

Australian Institute for **Disaster Resilience**

2017-2018 Annual Report



The Australian Institute for Disaster Resilience

The Australian Institute for Disaster Resilience (AIDR) develops, maintains and shares knowledge and learning to support a disaster resilient Australia. Building on extensive knowledge and experience in Australia and internationally, we work with government, communities, NGOs, not-for-profits, research organisations, education partners and the private sector to enhance disaster resilience through innovative thinking, professional development and knowledge sharing.

AIDR is supported by its partners: the Australian Government Department of Home Affairs, AFAC, the Australian Red Cross and the Bushfire & Natural Hazards CRC.



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Foreword

Disaster resilience is a wickedly complex space. In the context of a changing climate, it's vital that Australian communities prepare for increasingly frequent and severe disasters; simultaneously building capacity for disaster recovery. What that looks like in practice can, and should, vary significantly – recognising that the characteristics and values of each community are unique.

Approaching its third anniversary, the Australian Institute for Disaster Resilience (AIDR) continues to evolve and engage widely; a national organisation supporting local communities. AIDR's growing network of stakeholders encompasses government at all levels, businesses, NGOs, social services, community organisations and volunteer groups.

AIDR develops authoritative, principlesbased knowledge on salient disaster resilience themes; from evacuation planning to public information, lessons management to community recovery. Its professional development activities connect research to practice and foster collaboration among volunteers, educators, practitioners, students and policymakers.

I recognise the valuable input of AIDR's partners – AFAC, the Bushfire and Natural Hazards Cooperative Research Centre and the Australian Red Cross – who continue to bring a wealth of expertise and experience to AIDR's activities.

The Department of Home Affairs values its partnership with AIDR through Emergency Management Australia. We look forward to continued cooperation to build a safer Australia.

Robert Cameron OAM

Director-General Emergency Management Australia







THE PARTNERS

Collaboration is the key to AIDR's success and goes to the heart of its vision. Through AIDR, the contributions of each partner are brought together in new ways; developing the emergency management sector and supporting communities to build disaster resilience.

The national council for fire and emergency services, AFAC is at the

Stuart Ellis AM

CEO, AFAC



centre of emergency management in Australia. Through AFAC's member network, AIDR is informed by the expertise and frontline perspective of emergency service agencies in each state and territory.

The Bushfire and Natural Hazards Cooperative Research Centre (CRC) is a leader in scientific research across natural hazards. Through AIDR, the CRC delivers knowledge to a broader group of end-users; including as a direct partner in the Australian Journal of Emergency Management (AJEM).

Andrew Coghlan

CEO, Australian Red Cross





The Australian Red Cross informs and supports AIDR's community engagement; particularly in capacity-building for emergency management volunteers. Together, AIDR and the Red Cross affirm the central place of the community in building disaster resilience.

We recognise the Australian Government's commitment to a more resilient Australia through AIDR's work, and look forward to our ongoing cooperation.

Dr Richard Thornton

CEO, Bushfire and Natural Hazards CRC



THE DIRECTORS

This third annual report from the Australian Institute for Disaster Resilience illustrates the breadth and depth of our work. We're engaging proactively across sectors; affirming the shared responsibility we have for disaster resilience.

Our Handbook Collection supports a broad stakeholder group to apply national principles locally. The

Amanda Lamont

Director, Engagement and Projects

Australian Journal of Emergency
Management explores emerging issues
through research and editorial content.
We continue to enhance the online
presentation of this knowledge.

Our professional development activities connect knowledge to practice. We're upskilling emergency management volunteers through scholarships and our leadership program. We promote disaster resilience education and a holistic approach to prescribed burning through digital and physical networks.

