INDIGENOUS ACCOUNTANTS AUSTRALIA

IAG Conference 2015

Our Journey: Career Pathways For Indigenous Accountants

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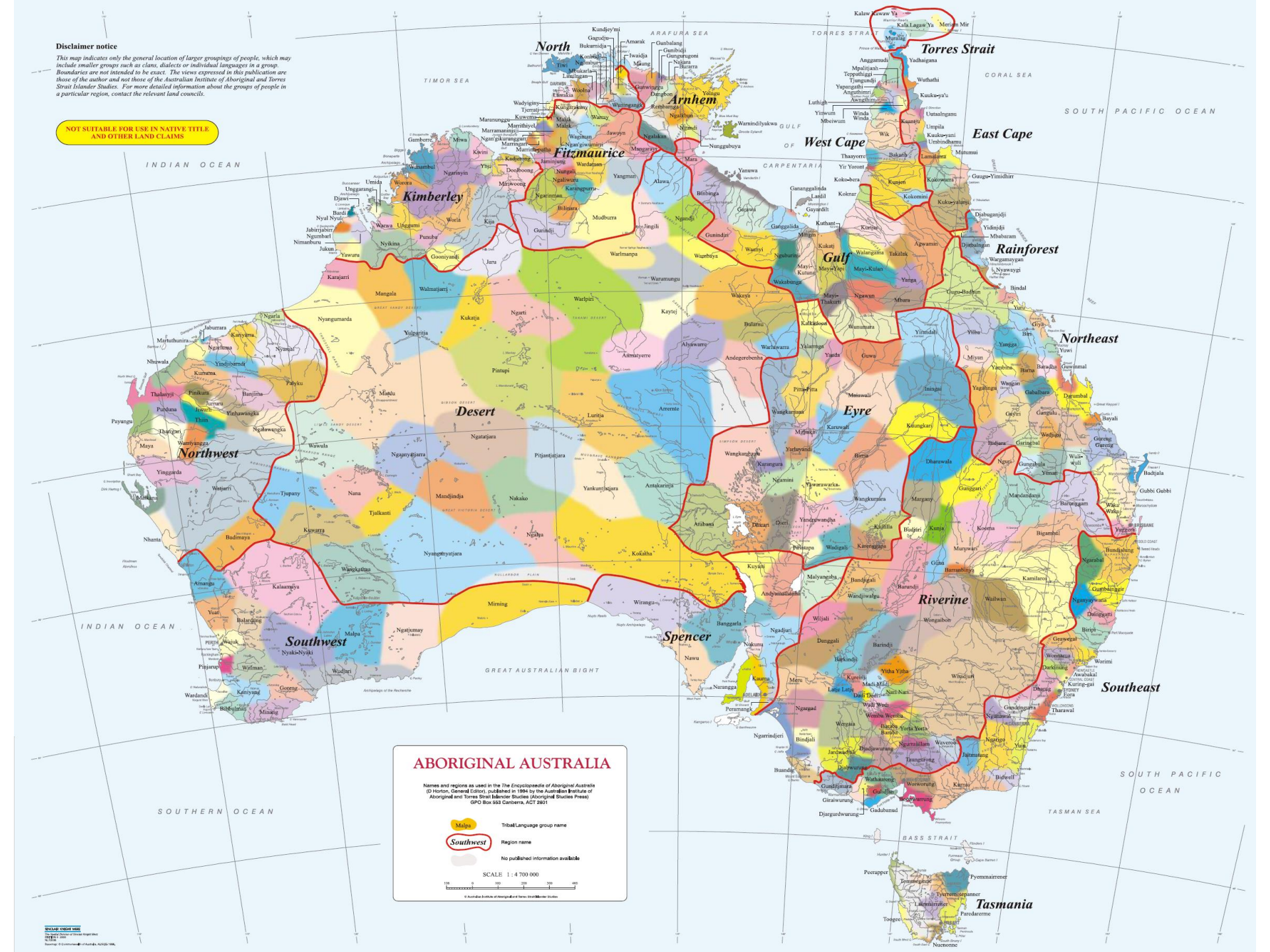
A JOINT INITIATIVE OF
CPA AUSTRALIA
CHARTERED ACCOUNTANTS AUSTRALIA + NEW ZEALAND

