



contentgroup

TRANSCRIPT OF PODCAST

Work with Purpose

EPISODE #106

'BLAK, LOUD AND PROUD'

with Corey Tutt OAM and Ben Williams

TRANSCRIPT

David Pembroke:

Hello everyone, and welcome to Work With Purpose, a podcast about the Australian public sector and how it serves the Australian people. My name is David Pembroke. Thanks for joining me. As we begin today, I would like to acknowledge the traditional custodians of the land on which we are meeting today, the Ngunnawal and Ngambri peoples, and pay my respects to their elders past, present, and emerging, and acknowledge the ongoing contribution they make to the life of our city and this region. And I'd also like to acknowledge the traditional custodians of all the lands from where anybody listening to this podcast today is also joining us from. So part of the role that Australian public servants can play is as advocates and allies of the excellent work that passionate people do in our community every day. Services to our community do not necessarily need to be directly led by government and can often be more powerful when they are sensitively supported through allyship and a learning mindset.

Well, today we are bringing you a special episode of Work With Purpose, in celebration of NAIDOC Week as we celebrate this year's NAIDOC Week theme, "Keep the Fire Burning, Blak, Loud, and Proud," contentgroup and IPAA ACT are delighted to share with you the stories of an established indigenous leader and an emerging indigenous artist who embody the spirit of pride in their work every day. We are both humbled and privileged to play just a small role in advocating for their work today in honour of NAIDOC Week. So Corey Tutt, OAM is a proud Kamilaroi man and he's the CEO of Deadly Science. He's a former young Australian of the year for New South Wales. He's a STEM professional, an author and social entrepreneur. In 2018, Corey founded Deadly Science at his kitchen table, working two jobs to keep the charity afloat. Since then, Deadly Science has grown to be Australia's leading indigenous STEM charity, working with over 800 schools and community organisations across all states and territories.

Our second guest today is Ben Williams, a young indigenous artists from the Kanturrpa clan, totem Milway of Warlmanpa Country, on his mother's father's side. It's a hot and dry area where his mob live in the Barclay region of the Northern Territory. And he's based on Worimi Awabakal country. Ben's art is a mix of traditional styles with bold colours and contemporary themes. He has described his series, Journey to Self-Development as using bold colours to identify the bold choices we make, coupled with small detailed work to show each changing moment and perspectives of life. Ben's art is thoughtful, vibrant, and joyful, and it embodies the spirit of Black, Loud and Proud. Corey and Ben have been working together on a new book called "Caution, this book contains deadly reptiles," due for release in February 2025. In this conversation, Corey and Ben tell us what makes them feel proud of their heritage and how it influences their work in science, education, and art.

And as someone who has worked across a number of public sector organisations, Corey also highlights what it takes to form genuine partnerships between the public sector and indigenous-led organisations, and indeed what it means to have allies and understanding when working with government.

So today we've got a change. We have a new presenter on the podcast who will be leading today's conversation, and that is IPAA ACT's very talented CEO, Kate Driver. Kate is an experienced leader in the public service and has worked with many Australian indigenous leaders across more than two decades in the public, private, and philanthropic sectors. So I'm sure you'll enjoy this conversation. And Kate, it's over to you.

Kate Driver:

Yuma, good morning. Hello here from Ngunnawal Country in Canberra. My name is Kate Driver. I am a guest presenter today in celebration of NAIDOC Week. And as you just heard from David, we're very much looking forward to today's conversation. I have invited a former colleague now, very close friend, close enough that I am proud to call family Corey Tutt, OAM. And along with Corey, Ben is joining us today. So yuma, Corey. Yama, Ben. I'm here on Ngunnawal country. Where are you joining us from today?

Corey Tutt:

Yeah, yuma, I'm joining you from the lands of the Biripi people. And I'm really excited to be joining this yarn and it's really great to connect with you again, Kate.

Kate Driver:

Fantastic, Corey. And Ben, where are you joining from today?

Ben Williams:

Morning, Kate. I'm Ben obviously, and I'm joining in from Newcastle where I'm on Awabakal country.