Amanda Leck

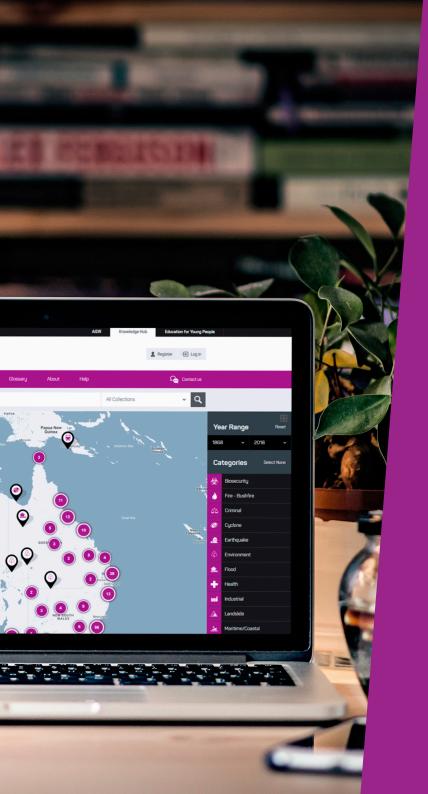
Director, Community Safety and Resilience

As we approach our third anniversary, we look forward once again to celebrating the National Resilient Australia Award Ceremony.

We thank our partners - the Australian Government, AFAC, the Bushfire and Natural Hazards CRC, and the Australian Red Cross. We also thank everyone we've engaged with this year; the contributors, beneficiaries and advocate of our work. Finally, we commend our staff for their tireless commitment to AIDR's vision.

Dr Noreen Krusel

Director, Knowledge and Research Implementation



Knowledge management

AIDR's approach to managing disaster resilience knowledge centres on building capability - going from the 'what' and 'how' to the 'why'. This reflects AIDR's strong focus on knowledge management and professional development; together, these functions guide all AIDR contributions to the disaster resilience sector. Strategically developing and sharing knowledge and professional development in tandem allows AIDR to build knowledge based on practical experience and research. This approach also supports AIDR to work holistically with a range of stakeholders, who are both contributors and beneficiaries of knowledge. AIDR will continue to be informed by a diverse network in the management of knowledge, promoting trust and a culture of shared learning, reflection and collaboration.



AIDR websites

AIDR continues to develop its suite of online platforms – the Knowledge Hub, the Education for Young People website and its corporate website – as a key vehicle for managing disaster resilience knowledge. Over the last year, AIDR has refined the conceptual framework around the websites; identifying core principles in a contributors' guideline for the Knowledge Hub.

To reflect the symbiosis between knowledge management and professional development, Knowledge Hub content is increasingly curated thematically, complementing the Handbook Collection, the Australian Journal of Emergency Management and AIDR's program of events. Our programs are informed by important, current, contemporaneous events and learnings. Content on the Knowledge Hub is organised into four broad collection types:

Publication collections house AIDR's flagship knowledge products, the Handbook Collection and the Australian Journal of Emergency Management (AJEM). Over the past year, AIDR has invested in enhancing the presentation of these publications online to reflect their increasingly digital audiences. AIDR also provides an online portal to the Emergency Management Library's physical publication collection.

Thematic collections emerge through AIDR's engagement with stakeholders and partners across the disaster resilience sector. Thematic collections bring together knowledge from AJEM and the Handbook Collection with complimentary case studies, tools and leading research. Over the last year, AIDR published collections focused on recovery, volunteering and prescribed burning; upcoming themes include warnings and lessons management. AIDR will also publish a seasonal collection of content derived from the Australian Disaster Resilience Conference.

Contextual collections provide access to key documents and frameworks that reflect current resilience thinking at jurisdictional, national and international level.

AIDR also houses a collection of historical records of disasters that have affected Australia.

Connecting collections function as a national directory, connecting users to agencies, organisations, experts and education providers with a primary or legislated function in the disaster resilience space.

AIDR integrated the three websites in the second quarter of 2017/18; data from the subsequent quarters indicates an increase in usage for each website. Notably popular content included scholarships, event information, disaster records, and teaching resources, with users reaching the sites through both direct links and online search tools search.