Acknowledgement of Country

'We acknowledge the Traditional Owners of the Land we are on here today and our Elders both past and present'

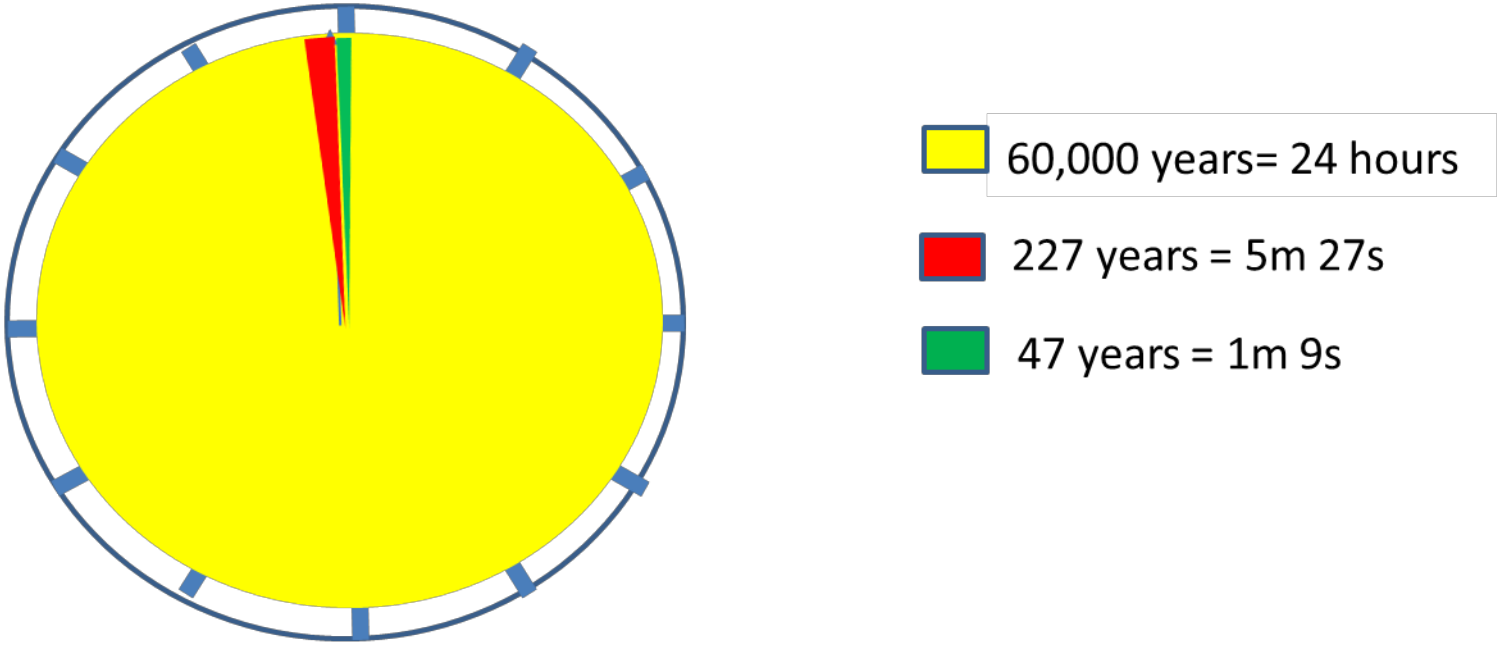

Disclaimer notice
This map indicates only the general location of larger groupings of people, which may include smaller groups such as clans, dialects or individual languages in a group. Boundaries are not intended to be exact. The views expressed in this publication are those of the author and not those of the Australian Institute of Aboriginal and Torres Strait Islander Studies. For more detailed information about the groups of people in a particular region, contact the relevant land councils.
NOT SUITABLE FOR USE IN NATIVE TITLE AND OTHER LAND CLAIMS
ABORIGINAL AUSTRALIA
Names and regions as used in the The Encyclopaedia of Aboriginal Australia (D Horton, General Editor), published in 1994 by the Australian Institute of Aboriginal and Torres Strait Islander Studies (Aboriginal Studies Press) GPO Box 553 Canberra, ACT 2601
Malpa
Tribal/Language group name
Southwest
Region name
No published information available
SCALE 1 : 4 700 000
© Australian Institute of Aboriginal and Torres Strait Islander Studies
North
Kimberley
Fitzmaurice
Arnhem
Torres Strait
West Cape
East Cape
Gulf
Rainforest
Northeast
Desert
Eyre
Northwest
Riverine
Southwest
Spencer
Southeast
Tasmania
INDIAN OCEAN
SOUTHERN OCEAN
SOUTH PACIFIC OCEAN
TIMOR SEA
ARAFURA SEA
TORRES STRAIT
CORAL SEA
GULF OF CARPENTARIA
GREAT AUSTRALIAN BIGHT
BASS STRAIT
TASMAN SEA
SINCLAIR KNIGHT MERZ

Aboriginal and Torres Strait Islander Community before 1788

