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colours

...

Wednesday 24 February 2021

order of events

official welcome

Individual Distinction award


Outstanding Organisation award

Team Innovation award



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welcome

Since 2007, HESTA has celebrated people working in health and community services through the HESTA Awards Program to recognise and reward the extraordinary work being done across health and community services. This year we have introduced the HESTA Impact Awards to celebrate the outstanding professionals who are committed to creating a better future for our communities.

Building a better world doesn't happen overnight. It's the small steps taken by many over time that will help us close the gap on inequality, fight climate change and improve diversity and inclusion.

Each of the 11 finalists have been selected for their leadership, focus and incredible dedication to developing more sustainable business practices, working daily to reduce disadvantage in our communities and improving health outcomes for more Australians. Their work has pushed boundaries, shown innovation and is making a real difference to people's lives.

These highly skilled professionals deserve to be recognised for the incredible impact they have had in their communities, which is why HESTA is proud and privileged to help shine a spotlight on their achievements.

Finalists were chosen across the categories of Outstanding Organisation, Team Innovation and Individual Distinction and were selected from hundreds of nominations by an independent judging panel.

The prize for each category is \$10,000 for further education, service or team development, generously provided by proud HESTA Impact Awards supporters Link, AIA and CMS Australasia.

Thanks and appreciation to our judges who have had the difficult task of selecting the winners across areas of impact including sustainability, waste management, gender equality, diversity and inclusion, improved health outcomes, improved patient wellbeing and sector-wide partnerships.

On behalf of HESTA, our award partners and the awards judging panel, we hope you enjoy this evening's presentation as we honour the finalists and winners for 2021.



Debby Blakey
Chief Executive Officer
HESTA

judging panel

Anna Claude Director, Strategy & Transformation, NSWNMA & HESTA Board

Dr Liz Hanna Director H3L Pty Ltd & Chair, Environmental Health Working Group World Federation of Public Health Associations

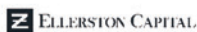
Jeremy McLeod Design Director, Breathe Architecture & Managing Director, Nightingale Housing

Denis Moriarty Group Managing Director, Our Community

Holly Ransom Founder, emergent

student sponsorship

The following sponsors are assisting the next generation of health and community service professionals to share in the experience of the HESTA Awards. We thank them for their generous support.



meet our host



Jamila Rizvi is an author, presenter and political commentator. Described as one of the pre-eminent voices of young Australian women, Jamila injects her own special brand of humour, irreverence and authenticity into the public debate.

Jamila is currently Editor at Large of Future Women - a Nine Network subscription site aimed at professional women and female entrepreneurs. She was editor-in-chief of Mamamia, is an accomplished host and commentator, and appears regularly on The Project, The Drum and ABC Radio.

Previously, Jamila worked in politics for former Prime Minister Kevin Rudd and Minister Kate Ellis. Having advised

governments at the very highest levels, she has extensive experience in policy areas including women, media, childcare, employment and youth. She has authored two best-selling books Not Just Lucky (2017) - a career manifesto for millennial women - and The Motherhood (2018) - a collection of letters from some of Australia's favourite women, sharing what they wish they'd known about life with a newborn.

In 2014 Jamila was named one of Cosmopolitan's 30 Most Successful Women Under 30 and in 2015, was listed as one of Australia's 100 Women of Influence by the Australian Financial Review. In 2017 she was included in the Weekly Review's top ten list of young rising stars.

Jamila has interviewed subjects as diverse as Bill Gates, Kim Kardashian, Julia Gillard, George Megalogenis, Dannii Minogue, Tom Keneally and Naomi Watts. She is an Ambassador for CARE Australia and refugee advocacy group Welcome to Australia and is a board member for public policy think tank, The McKell Institute and the Melbourne Writer's Festival.

Jamila studied at the Australian National University, where she was the student body president in 2008, holds Bachelor degrees in Law and Commerce and was named Young Alumnus of the Year in 2014. She lives in Melbourne with her husband Jeremy, son Rafi and a lot of washed but regretfully unfolded washing.



individual distinction finalists

This award recognises individuals who demonstrate a commitment to creating a better future by initiating or developing a service, system or process that is having a positive impact on society, the economy and/or our planet.



