



\$100 million Philanthropic Commitment

Program Achievements 2020

\$50 MILLION FOR INDIGENOUS EDUCATION AND COMMUNITY PARTNERSHIPS

Indigenous Education Program Outcomes



Over **2 million** hours of educational programs have been delivered for Indigenous students



Over **110 teachers and community members** have received over **1,280 hours of upskilling or teacher training** to support Indigenous education outcomes



Over **3,500 Indigenous students** received on average **570 hours of engagement**

COMMUNITY PARTNERSHIP HIGHLIGHTS



\$500,000 to NSW Rural Fire Service



\$500,000 to Victorian Country Fire Authority



\$500,000 to Victor Chang Cardiac Research Institute



\$250,000 to Australian Red Cross



\$1.5 million to The Salvation Army Project 614



\$25 million to Telethon

\$50 MILLION FOR ARTS AND CULTURE



\$32 million has been allocated to arts programs across Australia since FY2015



\$15.8 million has been allocated to arts education programs in Western Sydney, Melbourne and Perth

Arts education programs: In 2020, these programs have delivered the following results:



46,400 students have participated in our creative learning programs



Over **865,000 hours** of creative learning programs have been delivered



3,000 Indigenous students participated in the creative learning and cultural programs



1,900 people with disability participated in the creative learning programs



Almost **17,000 hours of teacher training** in the arts has been delivered free of charge



50% of the top ten visited suburbs where programs were delivered rank in the first decile for the Index of Relative Social Disadvantage nationally

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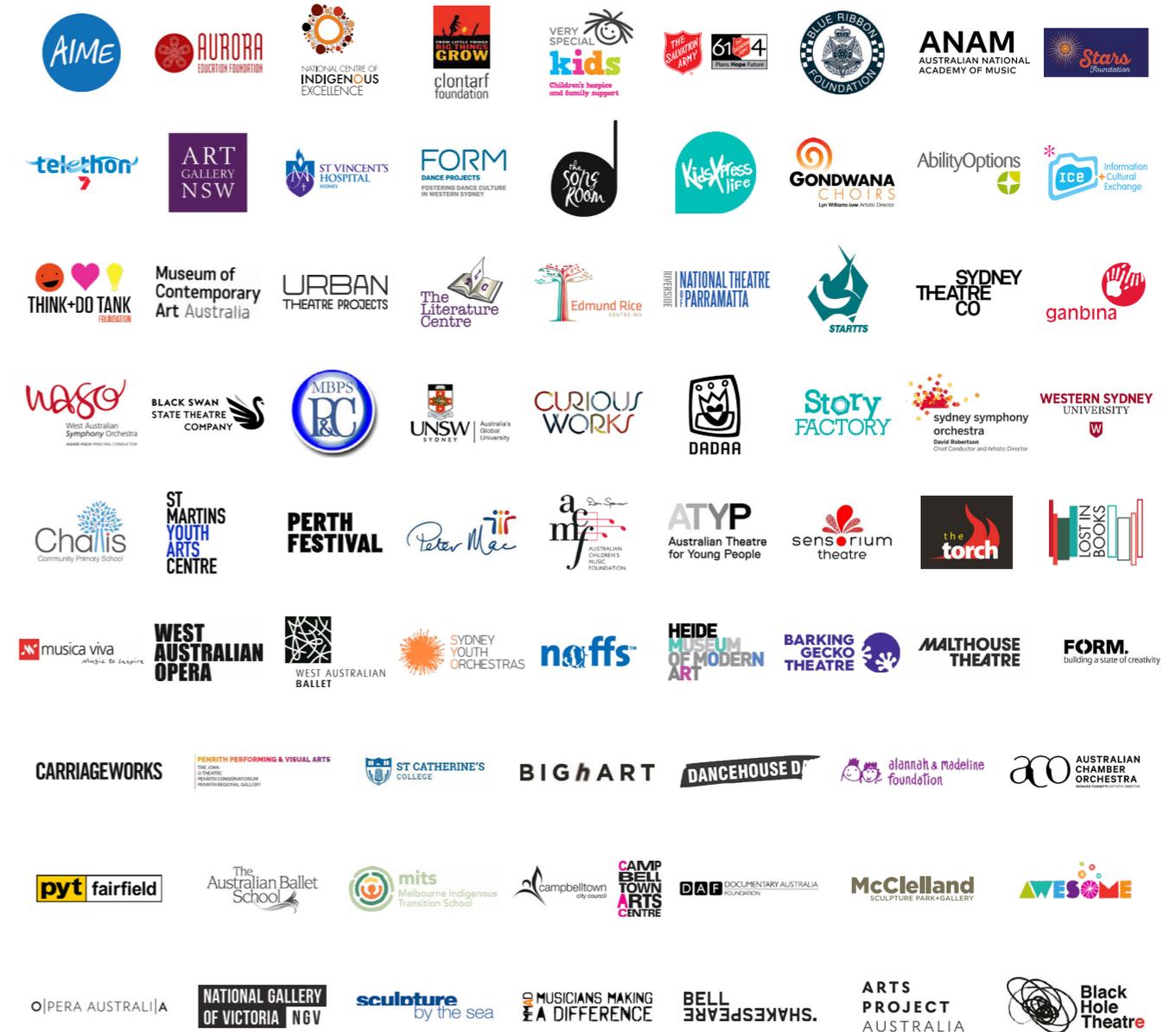
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Our Partners