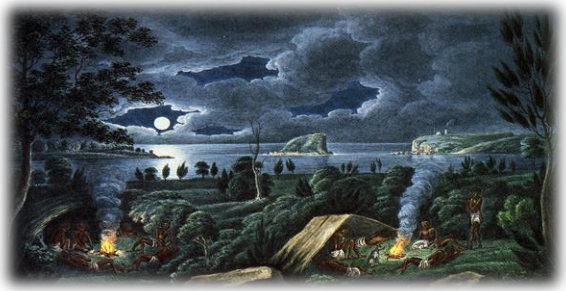
- Elders, family, community knowledge and lore
- Importance of respect for country – Sacred sites
- The roles and responsibilities of the individual

Ceremony, trade and sustainability

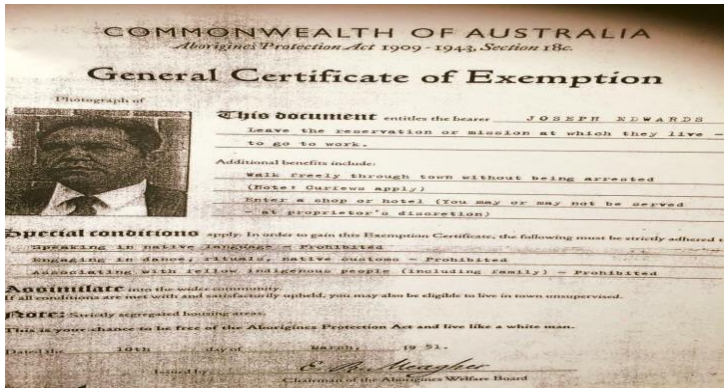
Australian Settlement



Post settlement, the new colonisers



Removal, Stolen Generation, Stolen Wages



COMMONWEALTH OF AUSTRALIA
Aborigines Protection Act 1909 - 1943, Section 18c.

General Certificate of Exemption

Photograph of

This document entitles the bearer JOSEPH EDWARDS
Leave the reservation or mission at which they live –
to go to work.

Additional benefits include:
Walk freely through town without being arrested
(Note: Curfews apply)
Enter a shop or hotel (You may or may not be served
– at proprietor's discretion)

Special conditions apply. In order to gain this Exemption Certificate, the following must be strictly adhered
Speaking in native language – Prohibited
Engaging in dance, rituals, native customs – Prohibited
Associating with fellow indigenous people (including family) – Prohibited

Assimilate into the wider community.
If all conditions are met with and satisfactorily upheld, you may also be eligible to live in town unsupervised.

Note: Strictly segregated housing areas.

This is your chance to be free of the Aborigines Protection Act and live like a white man.

Dated the 10th day of March, 19 51.

Issued by E. A. Meagher
Chairman of the Aborigines Welfare Board

Cootamundra Girls Training School, 1940s. Courtesy State Records New South Wales.

Do you recognise this man?