AJ Williams-Tchen

Girraway Ganyi Consultancy, Balwyn VIC

Area of impact: Diversity and inclusion

AJ Williams-Tchen is recognised for his work to support the mental health of Aboriginal and Torres Strait Islander people by providing Mental Health First Aid training to communities, cultural awareness programs in mainstream workplaces, and mentoring and support programs for Indigenous students in schools and Indigenous employees in workplaces.

An Aboriginal man of Wiradjuri/Wotjobulak background, AJ has trained more than 6000 people to become Mental Health First Aiders and has worked with more than 180 organisations across Australia to help them create culturally safe working environments. During the COVID-19 outbreak, AJ developed a YouTube channel to provide a culturally safe space for Aboriginal voices and allies to share stories.



Jodie Bergsma

Dress for Success Sydney, Marrickville NSW

Area of impact: Diversity and inclusion

Jodie Bergsma is recognised for her exceptional leadership in supporting women to find employment through Dress for Success Sydney's career support program. Dress for Success Sydney helps New South Wales women in need improve their employability by providing professional clothing, support networks, coaching and career development tools for free.

Women were the hardest hit by COVID-19 job losses. When the pandemic forced Dress for Success Sydney to cease face-to-face support, Jodie was instrumental in taking the career support program online, giving women access to webinars on networking into the job market, creating a better resume, building confidence to set goals, digital technology, as well as individual mock interview practice.

Jodie not only supported the facilitators but also worked individually with the women to help them access the webinars. Many had limited computer skills or lacked confidence and Jodie helped these women directly to overcome these barriers to participation, breaking down their isolation and building their confidence, skills and networks. Jodie also connected with a major migrant referral service to assist migrant and refugee women with their employment search, ensuring they were not left behind.

From February to June 2020, the number of women who participated in the online career support program increased by 40% and continues to grow.



Julia Claire Hales

My Place WA Ltd. and Black Swan State Theatre Company, Subiaco WA

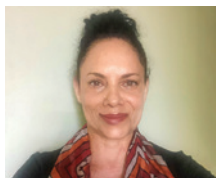
Area of impact: Diversity and inclusion

Julia Claire Hales is recognised for her leadership in changing perceptions of people with disability through arts and culture. With a performance career spanning 21 years, Julia has spent her life educating the community about the potential and possibilities of people with Down Syndrome.

She collaborated with an established playwright and Western Australia's Black Swan State Theatre Company to create the work *You Know We Belong Together*, in which she also performed the lead role. The play has been critically acclaimed, receiving three awards in the Performing Arts WA Awards and an invitation to the Edinburgh Festival in 2021.

Julia has paved the way for other performing arts practitioners with Down Syndrome and other disabilities. Her six peers in *You Know We Belong Together* have all gone on to progress their own work, including a short film and a solo exhibition at the 2021 Perth Festival.

In addition to her work in performing arts, Julia has volunteered extensively as a community educator to work with parents of babies with Down Syndrome, as well as a speaker at schools and events to change perceptions. Julia recently hosted an episode on the ABC program *Compass*, *The Upside of Downs*, addressing difficult questions about Down Syndrome with empathy and courage.



Melissa Browning

Gold Coast Hospital and Health Service, Southport QLD

Area of impact: Diversity and inclusion

Melissa Browning is recognised for her leadership in developing and implementing an innovative approach to improve racial and health equity for Aboriginal and Torres Strait Islander Peoples, building understanding and inclusion in Gold Coast Hospital and Health Service (GCHHS).

A proud Bundjalung and Kullilli woman, Melissa led the contextualisation and delivery of the Courageous Conversations About Race (CCAR) program at GCHHS, partnering with the Courageous Conversation South Pacific Institute, and demonstrating her commitment to following in her ancestors' footprints and privileging her Peoples' ways of knowing, being and doing.

At GCHHS, CCAR creates safe and productive spaces for courageous interracial conversations building understanding among staff about how race impacts their lives, their patients', work and communities and providing tools to support social justice change leading to health improvements for all patients.

The project has positioned GCHHS to be a transformative leader both nationally and internationally in addressing the impact of race and racism in healthcare settings. Melissa describes her work as "heart work", saying she's striving to change the minds and hearts of people to make a better world for her mob and future generations.