National Disaster Recovery Monitoring and Evaluation Database

In 2018, the Australian Government launched an updated version of the *Monitoring and Evaluation Framework for Disaster Recovery Programs,* with a companion database developed in partnership with the Australian Institute for Disaster Resilience. Used with the framework, the National Disaster Recovery Monitoring and Evaluation Database helps people developing disaster recovery programs.

Handbook Collection

The Handbook Collection is an authoritative portfolio of resources that provide nationally agreed principles and guidance for best-practice across a range of disaster resilience themes. It supports the implementation of the National Strategy for Disaster Resilience by establishing a national foundation to align national policy and strategy with local practice and procedures.

The Handbook Collection draws on the expertise and insight of leading disaster resilience and emergency management practitioners and scholars from all Australian jurisdictions and sectors, as well as applied research, data, and analysis from trusted Australian and international knowledge sources.

Each handbook is developed and reviewed through a rigorous process of stakeholder engagement with a dedicated Steering Committee and specialised Working Group. In 2017-18, five handbooks were published. Working groups comprised representatives from a cross-section of, emergency service authorities, private sector organisations, universities and knowledge-based organisations, non-government and notfor-profit organisations, and communitybased organisations and groups. Regular meetings were held with each working group to refine the scope and content of each handbook.

Companion documents and Quick Reference Guides have become

established offerings as part of the Handbook Collection. These documents provide end-users with supplementary online material to support their use and application of the handbook material. These companion documents are regularly updated to ensure currency as arrangements and experiences change over time.

The Handbook Collection continues to gain prominence as Australia's leading authority on disaster resilience. The five handbooks reviewed and four published in 2017-18 engaged extensively with over 350 stakeholders across different sectors including emergency services, government, community groups, private sector, peak bodies, education and research, not-for-profit and international experts. The handbooks were socialised at 14 national conferences, 5 state conferences in addition to five AIDR-run events and clinics.

The Handbook Collection Management Policy was also published in 2018 and outlines a framework for developing and managing the Handbook Collection.

The handbook collection is available at www.knowledge.aidr. org.au/handbooks

MEETINGS

WORKING GROUPS & STEERING

/SECTOR

GROUPS

STAKEHOLDER CONFERENCES

CLINICS









Evacuation Planning

2017

Communities Responding to Disasters: Planning for Spontaneous Volunteers



Community Recovery



Safe and Healthy Crowded Places



Public Information and Warnings

10 national warning

development and use

principles, guiding

of warnings

A total warning

and disasters

Guidance and

considerations for

public information

and warnings during

system failures and

catastrophic events

Supported by

the provision of

system for multi-

hazard emergencies

2018

Provides updated guidance on the 5 stages of evacuation planning

Supported by a Quick Reference Guide New handbook to support the national spontaneous volunteer strategy

Outlines strategies for supporting and coordinating spontaneous volunteers

Supported by 27 case studies

Extensive reading list Quick Reference Guide Provides guidance in planning for community recovery around the 4 environments: social, economic, natural, built

Applies the revised national principles for disaster recovery Supported by 16 checklists and 21 case studies

Additional hos community recovery Sup resources

Further resources for managing crowded places

3 overarching elements: risk management, communication and emergency planning

6 thematic topics: event and venue planning, site safety, crowd management and security, public health, first aid, ambulance and medical services, hostile acts

Supported by 12 guidance notes and checklists

two companion documents:

Warning Messag

Warning Message Construction: Choosing your words

Warnings Republishers

'I think these resources have benefited greatly from having such a rich pool of experience and knowledge to draw on.'

Anne Leadbeater OAM

Glossary

The Australian Disaster Resilience Glossary continues to develop and grow as key organisations from around Australia contribute to and support its review. The glossary now contains over 3,000 disaster resilience and emergency management terms and definitions including reference to nine Australian and international glossaries. In 2017-18 the online glossary went live with new functionality including the ability to save and export terms and improved search capability. The glossary will continue to develop to include links to related terms, images and additional resources. The glossary is available at www.knowledge.aidr.org.au/glossary.