Kate Driver:

Fantastic. And today we are celebrating NAIDOC Week. The theme is "Blak, Loud and Proud." And as we've just heard from David, one of the things we wanted to speak about today was how public sector workers, public servants particularly, can actually understand their role as advocates and allies not necessarily running everything. And that's not always intuitive for a number of public servants. We're used to running things through systems and processes. But the reason that I invited my friends along today to have this conversation is because with my relationship with Corey, he and I have built a co-mentoring relationship where we've mentored one another over the years. And I have been very privileged to be in the role of cheerleader-in-chief advocate and ally for his important work. So Corey, we first met when I was at Questacon. Your charity Deadly Science was probably maybe 12 to 18 months old.

I spotted this really interesting fellow on Twitter who was talking some really interesting language about STEM and First Nations knowledge. And I was the deputy director at Questacon at the time, and part of our remit was to bring STEM to regional and remote communities across Australia. So it was part of my job to connect to communities, connect to not-for-profits and charities who were doing work on the ground. And so I reached out, but I'd like to thank Corey, and I'd really appreciate your views on this, that the way I reached out hopefully was an invitation to engage as the leader in the conversation, rather than the public service reaching out and telling you what you could do for them.

I remember our first phone call where you said, "Oh, Questacon, that's really cool. What can I do for you?" And my answer was, "Well actually it's what can I do for you? You're doing really cool stuff. And I just wanted to say, 'Hey, that's great and is there anything that perhaps we can do to support that because it speaks to our mission, but you're doing a great job. I don't need to control anything, but can we give you some resources? Can we help you?'" And from that conversation, there was one box of shop stock from the Questacon shop that went out to community. And from there, the two organisations forged a really strong relationship, which endures to this day. And it's something I'm really proud of, having moved on for that role. But how did that feel for you, Corey? Because that's my story. How did it sound for you?

Corey Tutt:

Yeah, first of all, having worked in the STEM industry and the animal industry for 10 plus years since I was a teenager, I feel that the STEM space is about 20 years behind the art and the sports space in terms of the relationship with First Nations people. There's been a lot of take and not a lot of give. And our people are the first scientists this country. And still to this day, there's still elements of our industry that there's a mistrust in indigenous people to run anything with STEM. And I guess working with you and Questacon was a bit of a breath of fresh air because for us it wasn't like know Questacon didn't come over the top of me and tell me how to do things. They actually, we sat at the table together and we learnt from each other. And for me, the whole notion, you can't be what you can't see, it's so true.

But also, the elements of, we know as Aboriginal people that the best-run programmes are run by Aboriginal people because we know how we work. I would say that Aboriginal people, we value relationships through a different lens to non-indigenous Australians. Even just last week, Ben and I went to the football together with a bunch of mob and it was like we'd known each other entire lives are all family. We're laughing, we had a great time. But that's like that across all our communities. Non-indigenous people need to be open to learn from us and learn about us. They think they know about us, but often they don't. And you've been around me and my family enough Kate, to know that it's a different relationship dynamic.

Your third or fourth cousins, your relative, your person you go to, not many races on earth have that complexity and that closer bond with relationships. And I would say that indigenous Australians and Aboriginal Australians, they have relationships that have endured colonisation, so they're super, super strong. No matter where you go, there's always someone you can turn to. And I think the STEM space is very similar. Our kids listen to our people because they're the ones that have ridden through the hard times.

Kate Driver:

And I think Corey also, as you were speaking, I was thinking about the phrase STEM, and how the language is very bounded. You and I had a conversation that actually changed the way I spoke about the way government works. So I was on a one-person mission to ban the word outreach, because it suggested that the person holding knowledge was reaching out to the non-knowledgeable and somehow giving something of value. Whereas when you and I started co-mentoring one another and started talking more deeply, it actually was about having a presence in the community and valuing as much of what was there and had been there for 60,000 plus years already, rather than a particular paradigm that policy might've been written in that we might've been coming into with a mindset. And so I think STEM and science is a really good example of that. And Ben, I'm just going to hold up to the camera and we'll put a photo in the behind the scenes.

I'm not sure if you can see this picture. This is one of my prized possessions and has pride of place in my home. This is a picture drawn by a group of children from Jukmingen. Corey and I worked together to bring this group to Canberra. And on the piece of paper, beautiful drawings of animals from country. And importantly alongside those drawings are words in language from that country and that community that describe the animal. And the pride with which those very young people, some of them were grade two and grade three, sat with me and described each animal how it works, what their behaviour is, what it eats. There was so much STEM learning in just this one picture. Now your illustrations of Corey's books are our next level. These are probably more aspirational pictures, but can you tell me a bit about how you and Corey got together? Because you are now shortly going to be a published artist alongside Corey in his new book.