**Trusted, creative partner
to the HESTA Awards
Program since 2014**



CMS AUSTRALASIA

outstanding organisation finalists

This award recognises organisations that have demonstrated a commitment to creating a better future by initiating or developing a service, system or process that is having a positive impact on society, the economy and/or planet.



Big Group Hug Bundoora VIC

Area of impact: Sustainability

Big Group Hug is recognised for their work to support families in need while minimising environmental impact. Committed to ensuring all children have the best start in life, they source second-hand items such as cots, prams, electrical nursery items, clothing and toys to provide to families experiencing disadvantage.

Big Group Hug has grown from a one-person operation to an army of around 200 volunteers who source unwanted items, and then clean and repair them for donation. The group has purchased equipment including a tag and test machine to enable electrical items such as breast pumps to be safely recycled, and an industrial steam cleaner so that donated mattresses can be cleaned to meet health and safety standards.

Big Group Hug's work is underpinned by the five of the United Nations Sustainable Development Goals, including Goal 11: Sustainable cities and communities. Their commitment to reconditioning and rehoming unwanted items has seen the group save around 6000 items from going to landfill. In the 2019-2020 financial year Big Group Hug distributed around 60,000 new and recycled goods to more than 1300 families facing financial hardship.



Housing All Australians Ltd VIC

Area of impact: Sector-wide partnerships

Housing All Australians (HAA) is recognised for their innovative 'Pop Up Shelter' initiative, which focuses on utilising vacant buildings awaiting redevelopment to increase the supply of short-term affordable housing options.

Partnering with property owners, housing providers, social services, local government and caring private sector organisations, HAA is transforming vacant buildings into temporary accommodation for people experiencing or who are at risk of being homeless. One of their particular focuses is on helping women aged over 55; the fastest-growing cohort of homeless people in Australia.

In partnership with YWCA and the City of Port Philip, the first Pop Up Shelter – The Lake House – launched in Melbourne in 2018. An aged care facility sitting vacant and awaiting redevelopment, HAA through their partnerships facilitated over \$300,000 of donated goods and services including kitchen and bathroom fit outs, painting, electrical work and furnishings to transform the building into temporary accommodation. As of the end of December 2020, this previously empty building has housed 78 women who were facing homelessness.

A second 'Pop Up Shelter', is currently being refurbished in Box Hill, Victoria, and discussions are happening with building owners in Perth, Sydney, the Gold Coast and Tasmania.



Ishar Multicultural Women's Health Services

Mirrabooba WA

Area of impact: Improved health outcomes/improved patient wellbeing

Ishar Multicultural Women's Health Services is recognised for their work in providing inclusive, holistic and culturally sensitive services for refugee and migrant women. They use a social model of health in which medical issues are not separated from the interconnections of social, economic, cultural, age and gender-related issues.

Ishar provides access to a broad range of services and support including a Family and Domestic Violence Support Program, health and wellbeing services, a program for mothers new to Australia, a program to support carers of people with mental health issues and disabilities, and a lifestyle program for women aged over 40.

Through these programs, Ishar each year delivers approximately 50,000 services to culturally and linguistically diverse women who together speak more than 40 languages.

Through deep understanding of the complex needs of these women and the multi-faceted barriers they experience when accessing healthcare, Ishar is positively impacting women's lives and reducing pressure on Australia's health system.



The Water Well Project

Malvern VIC

Area of impact: Improved health outcomes/improved patient wellbeing

The Water Well Project is recognised for their work to improve the health and wellbeing of communities from migrant, refugee or asylum seeker background by increasing health literacy.

Many people from migrant, refugee or asylum seeker backgrounds often experience poorer health outcomes. The Water Well Project was established to provide these communities with free, interactive, community based, health education sessions delivered by volunteer healthcare professionals with the aim of increasing health literacy.

All sessions are delivered upon requests from community groups and co-designed alongside community partners. Through interactive dialogue and activities such as role-playing patient-doctor interactions, The Water Well Project sessions help participants understand components of the Australian healthcare system and services available to them, as well as help them better engage in preventative health promoting activities. This empowers participants to take greater responsibility for their health and wellbeing, as well as that of their communities.

During the COVID-19 outbreak in Victoria, The Water Well Project delivered many more sessions to ensure these communities received timely, up-to-date and culturally relevant information.