Acknowledgement of Country

The Crown Resorts Foundation acknowledges the Traditional Custodians of the land where we gather as employees, as friends and as the Crown Resorts Foundation family. The Foundation acknowledges and thanks all of the Aboriginal and Torres Strait Islander people and communities who have contributed and continue to contribute to enrich our country. The Crown Resorts Foundation acknowledges the Traditional Custodians' kinship lines, their ongoing cultures and connection to the land and waters and we pay respects to Elders past and present, the Gadigal of the Eora Nation (Sydney), Wurundjeri & Bunurong of the Kulin Nation (Melbourne) and Noongar on Whadjuk Country (Perth).



Opportunities for Young Australians to Reach their Full Potential

For seven years the Crown Resorts Foundation has been supporting community, education, arts and culture programs across Australia. We have donated over \$62 million to hundreds of grant recipients from for-purpose organisations across Australia, ranging from 10-year-multi-million-dollar commitments to one-off employee-nominated grants.

Over a 10-year period, from financial year 2015 to financial year 2024, the Crown Resorts Foundation will allocate \$50 million through Indigenous Education and Community Partnerships and \$50 million for Art and Culture.

COVID-19 has been devastating in disadvantaged communities. The restrictions imposed on everyday lives have become increasingly difficult for so many, especially those who do not have adequate living conditions, access to technology, are juggling childcare and work, have mental health challenges and/or who may have lost their jobs.

The difficulties posed by remote learning are exacerbated by disadvantage. It is likely this will increase the education equity gap as students are not provided the stability offered from learning with their peers in classrooms and supported by teachers. As well, already disengaged students are becoming more disconnected from their friends and communities.

Throughout 2020 and 2021 disruptions have meant that programs have had to be delivered virtually. This has raised the issue of digital access, content creation, safe spaces and all the challenges that accompany lockdowns.

Our program partners have continued to overcome these challenges as they have found respectful and creative ways to deliver their programs. We can not thank them enough for ensuring continuity and continuing to support the educational outcomes of so many otherwise marginalized members of our communities.

In previous years, this report has been published in partnership with the Packer Family Foundation. It has showcased the collaborative approach the Foundations had undertaken as they worked together to deliver their joint commitment, the 10-year \$200 million National Philanthropic Fund. While both Foundations remain committed to providing opportunities

for young Australians to reach their full potential, we will no longer be making joint funding decisions. Both Foundations will honour all existing commitments but will make any future funding decisions independently.

PROVIDING OPPORTUNITIES FOR YOUNG AUSTRALIANS THROUGH EDUCATION

The Crown Resorts Foundation supports programs which provide opportunities for young Australians. The two funding streams, the Community Partnerships and Indigenous Education Fund and Art and Culture Fund, were chosen as the Board believes that every child should have access to quality education and that it is vital that children can play sport, make music, paint, dance, dream, imagine and create. And that they feel safe to do so.