Ben Williams:

Yeah, which is just crazy to think that I'm illustrating this Deadly book that's going to be out on the shelf next year. But it's just been an amazing journey that we've had with this book. I got to meet Corey, I tell everyone this story, how everything just became so interconnected and how we met. So what happened, there was another publisher that reached out to me via social media, and we were talking about doing some illustrative work with another author, but that fell through and we said, "Oh, we'll keep in contact." Maybe a few weeks later or a month later, I see this amazing guy on social media and I'm just scrolling through everything that he is doing and I'm like, "Wow, what an inspiring bloke to see all his stuff and what he is doing for science, for kids communities." And then yeah, just gave him a follow and didn't think nothing of it. And instantly he just kind of followed me back, sent me a message and said, "Hey, would you be interested in doing some illustrative work for my book?" And that's how the conversations went.

And little did we know, it was the publisher that I spoke to weeks later and they were like, oh you know Corey is on our list. And I spoke to them before Corey. And so that's how we got the ball rolling and talked about this book. And yeah, it was just a really crazy experience that I share with everybody.

Kate Driver:

That's amazing. So there's a theme there, Corey, about your strength of social media game from the sounds of it.

Corey Tutt:

I think the most part for me is an author, and I've now written a few books and the ones that have been the strongest have been ones that I've developed really strong relationships with. And I think this is something that from the get-go that Ben and I were complete strangers before this process. And before we got started, I told Ben, we need to become really good friends and we need to build a friendship first. So we did that. We spent some time together. We had many coffees. And we became friends because when you embark on something like this and in a complex project like this, you need as many friends in your corner as you can get because we're doing something that hasn't been done before. We're going across 20 different language groups and finding traditional names of reptiles and publishing them. And that's a really complex task.

But also if you're not close with your Illustrator, then the story won't be told in the way it's intended. So for me there's a lot of emphasis. And once I met Ben and I saw his work, I knew he was the right person for the job, but him and I, we really spent time working on our friendship because when you're friends, you can have difficult conversations and you can have honest conversations and you need that when you're working on a complex project. And it goes with the designer as well, same kind of thing. If all of us are not gelling together along with the publisher, then the book's not going to be a success because I feel like the book's a bit like a cake.

Everyone's got their role to make. I cook the base and Ben's the icing, and if the icing is not right, then people aren't going to eat the cake. So for me, the importance of Ben being a really good person and also a deadly artist as well has made the book what it is and given it his DNA. And it's the same with this book and First Scientists. If I don't build the relationship with those illustrators, then they're never going to be able to tell my side of the story as an author because I'm kind of like a blind storyteller in a way.

Kate Driver:

That's so beautiful. And I think something we can learn from that is a lot of communities who I've worked with have this approach around you need to do business with people you know. And often working in the public service, you are working in procurement processes, you're working in very structured processes. There's not a lot of room for relationships. And my observation from what you are talking about here, both Corey and Ben, and the work that you and I have done together, Corey, is that the strength of those relationships and investing in them upfront is a really necessary part of actually succeeding and making change rather than just ticking off a to-do list. It makes it really genuine and authentic.

I think also the strength of the relationship and being able to tell the story, Ben, we aren't... As Corey says, we could be blind storytellers in a podcast format as well. Can you tell us a little bit about your approach to the illustrations and how you actually wove in that relationship to build something that really is so unique and something to be really proud of that young Aboriginal, Torres Strait Islander people and also white fellas can look at the beautiful care that you've taken in the illustration and in the custodian of Corey's story?

Ben Williams:

Yeah. So we're talking about building that good and healthy relationship. Because when I do my artworks, I build on the vulnerability on it and the emotions that I captured in the book and my paintings. And that's how I'm able to portray my paintings in the way that I can is being vulnerable and touching those emotions. Through my process, I went through so many different emotions. And it goes back to these spaces where we can be vulnerable and are in touch with that.

Because yeah, with delivering paintings, I always make sure I want every space to be comfortable, safe, healthy. And I've been taught that from my families up in NT and trying to build on relationships and understand that so I can share that and portray that in my own art, and to get other people to understand my art. That's how you get people interested in those things is that they feel the passion and the drive to your art and to your creativity and your storytelling, and that's how you capture people.