To date, The Water Well Project has delivered more than 700 healthcare sessions, reaching more than 12,000 people with flow-on effects to their households and wider communities.



PARTNERING
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OUTCOMES
FOR MEMBERS



DANIEL ELLISON
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Strategic Development
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team innovation finalists

This award recognises teams who have demonstrated a commitment to creating a better future by initiating or developing a service, system or process that is having a positive impact on society, the economy and/or our planet.



Bendigo Health Facilities Management Team

Bendigo Health, Bendigo VIC

Area of impact: Sustainability

Bendigo Health's Facilities Management Team is recognised for their outstanding work to implement a comprehensive, hospital-wide recycling program, cutting down drastically the amount of waste going to landfill.

After realising many items being sent to landfill from the hospital were recyclable, the team started to think beyond traditional kerbside recycling to develop a program that segregates different types of waste at the hospital and off-site facilities for collection and recycling.

With incredibly strong uptake of the program by hospital staff, Bendigo Health now recycles or repurposes more than 20 separate waste streams, including comingled recycling, polystyrene, soft plastics, e-waste and batteries, chemical drums, bed screens, masks and protective equipment, fabric, green/food waste and more. In the 2019-2020 financial year, Bendigo Health estimates the program has been successful in diverting in excess of 142 tonnes of recycling from landfill. The team plans to use the prize money to add single-use coffee cup recycling to the program, preventing coffee cups, lids and liquids from going to landfill.



The Living Room

Youth Projects Ltd, Melbourne VIC

Area of impact: Improved health outcomes/improved patient wellbeing

Youth Projects is recognised for going above and beyond to provide people experiencing disadvantage with access to essential services through 'The Living Room' health initiative.

The Living Room is a free primary health service for people at risk of or experiencing homelessness, providing judgement-free access to critical health services and social supports, as well as aid such as hygiene education, access to emergency accommodation, laundry facilities, food and phone charging.

When COVID-19 hit, the team pivoted their services to meet the needs of their clients and the wider community. By working hard to stay open, increase their capacity to see more people and collaborate with health and homelessness networks, the team supported hundreds of people to access safe accommodation and provided vital information and services to clients during the pandemic.

Over the past year, The Living Room provided nearly 28,600 services to people experiencing homelessness and disadvantage, with their nurses and outreach crews covering 74,600 kilometres on foot across Melbourne's CBD to deliver critical care to those in need. Their innovative and responsive approach has saved lives and mitigated a broader public health emergency in inner Melbourne.



YWCA Asista Program Team

YWCA Australia, South Melbourne VIC

Area of impact: Gender equality

YWCA Australia's Asista Program team is recognised for their life-changing work to help young women and girls in the child protection system build leadership skills and drive positive change.

Asista is a mentoring program for girls aged 12 to 18 in the child protection system. Many of these young women have experienced past trauma, including exposure to abuse or neglect, family violence, alcohol or drug abuse or poor mental health. The program links these young women with a positive female role model, who helps them build self-esteem, resilience and confidence in a safe environment through fortnightly social and recreational activities.

The physical and emotional safety of the young women is the top priority. A great amount of care and preparation goes into the matching process of mentor and mentee, with careful consideration of personalities, interests and location. Mentors are also provided with support and the relationship is reviewed regularly.

Over the past 21 years, Asista has worked with more than 300 young women. After a year in the program, young women reported a 27% increase in their happiness, a 52% increase in their ability to handle problems, and 100% enjoyment of the activities and time with their mentor.

AIA ARE PROUD TO SUPPORT THE HESTA IMPACT AWARDS

Congratulations to the nominees
and winners for your passion and
contribution to create stronger,
healthier communities.



**HEALTHIER, LONGER,
BETTER LIVES**



**"I want a
super fund
that thinks
about my
future world,
as well as
my account
balance."**

Rachael Sydir,
HESTA member

At HESTA we're committed to improving our members' financial future. But we believe we can achieve so much more.

We want our actions to drive long-term, meaningful change. So the world you retire into is a healthy, happy and fair one.

That's the HESTA impact.



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childhood
education
& care

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HESTA | AWARDS
impact

The **HESTA Impact Awards** recognise people working in the health and community sectors who are committed to creating a better future.