Across Australia there is a large degree of inequality in available educational opportunities, with students from disadvantaged backgrounds consistently achieving educational outcomes lower than their peers. Research has repeatedly proven that education is the single greatest lever for breaking cycles of disadvantage and inequality.

INDIGENOUS EDUCATION OPPORTUNITIES

We are striving to ensure that all children have the same access to quality education, that children feel safe and supported in their classrooms, and where required there is support available outside the classroom.

There is enormous diversity across Indigenous communities, but all research emphasises the importance of staying engaged with education to achieve satisfying employment opportunities, improved health, and reduced interaction with the justice system.

The Indigenous education programs we support start from early childhood, provide hundreds of contact hours each year, and offer sustained support over multiple years, especially through transitions. In calendar year 2020, the programs

supported delivered almost 2 million program hours to Indigenous students across Australia. As well, over 110 teachers and community members received over 1,280 hours of specialised training to support their children.

We remain committed to identifying and supporting opportunities to address the imbalance in funding and fragmentation of Indigenous girls' education programs across Australia beyond simply increasing our Foundation's allocations to these programs.

ARTS EDUCATION AND CULTURE

The Foundation's funding of arts education programs is predicated on the belief that all children need and deserve arts education to be woven into their daily lives.

The pressure that many schools and principals face, both budgetary and performance-related, has meant that there is an increased focus on the subjects being tested and less time available for the arts, sports and non-tested but vital subjects. This will not improve education but will damage its quality.

Quality arts programs can offer new pathways to learning and teaching. There are strong demonstrable links between arts in education and students' broad academic (including literacy and numeracy) and social achievements.

The role that the arts plays in building empathy, creativity, imagination and improved learning opportunities cannot be overstated - significantly creativity and imagination are the foundations of innovation. Encouraging creative and empathetic thinking provides children with the tools to re-imagine the future they thought they had been dealt and the confidence to identify their path.

CROWN EMPLOYEES SUPPORTING THEIR COMMUNITIES

The Crown Community Champions are now in operation across Melbourne, Perth and Sydney. This group of dedicated employees volunteer their time to identify and create opportunities to support the communities surrounding Crown's resorts.

They have created a bridge between the many Foundation partnership organisations and Crown's employees, providing opportunities for these organisations to tell their stories and gain further support for their work.

As well, the Crown Community Champions administer an employee grants program which recognizes the volunteering time of Crown's employees in the community by providing a donation to the organization which the employee supports. To date \$330,000 has been donated to organisations operating locally in Melbourne and Perth.

NEXT THREE YEARS

We are dedicated to our 10-year funding commitment and to pursuing our core mission to provide opportunities for young Australians, primarily through education.

With our remaining three years of funding we will continue to seek opportunities to address the disparity between what programs are available for boys and what is available for girls. Some of the most marginalized and isolated people we have seen are young girls and newly-arrived migrant women. This will inform our decision-making as we seek partnerships to support these girls and women. This is not instead of the support we provide to boys and men; it is in addition to that support.

COVID-19 has continued to challenge standard program delivery and our Board has been impressed and grateful with how our partner organisations have risen to this challenge. Wherever possible, disruption has been minimized and support for communities, which would already be considered marginalized, has managed to continue.

Thank you to all our partner organisations. We are in awe of your tireless support of your communities and it is a privilege to support you.

Rowena Danziger
Director,
Crown Resorts
Foundation

Steve McCann
Director,
Crown Resorts
Foundation

Nigel Morrison
Director,
Crown Resorts
Foundation

Strengthening Communities and Indigenous Education Opportunities



The Community Partnerships and Indigenous Education Fund provides financial support for community organisations with a particular objective of empowering young Aboriginal and Torres Strait Islanders through education.

This fund supports programs that provide some of Australia's most marginalized youth with the belief and confidence to grow and succeed. These programs are focussed on promoting educational opportunities, life skills and ultimately employment prospects for young Australians.



Improving Indigenous Education Opportunities

We acknowledge the enormous diversity across Indigenous communities and believe that all Australians should have access to quality education. There is a positive correlation between a strong cultural identity, consistent participation in quality education programs and improved achievement.

We support wraparound education programs that develop the students' aspirations and self-esteem. These programs support students' choices and highlight the pathways available to achieve them.