Kate Driver:

That's gorgeous. And I think having been very privileged to have a very small sneak peek at some of the layouts of the new book, the story of the country that they're from, their place both in time as well as location and the understanding of that animal in the context of country, not just as a impartial observer, I think really comes through in the illustrations. But are you thinking that this is something that people on country will also be proud of seeing that next layer of detail and understanding? It seems like that's the work you've done to get here today.

Ben Williams:

Yeah, I think they're going to absolutely love it because it's their animals. It's what has represented their community. It could be their totem, it could be something that their families have hunted and gathered, their old people. And to be able to have something portrayed in a way that feels passionate and feels so real, it takes them back to their memories and how they connect to their country. And for them, that's very important.

Kate Driver:

And that context, that grounding is something that's not necessarily well understood. I think as we develop as a nation and move towards reconciliation in a really authentic way, people outside of community, understanding the pride that comes from that knowledge and that context is important. And Corey, I know that you have great pride in the work that you do and how you bring these stories to life in a form that can be distributed across communities, across countries, both within Australia and off Australia's shores as well. What does a theme around pride; Loud, Black, and Proud for NAIDOC Week mean to you?

Corey Tutt:

Yeah, look, I'm very proud of my family and my heritage and who I am as a person. And for a long time, I've always been proud of the fact that I'm a black fella. But also, when I think about being a proud black fella, I almost think about it as an act of defiance against colonizations and the fact that we haven't just survived, we've thrived. And now with my books and also with the work of Ben, we're taking back what's been stolen from us and giving it back to our kids. But our job is to educate the 97% and empower the 3% of our population. And what we're doing now is we are destabilising the status quo of this country and what it was built on. So when I say I'm black and proud, I'm standing on the shoulders of my ancestors.

My grandfather wasn't considered a person in this country. He wasn't allowed to swim in the swimming pool. He fought for those rights. He fought for the rights for me to be able to write books today. But with that right and that movement in society comes great responsibility, and that's just bring our culture back, the culture that's been stolen from us. And we need to educate non-indigenous people in this country that just because you are from another nation or you were born here, it doesn't mean you can't celebrate what's uniquely us about this land. We come from the country whose First People who invented bread. We come from the country whose First People had names for everything. It's important that everyone learns that stuff. We should be proud of it. Egyptians have the pyramids, we have the oldest living culture on earth. And we should be proud of the fact that First Nations people are still here, still surviving, still educating, still fighting for our rights as humans.

And I think that if I look at the media landscape and I look at particularly social media and probably post-referendum, it's probably heightened it a little bit. I think we live in a time where information's never been cheaper. Everything else has gotten more expensive, but information has gotten cheaper. And the status quo and the bias of our people, it lives within government, it lives within society, every faction of society. And we really need to focus on our children and our young people, because we're not going to change everyone's minds. We're not going to be able to change the world today, but we can change it for tomorrow.

And my hope is that when my children are born and I have grandchildren one day, that whole significant movement of my grandfather not being able to vote, not being able to swim in a swimming pool to now where I can swim in a swimming pool, I can vote, it will change again. So that the status quo will change and we can move together as one. And it starts in the classroom because sometimes to move forward, unfortunately we move a couple of steps back and that's what we've seen in the past year.

Kate Driver:

The pride that's on your face, I wish people could see just the pride that's shining from your face as you speak. It's inspirational, but for me, as one of the 97%, it also galvanises me to do better. Ben, what does that idea of pride for NAIDOC Week mean for you?

Ben Williams:

Pride for me in NAIDOC Week is just being able to connect and talk about our history, our life, and our journey. Because something I've learned recently is through conversations is how we are all First Nations people, but we carry our own individual journeys and our own cultural experience. And being able to be prideful of that and share that with other mobs, it's really interesting because you learn something different in different parts of Australia and different stories. Art as well, it's just an amazing thing that we can experience as First Nations people and share that together.

Kate Driver:

That's fantastic. And I think Corey, you touched on the act of defiance. So NAIDOC Week was established as a protest movement. And today it has evolved to a celebration, a sharing of stories and appreciation of the culture that is part of the DNA of the country we're standing on, and the countries that we stand on. If you could speak to those leaders in governments who are really trying to do better in the spirit of movement from acts of defiance and protest to what we see in NAIDOC Week hopefully becoming, where's the authenticity and the genuine desire to deepen that relationship from your perspective?