The following handbooks will be reviewed in 2018-19: Australian Emergency Management Arrangements (2014), Disaster Health (2011), Lessons Management (2013), Planning Safer Communities - Land Use Planning for Natural Hazards (2002), Tsunami Emergency Planning in Australia (2010).

Centre of Excellence for Prescribed Burning

The Centre of Excellence for Prescribed Burning (the Centre) was established in July 2017 to lead and support the development of innovative, evidence-based principles, policies, programs and practice for prescribed fire.

The Centre is a practical hub that provides prescribed burning practitioners across the country with a place to share knowledge and experience to increase capability.

The Centre communicates guiding frameworks and principles developed under the National Burning Project, to promote a holistic and consistent approach to prescribed burning practices, and supports the implementation of those practices by a range of agencies and organisations. During 2017-18 the Centre finalised and published National Burning Project reports on:

- Prescribed Burning Performance Measurement Framework
- Prescribed Burning Objectives
 Setting and Analysis
- Prescribed Burning Training Competencies and Delivery Review
- Prescribed Burning Capability Optimisation Review

Awareness of the Centre's products and their utilisation is achieved through strong engagement at conferences, forums and facilitated workshops in all jurisdictions across the country. Prescribed burning practitioners are encouraged to further share news and updates through regular newsletters to over 400 prescribed burning practitioners, a Facebook page and Facebook group.

The Centre also facilitates ongoing engagement across the industry to increase agency capability to deliver prescribed burning that is informed by current research and good practice. A regular webinar series is key to this engagement and across 2017-18 has had high engagement with over 120 people attending the webinars and a further 250 views online

A highlight of the year was the delivery of the first prescribed burning clinic in Tasmania, attended by nine participants from Victoria, South Australia, Victoria, ACT and Queensland. Participants were highly engaged in learning about the Tasmania agencies approaches to prescribed burning and able to exchange their own experiences and knowledge whilst witnessing prescribed burns in action.



'Bringing a good mix
of people in from other
jurisdictions was one thing
I found the most valuable.
I was able to learn their
challenges and how they
addressed them. Overall the
clinic was a fantastic way of
gathering experiences and
extra knowledge.'

Chris Condon, Senior Rural Liaison Officer, ACT Rural Fire Service

Australian Journal of Emergency Management

The Australian Journal of Emergency Managemer (AJEM) is Australia's premier journal for emergency management covering all hazards and all emergencies. From research to practice, global government to community engagement, the Journal focuses on promoting and facilitating discussion and debate at all levels of emergency management. AJEM's papers feature extensive analysis, considered views, lessons learned and insights into current and future issues from researchers and practitioners.

In 2017-18, the Journal went from strength to strength; expanding its presence online through the Australian Disaster Resilience Knowledge Hub and the launch of a new online-only Monograph series. AJEM is produced under the direction of an editorial committee with significant input from editor-in-chief, Dr John Bates from the Bushfire and Natural Hazards CRC.

The functionality and presentation of AJEM articles on the Knowledge Hub has been enhanced through specific upgrades of the Journal's online layout. The new layout highlights key publication information such as authors and affiliations and provides functionality for users to download articles and navigate to related content efficiently. Visually, articles and chapters are more clearly identified as parts of a whole in a user-friendly way.

Related enhancements have given AJEM a more engaging, user-friendly 'home page' on the Knowledge Hub. The layout options are more visually dynamic and responsive; AIDR now has

an expanded selection of modules to display new and popular content, as well as related publications like the Monograph.

The Monograph series publishes ongoing and timely information in select topic areas of relevance to emergency management and disaster resilience in Australia and internationally. In 2017-18, AIDR published two editions of the Monograph; focusing on higher education, and community recovery.

The Journal produced a focused issue on Community Recovery for the January 2018 edition which was accompanied by the online Monograph. The themed edition was highly successful; reaching over 7,000 readers in Australia and internationally.