David Uniapon

Why encouragement , understanding and support can make a difference

1967- Referendum on Aboriginal Citizenship

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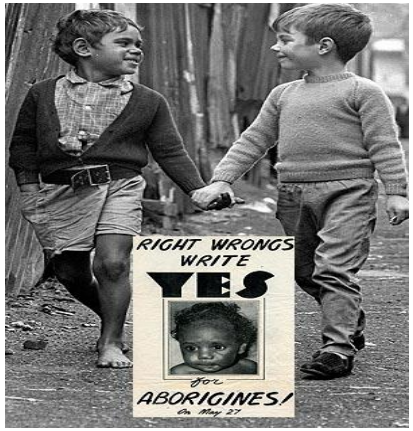
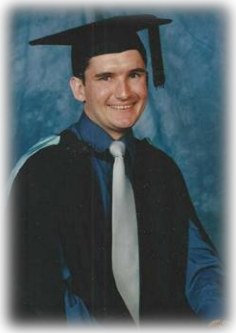


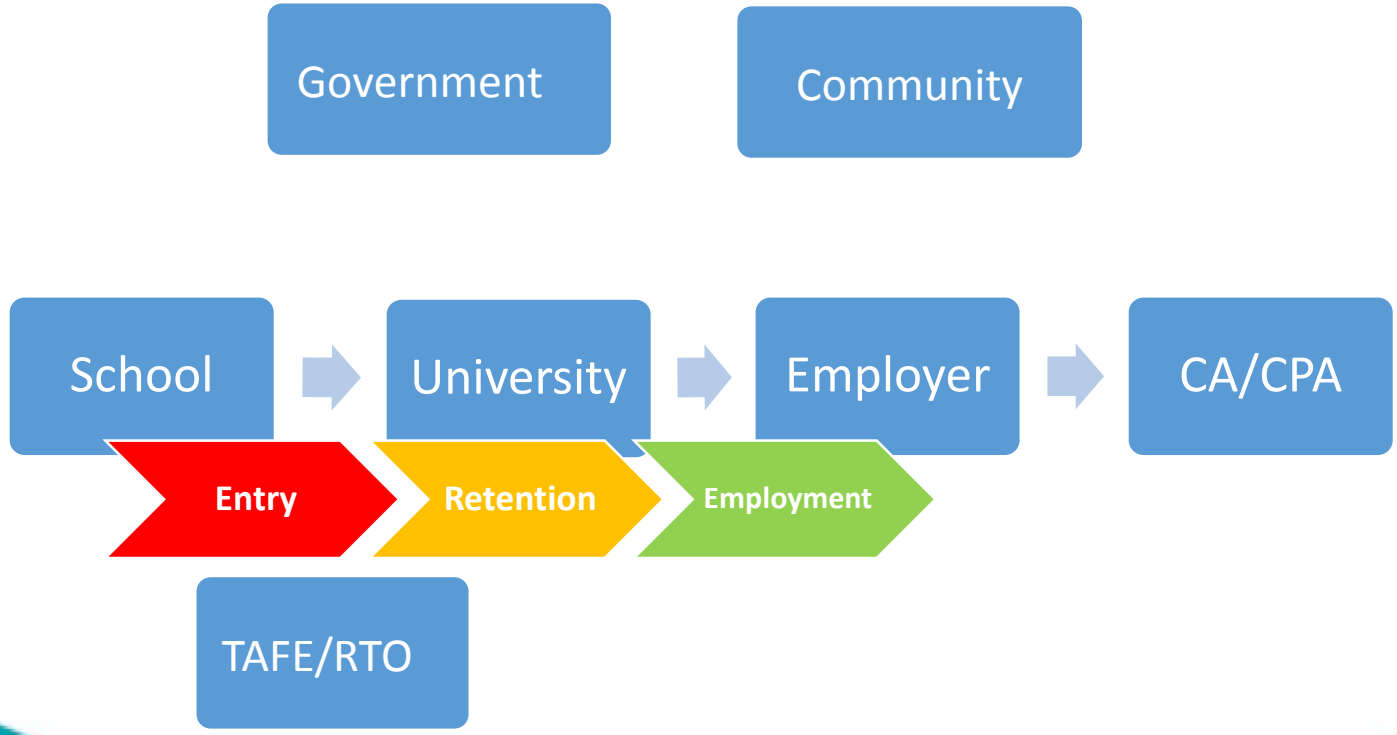
Indigenous Accountants Australia



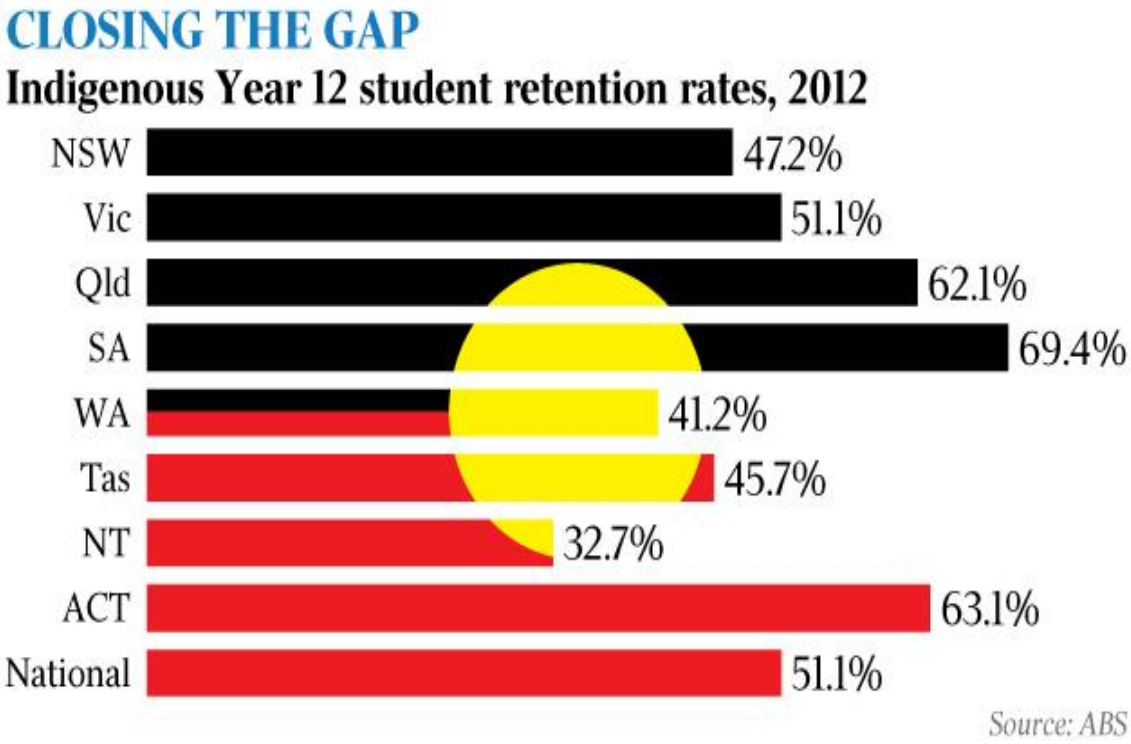
About Us

- Joint initiative between CPA Australia and the Chartered Accountants Australia and New Zealand.
- 2012 Roundtable- ‘Closing the Gap’ and the number of Indigenous Accountants
- Indigenous Australians make up over 3% of the Australian population, but this is not reflected in the accounting profession.
- The aim of the project is to attract more Aboriginal and Torres Strait Islander people into the profession.

