



2018 REPORT

CULTURAL INTEGRITY

RESPECT

EMPOWERMENT



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PARTNER WITH US

The Western Australian Aboriginal Leadership Institute is a Western Australian not for profit organisation that relies on the generous support of donors, funding partners and philanthropy.

If you would like to support our organisation achieve our goals for 2019 and beyond please contact us today!

Help us to inspire, support and strengthen Aboriginal people, their families and communities.

Details on how you can support us are available on our website:
www.waali.org.au



WELCOME FROM OUR CO-CHAIR



It gives me great pleasure to present the Co-Chairpersons report and I wish to begin by thanking the WAALI Board for their efforts and valuable contributions throughout the year. There have been many achievements for WAALI in its inaugural year. Firstly I would like to thank our founding partner, **Chevron Australia** for their support of the Yorga Djenna Bidi Women's Leadership Program. We thank Chevron for their belief in WAALI and the work we do and for the continued support both financially and pro bono of the Yorga Djenna Bidi Program and our organisation. I would also like to mention the pro bono support we have received from many incredibly talented and generous businesses and organisations including Jackson McDonald Lawyers, Glenn Longmire and Associates, Gerard Daniels and Committee for Perth. I would also like to acknowledge our inaugural CEO, Anjie Brook who joined the organisation in September and since that time has implemented many positive operational changes.

WAALI hit the ground running in its first year. We had 28 Aboriginal women graduate from our two **Yorga Djenna Bidi** programs. Those graduates increase the number of **Kwopertok Yorgas Alumni** to more than 70 in total. The Kwopertok Yorgas have held several training and development sessions throughout the year around being board ready and financial literacy. They continually engage with each other whilst still working on their own leadership development journey. WAALI received a generous grant to develop a pilot men's leadership program titled '**On Country Regeneration**' and we anticipate positive outcomes of this pilot. In celebration and honour of the National NAIDOC theme **Because of Her, We Can**, WAALI hosted a luncheon at Crown Perth with over 330 attendees of which the vast majority were Aboriginal women. The event was a great success and the program offered speaker panels with many topical issues discussed by and for Aboriginal women. Local duo, The Merindas performed along with Christine Anu, delivering brilliant entertainment on the day. Kirrikin Fashion showcased beautiful and unique local Aboriginal designed fashions and a parade that headlined the national model, Samantha Harris who walked the catwalk along with several of our local Aboriginal models including some of our Kwopertok Yorga Alumni. Gauging the attendance of the day and the feedback that was captured, the event was a great success!

I acknowledge and thank all our generous sponsors and supporters of the event.

In order for WAALI to continue to offer leadership opportunities to Aboriginal women and men, we **need your support**. The Yorga Djenna Bidi program has been a life changer for many of the participants who have offered this reflective feedback during and post the program. The impact of the program is very evident when we meet with Kwopertok Yorgas Alumni and hear about their post program achievements. They tell us about how they are so much more confident to speak up either at home, in the workplace or in the community and how they now have a toolkit of learnings from the program that they can tap into whenever required. It is empowering to see the positive exchanges that these women express during and post the Yorga Djenna Bidi Program. Not only are the women feeling a change in themselves but many are also working towards making a difference within their own families and communities. The underlying principal of why WAALI offers the leadership programs is evident in the lives it can change and how it can assist Aboriginal people, families and communities to overcome disadvantage. We would also like to offer these same opportunities to our men and young people within our community. I ask you to consider the options that we can provide to you to support WAALI in its journey to build capacity for Aboriginal people through leadership development. Finally, it has been an honour and a great pleasure to have served the organisation as a Co-Chair for the past year.

Robyn Smith-Walley

WELCOME FROM OUR CEO

It is my pleasure to share the first Annual Report of the Western Australian Aboriginal Leadership Institute reflecting the achievements of this innovative and unique organization. I acknowledge the tireless efforts of the WAALI Board especially the Co-Chairs who have strived to build this new organisation and lead two cohorts of inspirational Aboriginal women through the Yorga Djenna Bidi Aboriginal Women's Leadership Program. It is with great excitement and determination that I lead this organisation into 2019 and look forward to the continued growth of WAALI and the number of transformational Aboriginal leadership programs we can offer to current and emerging Aboriginal leaders.



Please enjoy the highlights of 2018.