Readers also enjoyed a variety of articles in issues across 2017-18, including research on lessons management, psychosocial support and engaging vulnerable populations. Popular news and views articles considered preparedness, the demographics of emergency management volunteers, and building animal-ready communities.

On the advice of the newly established Editorial Advisory Board, AIDR undertook a survey of AJEM readers in September 2017 to understand their needs and wants. Feedback from the reader survey has supported the AJEM Editorial Committee to focus the Journal's content, print and online design to better meet readers' needs.





Professional development

AIDR's Professional Development Program promotes the investment of individuals and organisations across Australia in creating healthy, safe, connected communities that are resilient in the face of disasters. The program ensures that individuals across the entire sector are informed and empowered to act, through learning opportunities that help to progress their contribution to resilience. AIDR's Professional Development Program encompasses volunteers, management teams, government, private sector, first response agencies and humanitarian organisations

Emergency services organisations and other agencies with a role in supporting disaster resilience work in a constantly evolving space. By delivering learning that reflects current issues and trends, AIDR can provide the latest research and practice to build capability in this sector to best serve everyday Australians.

Volunteers are key to building disaster resilience in communities; AIDR's Volunteer Leadership Program and Emergency Management Volunteer Scholarships allow volunteers to equip themselves with the knowledge and skills to contribute in even greater ways to their organisation, and builds on volunteer capability, collaboration and enthusiasm.

Empowered people are agents of change. Everyone has a different pathway to follow on the resilience journey, and by connecting people with opportunities to learn and grow, AIDR supports people across our diverse nation to make their mark.



Professional Development Program

AIDR's Professional
Development Program
continues to build on
national and international
conversations to build a
disaster resilient Australia.

During 2017-18, AIDR delivered 17 events across Australia, reaching more than 600 people from organisations and communities across the disaster resilience and emergency management landscape. Building on AIDR's commitment to engage with non-traditional disaster resilience organisations, representation from local government, not-for-profit organisations, and education providers has increased over the past year.

With support from Emergency Management Australia, AIDR hosted former FEMA Administrator Craig Fugate to deliver a professional development event series in Brisbane, Canberra and Melbourne. Mr Fugate's presentation focused on his experiences in the US, and the important role both the public and private sectors play in community recovery post disaster.

AIDR's Professional Development Program builds capability in several key areas. Across 2017-18 AIDR ran a series of evidence-based workshops to build national capability for designing effective warnings to ensure that the warnings that are provided to the community during emergencies are comprehensive and effective, and based on research and evidence. AIDR partnered with the Bushfire and Natural Hazards CRC to facilitate clinics on Designing Effective Risk and Warnina Communications with Dr Amisha Mehta from OUT and Dr Brooke Fisher-Liu from the University of Maryland. Dr Mehta and Dr Fisher-Liu hosted clinics in Brisbane, Sydney and Melbourne where they were able to highlight the strengths and weaknesses in communicating with the community, both locally and internationally.

In December 2017, AIDR launched the Communities Responding to Disasters: Planning for Spontaneous Volunteers Handbook. To build national capability to work more effectively with spontaneous volunteers, AIDR developed a utilisation clinic in collaboration with handbook author Anne Leadbeater and delivered skills clinics in Canberra, Sydney, Melbourne and Darwin to more than 70 people from across local government, fire and emergency

services agencies, volunteering peak bodies, and emergent volunteering groups. Sponsored and discounted places were offered to non-for-profit and community groups engaged in volunteering activities during disasters. This allowed AIDR to engage with organisations such as RSPCA, Team Rubicon, and volunteering peak bodies across Australia.

AIDR's program of skills clinics continues to grow strongly, with four skills clinics delivered in 2017-18. Clinics were delivered across Australia, with 136 participants in total.