Corey Tutt:

I think if I can speak from the not-for-profit space as a CEO, being an Aboriginal person, you're statistically more likely as a founder to go into insolvency as a charity. We do not have any mechanisms for seed funding to create self-determination in our communities. If you look at the percentage of funding that goes to non-indigenous people for Aboriginal affairs, it's heavily one-sided. The government has done very little to change the bias in Australian society, that indigenous people get millions and billions of dollars. It's actually not true at all. Most of the funding that goes to our children goes to non-indigenous organisations. They will never have the impact that an indigenous person will have because our kids relate better to our own people. But we need to empower our own people to practise self-determination to really know that they can make something of themselves. They can, their programmes will be supported by government.

Unfortunately, the government, I think they try to go for the quick fix. A lot of the time they talk to the same people and then they complain while they get same results. But the problem is if you don't change anything, if you don't change your behaviour, then you're going to get the same result. And that's why the gap doesn't shut. It doesn't close. And every year we always have this huge outrage that we're only meeting three of the

12 targets or whatever that is. And that for me, from being an indigenous CEO and seeing what is funded out there and what is available for our kids, it's no surprise to me. But we still are having... We're still having conversations where I've been invited to panels and three or four people from the same organisation are on the same panel. How is that a fair and equitable?

How can you get advice if you're loading up with the same people all the time? You've got different indigenous people being invited in speaking for other groups that we're not one homogenous group. We need to include voices from the Torres Strait, we need to include voices from all over Australia, because we have different perspectives and different ways of life. On the East Coast, it's a totally different relationship with non-indigenous people to the rest of Australia, because we all experience colonisation differently. It's the same result. It's still trauma-inducing and still horrible. But we still don't have that understanding broadly that some indigenous groups in Australia have had horrendous things happen to them. They all have. But for some groups it's been a lot longer and the mistrust is deeper. So we need to work on that relationship piece. So I think for a lot of the time, what we need to do better is we need to get better at relationships.

And we've got to stop ticking boxes. We've got to start valuing humans again, not trying to go for quick fixes that if a gap isn't closing in education, the answer is not to throw more money at the same organisations. It's to put it out to make it a competitive process. Value indigenous founders. Remove the status quo that indigenous people can't handle funding or money. We can't allow for non-indigenous organisations to get all the funding because we do need to build some self-determinants because indigenous people and first Nations people have a right to run charities and have a right to help their communities. And if we are just going to go for the quick fix and what looks good on paper and not actually do things that merit, then we are going to continue to get the same results. And that's unfortunate, but I think the government needs to get better at making relationships with Aboriginal people.

Kate Driver:

Thanks, Corey. There's a lot to process there, and I think a lot that hopefully our listeners will really take on board in a authentic spirit of trying to understand. And Ben, I want to bring back in the earlier comments you made about vulnerability and through vulnerability, there's trust and there's emotion. So you feel something before you know something. And oftentimes in our professional lives, we feel like we need to know stuff. We feel like we need to achieve stuff. And the call that I'm hearing from Corey today is the knowing and the being have to actually connect through relationships. As an artist who really speaks to the world through that lens of feeling and vulnerability and emotion, what advice would you give people about unlocking that feeling of having to be the expert, having to tick the box and actually releasing into some of the feeling and the knowing that comes after you've built those relationships? How do you approach that as an artist?

Ben Williams:

Well, it all starts with one simple thing, which is listening. And that's the key to downloading every form of emotion that I can, is just by listening patiently to people, to different voices and different issues, and just listening to that. And from that, you understand how the emotions are exuding from those conversations. And so I like to... I'm a great listener. I love listening. I think it's my biggest things that I just love and I like to share that with people. And through my art, I try and share that story and how emotions are portrayed through different lenses, because it all comes to listening. And so I'm very passionate about that, and I love listening to people and conversations. Because we all share different stories and different ways of life. And with painting, that's how I can express that in my best way because I'm so in tune with myself and in tune with just touching that emotion.

Because sometimes it's weird. There's moments where I've painted and I've given the peace to someone and they've just said, "Wow. It's like you've just touched on this personal life experience that I don't share with anyone, but you've just presented that so well in the art pieces." And I take passion and pride from that because I truly want to be in touch with people emotionally and make sure that's being portrayed.