Our role in addressing these issues



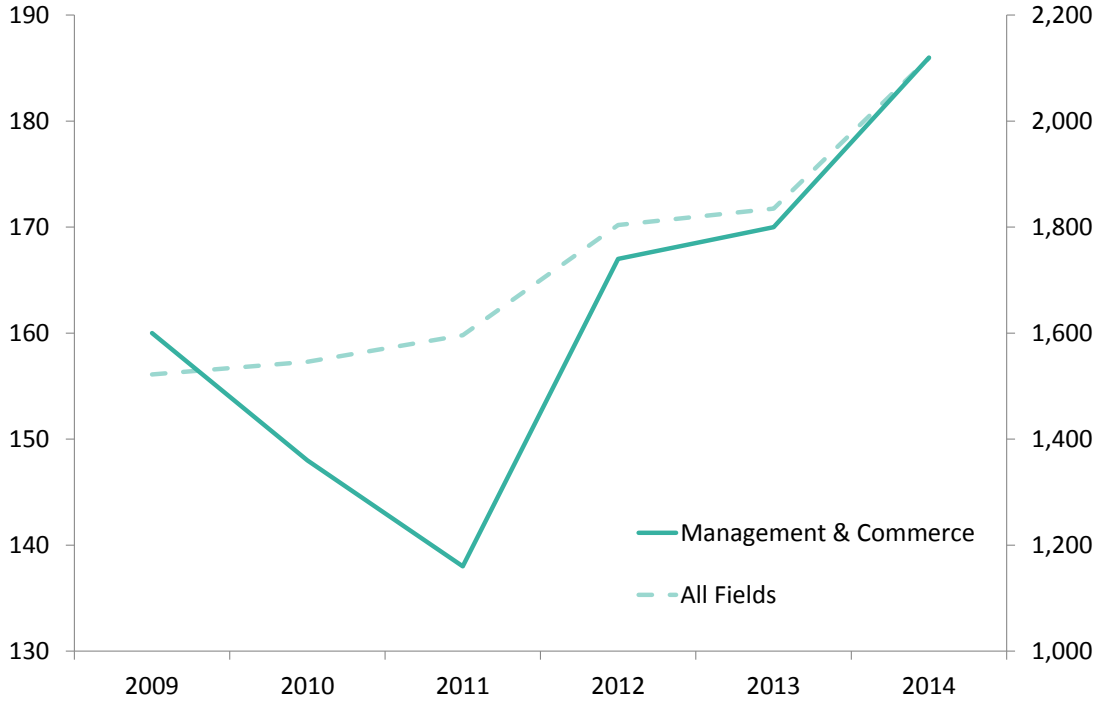
Year 12 Completions



WHY: There IS a supply-side problem

Number of accepted places by Indigenous Australians

LH axis: M&C, RH axis All Fields

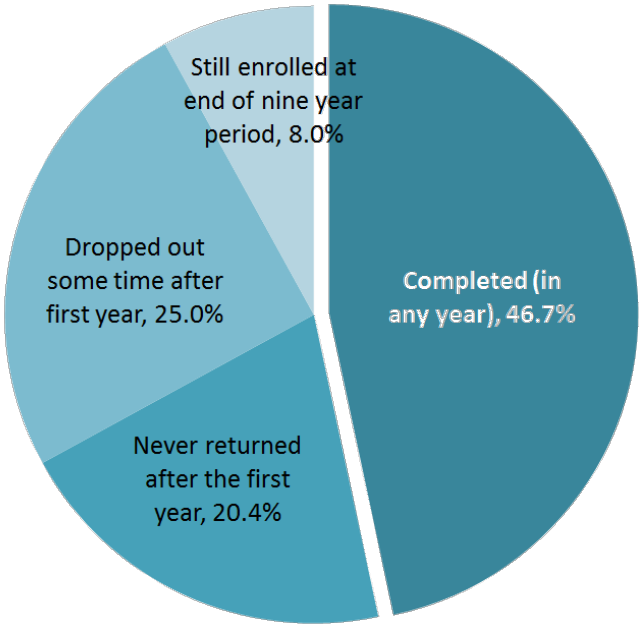


Numbers are growing, but they are still small

WHY: There IS a supply-side problem

Indigenous student graduate outcomes

In 2013 for bachelor students commencing in 2005



Indigenous Completions: 47%
Non-Indigenous completions: 74%

Retention and completion is a big problem

WHY: There IS a supply-side problem

Barriers

- Bad experiences associated with accountants
- The view that accounting is an Anglo-Saxon male dominated profession
- A lack of awareness of the breadth of the accounting profession
- Westernised accounting curriculum and teaching methods
- A limited pool of Indigenous role models
- Historical dispossession and oppression
- Education barriers
- Lack of a grounding in maths
- Racism

Key statistics

Professional Designation Accountants in Australia	225,000
Indigenous accountants with a professional designation	30
Indigenous Australians studying towards a professional designation	20
Indigenous Australians with an accounting, finance or economics qualification	87
Indigenous students studying accounting or business	~ 700

There is a dramatic under-representation of Indigenous Australians in the accounting profession

Why We Need More Indigenous Accountants?