In 2018-19, AIDR looks forward to hosting the inaugural Australian Disaster Resilience Conference, concurrently with the AFAC18 Conference in Perth, 6-7 September. The ADRC will offer an unparalleled opportunity to expand the resilience conversation.

'The program was excellent, and I took quite a lot away from it for my future development. The content was very relevant for today's volunteering climate.'

Susan Rogers, NSW SES, Hobart VLP December 2017

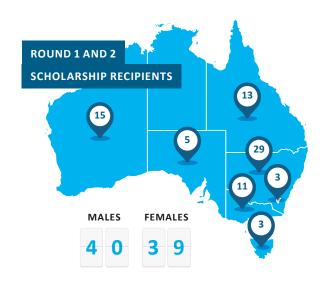


Emergency Management Volunteer Scholarships

In 2017 AIDR was contracted by the Australian Government to deliver a million-dollar scholarship program for emergency management volunteers.

After three rounds of the program AIDR received 214 applications requesting over \$2,700,000 in funding and has made scholarship offers to the value of \$866,674 to 119 emergency management volunteers.

Applications have been received from almost all jurisdictions across the country, with 55 per cent of scholarship recipients living and volunteering outside a capital city.





Volunteer Leadership Program

The Volunteer Leadership Program (VLP) is a dynamic, immersive residential program, delivered across three days for emergency sector volunteers with aspirations to support their organisation's leadership. It is a challenging and rewarding experience aimed at providing the foundations for capability and confidence for leadership. The VLP introduces practical leadership frameworks using interactive activities led by engaging and experienced facilitators.

The VLP is delivered by the Australian Red Cross on behalf of AIDR and is supported by members of the Australian Emergency Management Volunteer Forum (AEMVF). Each volunteer is endorsed by their organisation to attend.

AIDR delivered nine VLP courses throughout 2017-18. As part of AIDR's approach to decentralise program delivery, five programs were delivered in regional centres including Alice Springs and Dubbo. A total of 250 volunteers across Australia benefitted from the program, with an average of 27 volunteers per program.

'I think the age demographics of the participants really added to the success of the course. I am in my 60's and have never seen such a young group of leaders and they opened my eyes in terms of their approaches to leading teams and resolving issues and problems.'

Chris Walsh, Australian Red Cross, Perth VLP April 2018

Program attendance



MALE

18.8%



FEMALE

51.2%



Education for young people

With an expanding network of committed stakeholders, the Education for Young People Program continues to promote learning initiatives which empower students to participate in building community resilience. The growing reach of the program reflects active network engagement, meaningful collaboration between members and a focus on effective communication.

The program is guided and supported by the Disaster Resilience Education Strategy Group (DRESG) and Disaster Resilient Australia New Zealand Schools Education Network (DRANZSEN).

Two newly appointed members this year bring the DRESG membership to nine. DRESG continues to build a powerful case for disaster resilience education (DRE) in line with the Sendai Framework and our National Strategy for Disaster Resilience. A visionary document is in development, outlining recommendations to support the implementation of effective and sustainable DRE for all young Australians. DRESG has met three times this year and revised terms of reference have been published to the AIDR website.

Over the past year, DRANZSEN membership has increased to 380 individuals representing more than 200 organisations; from schools, education departments and emergency service agencies to not-for-profits, local government and community groups. Over May and June, DRANZSEN events took place in Adelaide, Cairns, Sydney, Perth, Darwin and Melbourne. More than 150 participants

were in attendance, representing over 80 organisations. The network events provided a valuable opportunity to explore key themes in disaster resilience for schools and young people, such as: emergency management; collaborative learning approaches for students, teachers and agencies; engagement with remote communities and disaster response and recovery.

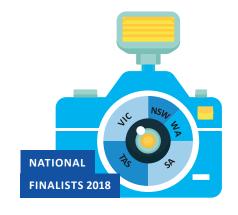
The Education for Young People newsletter was launched in 2018 to support the network, communicate strategy and celebrate effective practice for disaster resilience education. The audience for this newsletter has grown to 442 subscribers in six months. The newsletter aligns with updated content on our redeveloped Education for Young People website, supporting educators to design relevant and authentic learning experiences which enable young people to take protective action and contribute to personal, household, school and community resilience.

