was the need for informed decisions on how to foster young people's digital literacy and embed safety and wellbeing into emerging metaverse technologies. The findings of the report were published in November 2022.

**44** Being a Young Ambassador has shown me that things that I thought were unthinkable to do as a young person are not only thinkable but can be done.

Better World Youth Summit: In order to understand how Australia could be more child friendly, we hosted our first youth summit in partnership with the BUPA Foundation. The event saw 150 Year 10 students from schools across Greater Sydney join us at Taronga Zoo in July 2022. Attendees participated in activities and discussions about youth voice, environment and wellbeing. The summit also explored issues such as mental health, equity, climate change, and sustainability. Recommendations developed at the summit included prioritising mental wellbeing services for children and young people in local communities, and supporting opportunities for children and young people to meaningfully participate in developing policy and community programs.

#### **National Youth Advisory Committee**

**established**: UNICEF Australia called for a national advisory body of young people to inform government on policy issues that affect them in our pre-election platform and during the post election period. Our targeted engagements with government and high-impact media – including the 9 News election blog and one of our Young Ambassadors appearing on ABC Television's *The Drum* – resulted in \$10.5 million being committed by the Australian Government towards a new National Youth Advisory Committee.



#### CASE STUDY

Dakota (pictured above, second from left) was mentored and supported by the Community Spirit Foundation team through the Sprints Passport Program in 2022. She has already gained an impressive list of achievements, thanks to the program. Dakota has also started a Certificate III in Sport and Recreation. "I was really nervous, but they were there to encourage me," Dakota says. "They told me I can do anything." Dakota has her sights set on being a youth worker. She has been selected to play for the Indigenous Rugby Sevens team

#### Sprints Passport - Skills Development and Education

**Program:** Since 2021, UNICEF Australia has partnered with the Community Spirit Foundation to support young people aged 15-18 living in remote communities with high-impact interventions. Through the Sprints Passport program, we empower First Nations students in the remote community of Woorabinda, in Central Queensland, to transition from secondary school to tertiary study and the world of work. The program also promotes the completion of year 12 and helps build students confidence and resilience. A critical component of this program is supporting young people in remote communities obtain personal identification documents, such as birth certificates, driver's licences and Unique Student Identifiers (USI), which they need to enroll in registered training courses and to secure employment.

# <u>Children in crisis and</u> <u>emergencies</u>

We elevate and prioritise the needs of Australian children in disaster preparedness, response and recovery.

...

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hildren are highly exposed and vulnerable to disasters. UNICEF Australia prioritises the needs of Australian children in disaster preparedness, response and recovery.

## Key achievements in 2022 include:

The 2022 floods were some of the most severe in Australia's history. Large parts of New South Wales, Queensland, Victoria and Tasmania were flooded throughout the year.

Based on our response to the 2019-20 Black Summer bushfires across NSW and Victoria, UNICEF Australia was uniquely positioned to draw on our expertise and work with our partners to ensure children's needs were understood and prioritised in the flood response and recovery.

Our key response strategies included:

- Support of specialist mental health and psychosocial support programs: As a result of our previous advocacy work, our partner Royal Far West received Australian Government funding to deliver long-term mental health support to children under 12 and their parents and educators in flood-affected areas in Northern NSW and South East Queensland. We conducted a children's needs assessment with Royal Far West, speaking to over 50 educators, parents and government officials to better understand how children were impacted and their recovery needs
- Helping to elevate the voices of children and young people: We helped coordinate consultations with young people to ensure that their perspectives are heard by decision-makers and the wider community and that they have an influence on shaping public policy.
- Ongoing advocacy in disasters and emergency response: We presented at the AIDR Sector Response Webinar: Recovery

Matters, with an expert panel who shared their insights into children's needs and experiences of the floods to a broad audience of over 700 people. We continue to push for reforms.

#### A podcast series to support educators and school communities

through disasters: In collaboration with the Australian Child and Adolescent Trauma, Loss and Grief Network at the Australian National University, we produced the *Disaster Talks* podcast series to support educators and school communities better prepare and respond to extreme weather events such as bushfires and floods.

The podcast shares expert evidencebased advice and the wisdom that schools have gained navigating the past two years through challenging experiences and making these learnings accessible to a wider school audience. In its first week, the podcast was downloaded more than 100 times across Australia, the United States, Canada, Thailand, and the Philippines.

#### COVID-19 back-to-school

campaign: Following on from our successful COVID-19 advocacy in 2021, UNICEF Australia was called upon by the Australian Government to help provide support in encouraging states and territories to commit to reopening schools in Term 1. As a trusted advisor, we were able to send correspondence to state and territory premiers and chief ministers calling for a unified national commitment to keep schools open. The result was a national commitment matched by every state and territory in Australia to implement plans to get children back to school and keep schools open. UNICEF Australia Chair Ann Sherry AO was invited to appear alongside the NSW Premier at his daily press conference to support the reopening of schools. Our efforts prevented children experiencing further disruptions and lost learning.