The Crown Resorts Foundation has supported the Australian Literacy and Numeracy Foundation to deliver their award winning Early Literacy and Learning program in Palm Island for seven years and in the APY Lands and Western Sydney for the last three years. This image has been provided by the Australian Literacy and Numeracy Foundation.



COVID-19 has been devastating in so many communities. The restrictions imposed have become increasingly difficult for so many, especially those who do not have adequate living conditions. The challenges posed by remote learning are exacerbated by disadvantage.

Throughout 2020 and 2021 disruptions have meant that programs have had to be delivered virtually. This has raised the issue of digital access, content creation, safe spaces and all the challenges that accompany lockdowns.

Many of our education program partners are concerned by the increase in the education equity gap as students are no longer provided with the stability gained from learning with their peers in classrooms and supported by teachers. As well, these students are missing the individual support offered by the program facilitators, the people who are present every day, who pick them up and bring them to school, provide them with breakfast, ensure they are keeping on top of their homework and keeping pace with their class.

Our partners have been creative and managed to find creative opportunities to engage with students but the reliable, consistent presence of mentors is being missed. Our Indigenous education program partners have reported that for many students who were on the fringe of disengagement, the difficulties posed by the COVID-19 restrictions will be the catalyst for complete disengagement from their education, likely much earlier than would have otherwise been the case.

Despite the challenges, in calendar year 2020 our partners delivered 2 million hours to over 3,500 Indigenous students across Australia. As well, over 110 teachers and community members received over 1,280 hours of specialised training. Thank you to all of our partners who are working so creatively and respectfully to support their students.

Image provided by the Australian Literacy and Numeracy Foundation.

Clontarf Foundation

The Clontarf Foundation uses a unique, innovative and highly successful approach to target one of the most at-risk groups in contemporary Australian society – young Aboriginal and Torres Strait Islander men.

Clontarf aims to improve school attendance, Year 12 completion, health and wellbeing outcomes and employment engagement by providing these young men with access to full-time mentors, an attractive program of activity and an environment that allows them to thrive.

Since opening its first academy for 25 boys at a school in Perth, Clontarf has grown to support more than 9,700 boys in 136 academies across NSW, VIC, QLD,



Gerard Neesham
Founder and CEO, said:

“The support provided by Crown Resorts Foundation has been instrumental in allowing Clontarf to continue to operate its program for over 500 Aboriginal and Torres Strait Islander boys living in Western Sydney.”

“The pandemic has placed immense pressure on families living in these communities but because of the support of corporate and philanthropic partners like Crown Resorts Foundation, Clontarf is able to keep its doors open and continue to provide a service that is more important than ever for the young men enrolled in our academies.”

WA, SA and the NT. In that time, the Foundation’s participants have consistently achieved strong results in education and employment, leading to positive life outcomes and generational change.

At the outset of the pandemic in early 2020, Clontarf moved swiftly to modify its program to ensure it was available to its participants despite the closure of many schools and other restrictions. Academy facilities were modified to be COVIDSafe, online training sessions and resources were developed, and Clontarf staff members made regular deliveries of homework and food hampers to academy members and their families during home school periods.



Image provided by Clontarf Foundation.

Australian Literacy and Numeracy Foundation APY Lands, Palm Island and Western Sydney

ALNF’s Early Language and Literacy program is a unique and innovative best practice program for early years education that incorporates speech and language pathology principles expressly designed to optimise the language and literacy outcomes of marginalised children.

With a specific focus on First Nations, refugee and vulnerable children, the program is grounded in a whole-of-community approach that has seen ALNF work shoulder-to-shoulder with diverse communities all around Australia.

With the generous support of The Crown Resorts and Packer Family Foundations, ALNF has been delivering this life-changing program across a number of regions including the remote Anangu Pitjantjatjara Yankunytjatjara (APY) Lands in South



Kim Kelly
Co-Founder and Executive
Director, said:

“The Crown Resorts Foundation shares our vision for a nation where each child has the opportunity to read, write, communicate and be the author of their own bright future. As a result of their generous support, we have seen communities transformed through language and literacy and empowered to be their own change-makers.”