Anjie Brook

THE WESTERN AUSTRALIAN ABORIGINAL LEADERSHIP INSTITUTE

OUR VISION

To be a place of leadership learning for Aboriginal people, guided by Elders through cultural ways of working.

OUR VALUES

Cultural Integrity

Respect

Empowerment

OUR OBJECTIVES

- To improve self-esteem, self-acceptance, self-awareness, self-confidence and assertiveness;
- To encourage autonomy through networking, education and training;
- To build a community of strong, resilient, empowered and connected Aboriginal People;
- To equip Aboriginal People with the confidence and skills to grasp opportunities;
- To support Aboriginal People with embracing their cultural identity and belonging; and
- To equip Aboriginal People with interpersonal skills to improve resilience, wellbeing, independence, communication and healthy living.



OUR BOARD OF DIRECTORS

Robyn Smith-Walley	Co-Chair
Rishelle Hume AM	Co-Chair
Angela Ryder	Treasurer
Gary Smith	Director
Richard Walley OAM	Director
Alana Schwartz	Secretary

OUR PATRONS

Her Excellency the Honorable Kerry Sanderson AC
(until April 2018)

WAALI and Yorga Djenna Bidi Patron

Professor Colleen Hayward AM
(until October 2018)

WAALI Patron

Ms Kaye Butler

Yorga Djenna Bidi Patron

Ms Elizabeth Hayden

Yorga Djenna Bidi Patron

2018 - OUR INAUGURAL YEAR

THE OFFICIAL LAUNCH OF THE WESTERN AUSTRALIAN ABORIGINAL LEADERSHIP INSTITUTE



In February 2018, Yorga Djenna Bidi and WAALI Patron, Her Excellency Kerry Sanderson AC, then Governor of Western Australia officially launched the Western Australian Aboriginal

Leadership Institute at Government House. We were honoured to have Mr Nigel Hearne Managing Director Chevron Australia, our founding partner and our WAALI Ambassador Professor Colleen Hayward AM and Yorga Djenna Bidi Ambassador Ms Kaye Butler attend. It was a very exciting day for all!



WAALI WELCOMES CHEVRON AUSTRALIA AS A FOUNDING PROGRAM PARTNER



WAALI was thrilled to announce Chevron Australia Pty Ltd as the founding partner of the Aboriginal Women's Leadership Initiative directly supporting the Yorga Djenna Bidi Aboriginal Women's Leadership Program and the Kwopertok Yorga Alumni.

human energy®

"Supporting the WAALI women's leadership initiative is just one of the ways we are committed to helping create and strengthen long-lasting economic, social and cultural outcomes for the communities in which we operate."

Mr Nigel Hearne, Chevron Australia

YORGA DJENNA BIDI ABORIGINAL WOMEN'S LEADERSHIP PROGRAM

Throughout 2018 two cohorts of inspirational Aboriginal women have completed the **Yorga Djenna Bidi Aboriginal Women's Leadership Program**. The Yorga Djenna Bidi Program



responds to the need for a leadership program that sensitively considers Aboriginal culture, history and community. It acknowledges that Aboriginal people are walking between two worlds - the Western and Aboriginal - each having their own set of rules and expectations. The program is delivered over five months and is the only initiative we are aware of that brings

Aboriginal women together across different cultural backgrounds, ages, occupations, education and leadership experiences. This diversity allows participants to learn from each other as well as from key speakers and facilitators. It is a leadership program that has been developed by Aboriginal women for Aboriginal women.

The two cohorts of inspiring Aboriginal women appreciated the leadership learnings shared by Aboriginal elders and leaders including Aunty Liz Hayden, Milly Penny, Aunty Marie Taylor, Gail Beck and Krista Dunstan.



2018 Yorga Djenna Bidi Cohort 1 - 14 graduates



Program Evaluation from **Yorga Djenna Bidi Graduates** tells us that at graduation from the Program:

- ✓ **93%** of Yorga Djenna Bidi graduates agree/strongly agree they are **confident contributing to discussions around leadership**.
- ✓ **93%** of Yorga Djenna Bidi graduates agree/strongly agree that they have **developed leadership skills** as a result of the program.
- ✓ **93%** of Yorga Djenna Bidi graduates agree/strongly agree they **have increased their level of confidence about their ability to be an effective leader**
- ✓ **100%** of Yorga Djenna Bidi graduates **highly rate the Program**.

