

# IMPACT STRATEGY 2024-27



## OUR VISION

Ninti's vision is to build opportunities with Aboriginal and Torres Strait Islander peoples, through research, innovation and community engagement.

## OUR VALUES

We are very proud of our connection to and respect for traditional culture. Our name 'Ninti' means 'clever' in Pitjantjatjara, which reflects our desire to be a capacity builder and knowledge broker.

01 We focus on 'getting the job done' for our clients while upholding the paramount importance of cultural safety during engagement in communities.

02 We are an inclusive, respectful and equality-driven organisation.

03 We respect the cultural diversity, cultural authority and traditional knowledge and expertise of Aboriginal and Torres Strait Islander people and staff.

04 We will exhibit courage, innovation and entrepreneurship in our work.

05 We seek and respect Aboriginal voices and encourage their participation.

06 Respect, integrity, accountability, empathy, confidentiality, listening and learning will characterise our engagement with people.

07 We will ensure caring for Country, environmental sustainability, ethical and social justice are at the heart of what we do.

## OUR MISSION

Ninti is a group of professional services firms that work collaboratively with communities and clients to achieve positive social and economic development outcomes for Aboriginal and Torres Strait Islander peoples. Ninti draws on its long history of working with Aboriginal and Torres Strait Islander communities and has developed the capacity to translate learning from this experience to a range of development contexts.

## OUR GROWTH STRATEGY

### THREE-YEAR GOAL

We will sustainably increase our positive impact three-fold, in terms of opportunities created with and for Aboriginal and Torres Strait Islander peoples, organisations and communities. Indicators to measure our progress toward achieving this goal include:

- Number of Aboriginal and Torres Strait Islander communities we work with
- Success stories from communities, clients and staff about the impacts they see from our work
- Number of Aboriginal and Torres Strait Islander staff, consultants and suppliers we engage
- Number of Aboriginal and Torres Strait Islander organisations we partner with
- Percentage alignment of our work with Closing the Gap targets and outcomes

### STRATEGIC PRIORITIES

1. Develop, implement and monitor growth in each of our priority sectors – health (including mental health), education, employment, economic empowerment, aged care, disability, justice, climate change and environmental resilience and international development.
2. Fully integrate Ninti Training Limited into the Ninti group.
3. Increase impact through extensions and expansions of our current large, high-impact, multi-year projects.
4. Proactively seek opportunities for increased philanthropic and grant funding.
5. Give preference to high-value, long-term work where we are rewarded for achieving outcomes.
6. Invest a percentage of our financial reserves each year to support initiatives that build our enabling capabilities, to ensure that our impact grows and is sustainable

## OUR ENABLING CAPABILITIES (THESE WILL SUPPORT AND ENABLE IMPACT)



### PEOPLE AND CULTURE

A strong and inclusive Aboriginal and Torres Strait Islander organisation, with an engaged community of staff.



### SYSTEMS

Robust systems, policies, practices and infrastructure to enable our people to excel.



### PARTNERSHIPS

Strategic, sustainable, and successful partnerships that facilitate our strategy.



### MARKETING AND COMMUNICATIONS

Grow our reach, profile and impact.