Key achievements

To date, with the support of the Foundation, the EL&L program in the APY Lands, Palm Island and Western Sydney has:

- **reached and directly benefited over 820 children** in preschools and primary schools in these communities each year.
- **engaged and upskilled 104 educators, parents and community members.**
- **led to a 94% increase in children’s phonemic awareness** across Western Sydney sites in 2020.
- **awarded 58 formal Certificate IV qualifications** in Early Language and Literacy to community members, enhancing pathways to future education and employment opportunities.



Image provided by the Australian Literacy and Numeracy Foundation

Australia, the Indigenous communities of Palm Island in Queensland, and a number of learning sites in Western Sydney.

As a whole, communities in these regions struggle with disengagement from education, poor home literacy practices and high trans-generational illiteracy.

The EL&L program works to break this cycle of illiteracy and disadvantage by building the capacity of educators, parents and community members in these regions to teach vulnerable children the foundational language and literacy skills required for success at school and in later life.

The program consists of an Australian Skills Quality Authority accredited Certificate IV course, skill-building workshops, resource provision and ongoing mentoring and support for participants and participating sites.

In the APY Lands, the EL&L program is offered in both English and the local First Languages of Pitjantjatjara and Yankunytjatjara. The use of First Language with young children contributes to strong literacy growth in English, and aligns with international best practice in building strong oral language skills in the early years as a precursor for literacy and language development in the later years.

The level to which the program has been embraced by Anangu Educators, parents and community members has stemmed from this unique Two Way approach to early literacy, which supports ALNF’s belief in creating systemic change and capacity within communities to empower individuals to be their own change makers.



Supporting Key Community Organisations

It is important to support the communities in which Crown operates. The Foundation provides funds to a number of community welfare organisations which support the inner-city communities of Melbourne and Perth and Sydney. These partnerships are strongly supported by our Crown Community Champions in both Melbourne and Perth.

We also support a number of medical research programs across Australia. Some of these partnerships were supported by Crown prior to the establishment of the National Philanthropic Fund and were incorporated into it.

Image provided by FORM.

Community Champions

Our Crown Melbourne, Crown Perth and now Crown Sydney Community Champions deliver a creative employee-focussed program aimed at identifying and encouraging meaningful engagement within the communities that Crown operates.

A primary role of the Community Champions is to recognise the volunteer work that our employees undertake and to create relevant opportunities for interested employees to engage with the Foundation's partners and other charities.

This year, as a result of the disruptions related to COVID-19, the Community Champions' annual calendar of activations looked a bit different to a standard year. With so many challenges facing their local communities, each group mobilized to



do whatever it could. At the start of each lockdown, Crown sought to rehome as much of the perishable food as possible by donating tonnes of food to community groups servicing some of their city's most vulnerable. The recipient organisations across Melbourne, Perth and Sydney have included the Victorian Parliament House Kitchens, The Salvation Army Project 614, Ronald McDonald House, and many others.

As well, the Community Champions in Melbourne and Perth continued to administer their Community Grants program which has seen almost \$330,000 donated to organisations across their cities. These grants recognise the volunteering efforts of Crown employees, supporting the organisations with which Crown employees donate their time.



Recipient community organisations have included The Salvation Army, Project 614, the Sikh Volunteers Group, Ronald McDonald House and many others.

Supporting the Telethon Kids Institute

Over 10 years the Crown Resorts Foundation has committed \$25 million to the Channel 7 Telethon Trust whose two major beneficiaries are the Perth Children's Hospital and the Telethon Kids Institute.

The Telethon Kids Institute is focussed on the prevention of paediatric disease and the development of improved treatments to improve the health and wellbeing of children. The Telethon supports over 65 children's health charities across Western Australia.

The Crown Resorts Foundation supports a range of research programs that are making a measurable difference to the lives of Aboriginal and Torres Strait Islander



Mark McCrory
Telethon General Manager, says:

'Telethon is grateful for the long standing, wonderful support of the Crown Resorts Foundation who through their generosity are changing the lives of sick children, especially those in Indigenous communities across our state who most need assistance. They are very much a part of our Telethon family, by our side as we work to make kids' futures healthier and happier.'

children. Underpinning all of Telethon Kids research is the appreciation that Aboriginal communities must lead the conversation around creating and developing the health services in their communities.