SECTOR ENGAGEMENT 0 50 100 150 200 EMERGENCY SERVICES LOCAL STATE/TERRITORY COMMONWEALTH PRIVATE EDUCATION/ RESEARCH NGO/COMMUNITY





2017 Resilient Australia Awards



The Resilient Australia Awards is a nation-wide program to recognise and promote initiatives that strengthen community disaster resilience. Since 2000, the awards have showcased innovation and exemplary practice across Australia, celebrating achievements that might otherwise go unseen, and inspiring others to build greater disaster resilience in their own communities.

The program is sponsored by the Australian Government, in partnership with the states and territories. In November 2017, AIDR hosted the National Resilient Australia Awards ceremony at Sydney's Museum of Contemporary Art. More than 90 guests from around Australia attended the ceremony including finalists for the National Award, the National School

Award and the National Photography
Award

Mark Crosweller AFSM, Director-General of Emergency Management Australia, presented awards on behalf of the Commonwealth. Master of Ceremonies Bernie Hobbs, a well-known ABC personality and science presenter, drew out insights from winners and finalists about their projects. The audience also heard from Kris Newton, Manager of the Mountains Community Resource Network about the resilience of her local community following the devastating Blue Mountains bushfires.

The audience enjoyed short video clips highlighting achievements of award winners and providing authentic voices from the perspective of the community, fulfilling the vision of the awards to celebrate local achievements at a national level.

Finalists and winners from the 2017 program were celebrated in both industry and mainstream media following the ceremony. The winners and finalists were also profiled in the January 2018 edition of the *Australian Journal of Emergency Management*, and on the AIDR website. AIDR coordinated social media promotion before and after the national ceremony in partnership with the states and territories.

AIDR would again like to congratulate the finalists and winners from across Australia, and we look forward to sharing more inspiring stories from the 2018 program.







Stakeholder engagement

AIDR works with its partners
Emergency Management Australia,
AFAC, the Bushfire and Natural
Hazards CRC and Australian Red
Cross, together with a broad range
of stakeholders in Australia and
internationally, to support a disaster
resilient Australia through developing,
maintaining and sharing knowledge
and learning.

AIDR's sphere of activity and influence in the disaster resilience sector means it is well-positioned to establish relationships beyond the traditional emergency services agencies in Australia. We engage with community groups, local, state, territory and commonwealth governments, NGOs and not-for-profits, businesses and the private sector, education providers, universities and researchers, and other sectors like health, security and police.

AIDR stakeholders are engaging with AIDR in several ways:

- contributing to AIDR's key deliverables: knowledge management and professional development, to ensure AIDR is up-to-date, evidence-based, broadly recognised and endorsed at the highest levels
- benefitting from AIDR's knowledge and capability

products and services

 supporting AIDR and its ability to influence in the disaster resilience sector

Engagement forums and activities

AIDR engages with its stakeholders through a range of activities including:

- AIDR and partner conferences and events
- AIDR project working groups e.g. handbooks, publications, events
- networking opportunities
- presentations to stakeholder groups
- knowledge and information sharing
- sponsorship opportunities

Stakeholder Engagement Framework

In 2017-18, a stakeholder engagement framework was developed to identify AIDR's current and potential stakeholders and outline engagement opportunities and activities to support AIDR in achieving its objectives and

capturing and measuring AIDR's engagement and relevance across the sector. The framework also identifies, develops, socialises and adopts AIDR's knowledge and capability service deliverables in a disaster resilience context.

The stakeholder engagement framework will continue to evolve as AIDR's presence in the disaster resilience sector matures. Feedback from stakeholders will be used to refine and further develop the framework, which will be reviewed annually, or more frequently as required.



AIDR STAKEHOLDERS