## Program highlights



## \$4.5 million

committed by the Australian Government to support children affected by the floods



flood-affected schools supported with long-term psychosocial and mental health support



#### CASE STUDY

"Speaking with flood affected communities across New South Wales and Queensland in 2022 through our Needs Assessment, I saw how children's education, safety, mental health and wellbeing have been seriously impacted by the disaster. But children's needs have been for the most part been hidden. With climate change increasing the frequency and intensity of these disasters the Government must invest in child sensitive response frameworks. It's also critical we prioritise the collection of data and information about children's needs to provide tailored disaster responses." Adrienne O'Dell, UNICEF Australia Manager of Impact

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# <u>Creating an enabling</u> <u>environment for</u> <u>children's rights</u>

NICEF Australia collaborates with a wide range of stakeholders, including the private sector, investors, academia and governments to drive sector wide reform for child rights at scale. Through this work we seek to influence the integration of children's rights and safeguarding into business standards, policies and practices to prevent adverse impacts on children. Key to this work is developing practical tools and guidance for businesses on how to integrate respect for children's rights into dayto-day work. Importantly, UNICEF Australia also creates knowledge, data and evidence on the situation of children and young people in Australia. This information is used to assist policy makers and guide national decision-making.

## Key achievements in 2022 include:

Australian Children's Wellbeing Index: The Australian Children's Wellbeing Index is an important accountability tool that measures, tracks and provides visibility of the wellbeing of children in Australia. The index was created by aligning UNICEF's child rights approach with existing evidence-based framework for child and youth wellbeing, developed by the Australian Research Alliance for Children and Youth (ARACY).

The Australian Children's Wellbeing Index is a framework to: show what life is like for children and young people aged up to 24 in Australia; track progress on children's rights and wellbeing; and influence decisionmakers to make Australia among the best places for children to grow up. In 2022, we refreshed the index with two major data releases – the 2020-21 National Health Survey and the 2021 Australian Government Census.

## Benchmarking ASX companies' consideration of children's rights:

Every ASX (Australian Securities Exchange) company interacts with children in some way: as consumers, as employers of their parents and caregivers, and through the way in which business operations affect a child's society and environment.

Companies and investors are responsible for protecting children's rights, as underpinned by multiple international frameworks and principles, such as the 1989 UN Convention on the Rights of the Child.

In late 2021, Ethical Partners Funds Management, in collaboration with UNICEF Australia, undertook a benchmarking exercise of the ASX 200 to examine the way businesses impact children. Utilising UNICEF's global standards tool – Investor Guidance on Integrating Children's Rights into Investment Decision Making – 214 organisations were benchmarked by the Ethical Partners sustainability team.

This research was undertaken also with the hope of deepening the conversation between investors and ASX-listed companies about their understanding and consideration of children's rights.

We found that less than 1 per cent of companies have a specific commitment to respecting children's rights further than child labour. Only 2 per cent identified children as a stakeholder group and engage directly with them. This represents an opportunity for Australia's leading organisations to increase their focus on children.

"It is very clear through this research that the need for corporate and investor attention to the impacts of business on children and their rights has never been more urgent," says Robyn Parkin, Head of Sustainability at Ethical Partners Funds Management.

## Policy submissions, statements and appearances

Throughout 2022, UNICEF Australia made submissions to Parliamentary committees, appeared at Senate committees and inquiries, and made public statements on issues relating to children's rights in Australia. This included:

- Five submissions to Parliamentary committees, including a submission to the 2022 NSW Flood Inquiry.
- Four public statements, including a joint statement with seven other NGOs calling on the

Australian Government to prioritise repatriation of Australian children from Syria.

 Three appearances at Senate committees and inquiries, including the Senate Select Committee on Work and Care.

## **Our publications in 2022**

We create and publish knowledge, data, and evidence about children and young people in Australia to inform and guide national decision-makers. In 2022, this work included:

- 2022 Flood Response and Recovery.
- Better World Youth Summit
  Communique.
- Bridging the Work and Family Divide: Understanding the benefits of family friendly workplaces.
- Disaster Talks podcast.
- Integrated Child Rights across the ASX: A UNICEF Investor Tool Benchmarking Report.
- The Wellbeing of Australia's Children: A story about data, a story about change.
- → Scan the QR code to read our knowledge, data and evidence pieces and reports on our publications site.





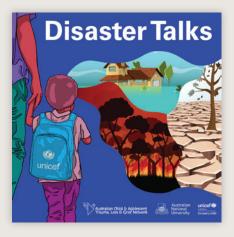




#### BRIDGING THE WORK AND FAMILY DIVIDE: Understanding the benefits of

family friendly workplaces





# Thank you to our partners and supporters

Thank you to our supporters, donors, collaborators and partners. We could not achieve these results for children without you.

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t UNICEF Australia, we believe that partnerships are fundamental to achieving positive outcomes for children and communities. We would like to thank each of our local community, academic and research, and private sector partners for working with us this year.









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## Acknowledgement of country

UNICEF Australia acknowledges the Traditional Custodians of Country of the land and communities in which we and our partners work throughout Australia, and their connection to their lands, waters, and communities. We pay respect to Aboriginal and Torres Strait Islander peoples and cultures, and to Elders past, present and emerging.

One of the world's most trusted organisations, UNICEF (the United Nations Children's Fund) has been working tirelessly for 75 years to support the health, nutrition, education and protection of the world's children. UNICEF teams are working in more than 190 countries with local partners – including local and national governments – to deliver life-saving help and to create sustainable change. UNICEF is non-partisan and its cooperation is free of discrimination.



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