Research in Aboriginal health at Telethon Kids Institute aims to take a 'whole of child' and 'whole of community' approach, so partners such as the Crown Resorts Foundation are not only supporting the physical, social and emotional health of children now and in the future, but also working to empower the entire community.

The Crown Resorts Foundation's support for Aboriginal health research

at Telethon Kids helps deliver a range of impactful research programs including:

Yawardani Jan-ga (horses doing healing)

This program, delivered in the Kimberley, promotes social and emotional wellbeing through equine-assisted learning. This is a cutting-edge form of experiential learning and healing with horses. Led by Professor Juli Coffin, the program focuses on improving the mental health and wellbeing of Aboriginal young people in the Kimberley by building critical life skills, self-awareness and importantly developing understanding and ownership around choice.

Rheumatic Heart Disease

Aboriginal and Torres Strait Islander children have some of the highest rates in the world of Rheumatic Heart Disease, which is a devastating yet preventable disease. Telethon Kids Institute researchers are working towards developing a Strep A vaccine. This is a bipartisan government commitment to tackle the disease with a national roadmap for action - a realistic end to RHD is drawing closer.

Skin Health

Nearly half of all children living in remote Aboriginal communities have a skin infection such as scabies or skin sores, which can cause stigma, sleeplessness, poor concentration in school, cross-infection and, potentially, kidney

disease, rheumatic heart disease, and sepsis.

The Skin Health team, led by Professor Asha Bowen, developed Australia's first-ever National Healthy Skin Guideline to help health care providers easily diagnose, treat and prevent skin infections.

Wet Cough

Wet cough is caused by mucus in the airway and when left untreated, can lead to permanent, life-shortening lung damage. Researchers at Telethon Kids Institute work towards improving early diagnosis of chronic wet cough and lung disease in Aboriginal children in the Kimberley and in Perth metro area.

Ear Health

One in two Aboriginal children are affected by otitis media (middle ear infection) before they reach toddlerhood. OM is having a devastating impact on Aboriginal children, with hearing loss linked to language impairment, disengagement at school and mental health issues. Researchers at Telethon Kids Institute are in the process of developing a ground-

breaking probiotic therapy to prevent ear infections from taking hold. They are also working to reduce waitlist times for audiology through telehealth trials in the Perth metro and Kalgoorlie areas, and increase community understanding and access to care.

Many Healthy Lungs

Sick lungs are one of the main reasons for the hospitalisation of Aboriginal people. However, standard lung function measurements have been developed based on European or African American populations. The Many Healthy Lungs team are measuring healthy lungs in Aboriginal people to develop lung function standards that are accurate for measuring the lung function for Aboriginal people and to make sure Aboriginal people who have sick lungs get the right medical diagnosis and the right medical treatment.



Image provided by Telethon Kids Institute



Image provided by Telethon Kids Institute

DISCOVER



Supporting Arts, Education and Culture

All children need and deserve arts education to be woven into their daily lives. Not only does it demonstrably improve academic achievement, but it is essential to the development of their emotional lives. It is now standard procedure for the arts to be used in treating trauma and almost all the children our program partners work with have experienced, and perhaps are still experiencing, trauma of some kind.

Making classrooms feel safe, inclusive and open helps improve attendance, engagement and achievement. Arts programs are effective at breaking down hostile environments, promoting empathy and encouraging creativity and openness. This is why the Foundation's Board supports educational programs that address the social, emotional and physical environment of children's education in addition to the academic components.

To further support our goal of more children completing their schooling to Year 12, teachers require more support. Many of our partners embed professional learning components within the program delivery, therefore improving teaching and learning outcomes together.

In financial year 2021, \$4.8 million was allocated to arts organisations across Australia. Despite the challenges of COVID-19, these organisations delivered 46,400 program hours and provided 17,000 hours of professional learning opportunities to 1,500 teachers.

CASE STUDY – Sydney Arts Education Initiative Musicians Making a Difference

MMAD provides at-risk, marginalised and underachieving young people with an opportunity to access free expressive therapy, alternative education courses and mentoring, so that they can work through complex life challenges and realise their potential.