Kate Driver:

I think that's a wonderful place to leave our listeners today is listening and relationships and having humility as an advocate, as chief cheerleaders, as people who in systems have authority and have power, but have humility and vulnerability to build relationships and uplift rather than control and run. I think that these sound like really wonderful strategies and techniques. I'm going to give you both the last word, of course. So if you would like to just speak from the heart about the message that you'd like our listeners to leave with today.

Corey Tutt:

Yeah, look, I think that the majority of Australians and non-indigenous Australians want to see our people do well. And I think the education piece is really important. I made a statement about educating the 97% about us so they can learn more about us. I think everyone has the ability to create change. Ben and I are the definition of self-determinance with our people. We're killing it in our own fields. And I think that we need to start approaching society with open hearts and open minds, and that means removable stigma, removable status bias. And from that, I just ask people to be open, be open to learn. The person who chooses not to learn is always wrong. And I think that I would just say as a message to everyone out there is that world's a pretty tough place at the moment. We've got a lot of conflict. We've got pandemics, we've got failed referendums, we've got a lot of things that haven't gone right, but the one thing we can control is relationships and how we treat each other. That would be my message.

Kate Driver:

Well said. And Ben?

Ben Williams:

My thing, oh, it's such a challenging thing to think about because there's so many ways you can approach that. But I would honestly just say, yeah, start it with friendships like Corey and I said from the get-go. Start it from friendships and build those great relationships with people. Become a better ally, listening to First Nations voices. And get involved with communities across all areas of Australia with all different voices. And just enjoy our culture. I mean, it's so beautiful, our culture. And keep tuned for the book that will come out next year as well, which will be amazing.

Kate Driver:

I'm very much looking forward to seeing the book come out next year. And once it's out, we'll be including links on our website so that people can come and find it as well. Look, Ben, Corey, thank you so much for your time today. I think that the thing that I've taken away from our yarn today that really resonates for me is just the humans in the system. We're all people. We all need kindness, empathy, vulnerability, and a little bit of creativeness to be proud of. So I hope you have a wonderful NAIDOC Week. I hope that there's a lot to be black, loud and proud about in the week ahead. And thank you so much for joining us today.

Corey Tutt:

Thank you.

Ben Williams:

Thank you.

David Pembroke:

So what a great conversation there, and a big thanks to Corey, to Ben and to Kate. And certainly that quote from Corey that grabbed me was where he was speaking about the chaos in the world of pandemics of wars and of other things and things that you can't control. But what we can control is how we treat each other. How we respect each other. And I just think that the essence of that sentiment is just so important in the way that we go about building society and growing from where we are today. So big thanks to Corey, to Ben, and to Kate for that very special conversation here on Work with Purpose during NAIDOC Week. So again, a big thanks, and the book, *Caution*. This book contains deadly reptiles, and it's available for pre-order, and we'll make sure that we will share it with you when it is published.

Now during NAIDOC Week. First, Nations peoples are often asked to contribute and volunteer their time to educate others about their culture and their knowledge. Well, today, Content Group and IPAA ACT want to ensure that we recognise the cultural load that both Ben and Corey have generously taken on today by financially recognising their expertise through a payment of speaker fees. We'd like to encourage you to show your support for other Australian Aboriginal and Torres Strait Islander speakers at your events in the same way. And if you would like to support either Corey or Ben, you consider purchasing their book or one of Ben's artworks, or making a donation to *Deadly Science*, and we've certainly left all the links in the show notes for you. So a big thanks to you all for coming back. Once again, just a reminder that you can find all of the Work With Purpose podcasts at your favourite podcast catch-up, be it Spotify or Apple or Stitcher or wherever you get your podcasts from.

And indeed, if you could leave a rating or a review that does help the programme to be found. I know I ask every week, but it's important that if you do take a few moments to do that, it will help others to find out the content that we like to bring to you each fortnight. If you'd like to stay up-to-date with Work With Purpose, you can follow Content Group or IPAA ACT on LinkedIn.

So Work With Purpose is produced in collaboration between Content Group and the Institute of Public Administration of Australia, ACT, with the fine support of our good friends at the Australian Public Service Commission. And it's great that they continue to help us and support us as we develop these programmes. We're delighted that you've been able to join us once again. We'll be back at the same time in a fortnight with the next episode of Work With Purpose. But for the moment, my name is David Pembroke, and it's bye for now.