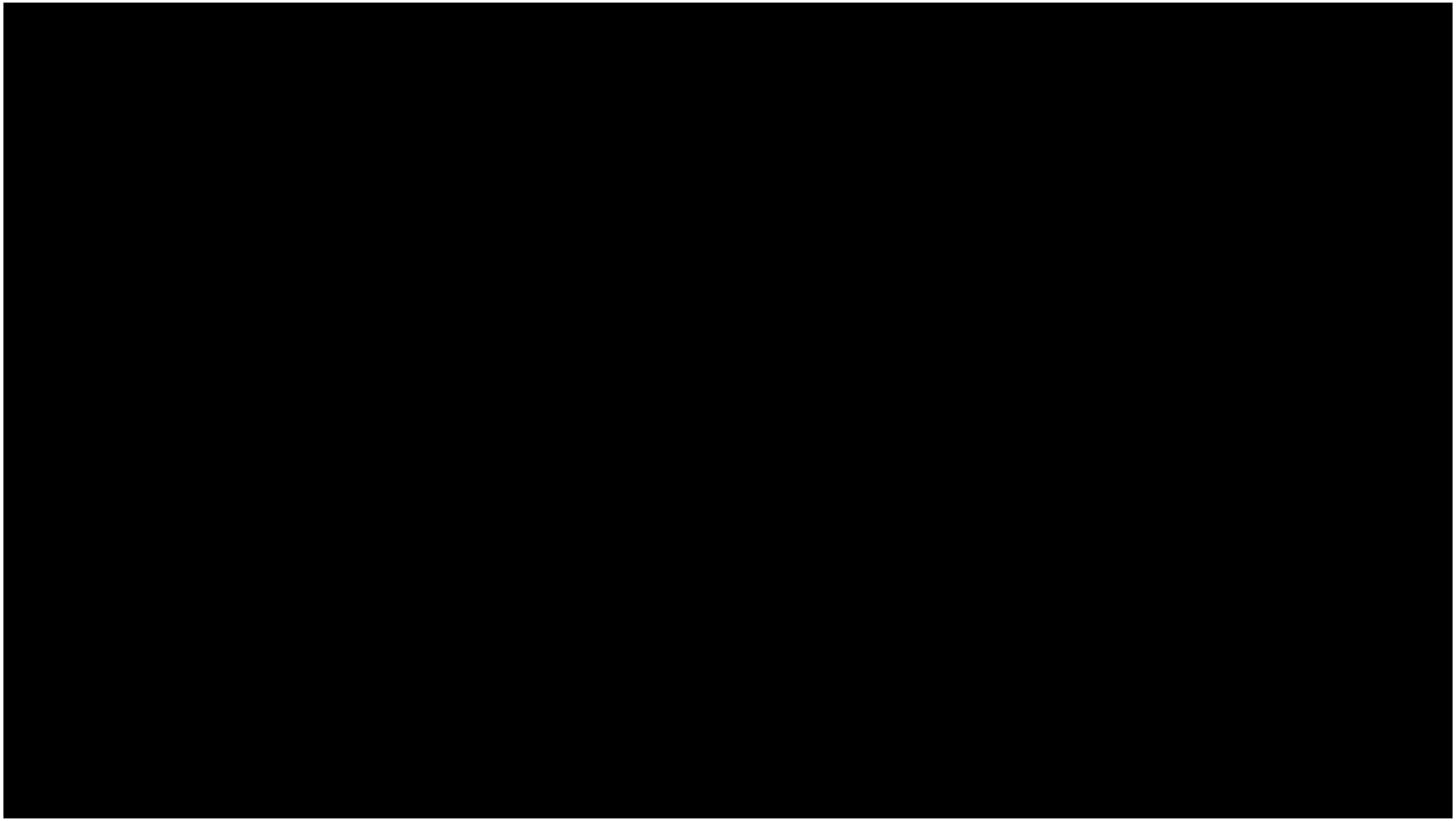
Business and Community Organisations

- Estimated 2, 000 Indigenous Businesses
- The top 500 Indigenous organisations registered with Office of the Registrar of Indigenous Corporations (ORIC) turnover was $1.7 billion 2012/2013.
- $40 billion held in Indigenous organisations in trusts.

>0.01 %

of Accountants with a Professional Designation are Indigenous

IAA VOX POPX Syd networking event



Role Models and Mentors

WHAT: Connecting Students and Employers

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Questions?