A long-standing partnership between the Crown Resorts Foundation and MMAD has allowed nearly 6,000 young people across Western Sydney the opportunity to engage with this program which transforms young lives through music across Western Sydney.

MUSICIANS MAKING A DIFFERENCE

Dominic Brook
Founder and CEO, said:
“Every young person deserves someone who believes in them and the opportunity to live their potential. We can’t thank Crown Resorts Foundation enough for believing in us so that we can continue to believe in young people.”

In a normal year, face-to-face delivery of this program has been central to its success. As a result of the lockdowns, this was not possible and MMAD innovatively responded to this challenge by turning to online delivery. MMAD managed to deliver virtual mentoring and welfare packs, expanding from one virtual initiative a week to 14 a week, with around the clock support available to reach the exceptionally vulnerable youths that MMAD support.

MMAD were also able to continue to support high-needs school engagement programs and their programs in juvenile justice centres.



Image provided by Musicians Making a Difference

CASE STUDY – Melbourne Arts Education Initiative Arts Project Australia

Arts Project Australia is a creative social enterprise that supports artists with intellectual disabilities, promotes their work and advocates for their inclusion in contemporary art practice.

As the first full-time art studio in Australia for artists with an intellectual disability, APA has built a reputation both in Australia and internationally. The Northcote studio, now supported by online version Satellite Arts, is attended weekly by 160+ artists who develop their practice supported by professional staff. Meanwhile the gallery, which recently located to Collingwood Yards, presents professional, curated exhibitions that showcase the work of APA emerging, mid-career and established artists.

ARTS PROJECT AUSTRALIA

Sue Roff
Executive Director, said:
“Support from the Crown Resorts Foundation has enabled Arts Project to continue delivering its studio program remotely to artists across Melbourne during an extended lockdown period, together with dedicated art materials delivery to participating artists. It has helped keep our artistic community together while apart.”

When restrictions began in early 2020, the studio developed the Satellite Arts program. Satellite Arts saw APA staff working remotely with over 60 per cent of studio artists, providing mentoring and having art supplies delivered to their homes. The gallery, which also closed its doors over the lockdowns, continued to promote artists and sell their artwork through weekly virtual exhibitions, broadening an already robust national and international presence. For these efforts, Arts Project Australia was named the 2020 Melbourne Awards Arts and Culture Champion. Both online capacities continue to operate throughout 2021, increasing the accessibility and visibility of APA’s profile.



Image provided by Arts Project Australia

CASE STUDY – Perth Arts Education Initiative Barking Gecko Theatre Company

INSPIRE is an innovative school access program for 2,800 primary school students in low socio-economic suburbs in outer metro Perth. At its heart, the program has two core principles. The first is that engagement in high quality theatre supports children's academic, social and emotional development. The second is that every child has a right to access arts and culture, regardless of their circumstances.

Participating primary schools are provided with fully subsidised tickets and bus transportation, enabling students from years 3 to 6 to attend our theatre productions. We enrich their learning with classroom resources and workshops with professional theatre artists. In addition, teachers participate in Barking Gecko's School Drama mentoring program to improve student literacy and engagement with learning.



Luke Kerridge
Artistic Director, said:
"Our partnership with the Crown Resorts Foundation is based on a shared belief that high quality theatre has a transformative impact on the lives of children. It has allowed us to expand Barking Gecko's creative learning programs for children whose lives are more complicated than most – we're very proud of what will be achieved together."

Throughout the year, Barking Gecko worked in partnership with schools to temporarily pause INSPIRE and navigate the challenges of COVID-19. As restrictions eased in WA, we returned to classrooms in July and the theatre in November to immerse children in creativity; a powerful antidote in the face of adversity.

The research shows unequivocally that children who engage in the Arts, including theatre, do better academically, socially and emotionally. Children who attend theatre are more motivated, empathic and have a greater capacity for self-reflection. But perhaps most importantly, children who regularly attend theatre have more hope about their future.

For the children participating in INSPIRE, many of whom experience some form of disadvantage, fostering hope and encouraging them to reach their full potential is perhaps the most important legacy of the program.



Image provided by Barking Gecko





Providing Opportunities for Young Australians