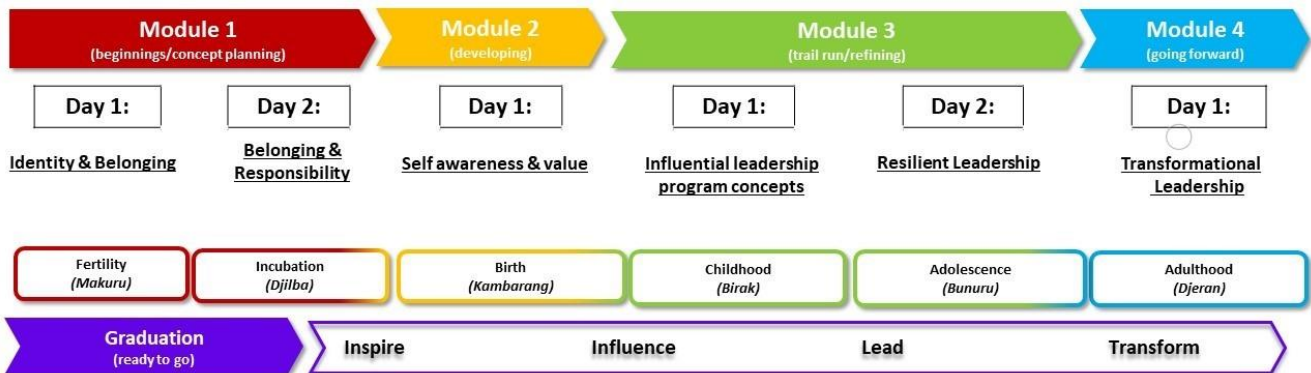
"I have noticed a new confidence growing in the graduate over the past couple of years and the Yorga Djenna Bidi Program has increased her confidence even more now. She's so proud of her achievements and I know it boosted her confidence to be accepted to participate in such a wonderful experience".
Supporter of YDB Graduate, 2018

2018 Yorga Djenna Bidi Cohort 2 - 14 graduates



"I draw from leadership lessons learnt during the Yorga Djenna Bidi program every day. It has awakened the mentality inside me that if I can be my best self I can help others be their best selves, and they can help others and so on, and sure enough, that ripple effect can continue until we are fully self-determinant of our future and our country" Graduate 2018

Yorga Djenna Bidi Aboriginal Women's Leadership Program



NAIDOC WAALI BECAUSE OF HER, WE CAN LUNCHEON

On 17 August 2018 WAALI hosted its first major event, the **WAALI NAIDOC Because of Her, We Can Luncheon** at Crown Perth. The afternoon was filled with incredible stories from Aboriginal Elders and leaders, panels of inspirational speakers and wonderful entertainment from the very talented Christine Anu, The Merindas and Gina Williams and Guy Ghouse. We were delighted with the Kirrikin fashion parade showcasing new designs and talented models. Thanks to generous donations, everyone took home a beautiful gift bag containing wonderful Roogenics and Boolamarr products and a beautiful Kirrikin scarf. With over 330 attendees it was a fantastic afternoon of celebrating Aboriginal women.



Some of the positive comments we received from those who joined us at the lunch included:

“Inspirational speakers and entertainment, food and beverages, the atmosphere was just wonderful.”

“The coming together to celebrate all the amazing Aboriginal and Torres Strait Islander women living on Noongar Boodjar was a great success.”

“It was a positive opportunity for Aboriginal women of all language groups and backgrounds to attend and be part of a unique platform.”

“Wonderful having a place for us women to yarn, catchup and be celebrated.”

“Fantastic hearing and celebrating the successes of other Aboriginal women.”

“It was a celebration of Aboriginal culture and achievements, empowerment of the speeches and how women overcome challenges in their lives and build on past.”



WAALI APPOINTS INAUGURAL CHIEF EXECUTIVE OFFICER



In September 2018 our inaugural Chief Executive Officer, Ms Anjie Brook commenced with WAALI. Anjie brings to WAALI a depth of experience and leadership in education, leadership training and development and the not for profit sector. Anjie has experience working in partnership with Aboriginal people and communities across Western Australia most recently with communities in the Pilbara and Kimberley and into the Northern Territory. “I feel so privileged to have been appointed as the inaugural CEO of WAALI and am excited about the opportunities ahead and leading this unique and empowering organisation into 2019”.

KWOPERTOK YORGA ALUMNI

At the end of 2018 WAALI celebrates our more than 70 Kwopertok Yorgas Alumni members. All incredible Aboriginal women who have graduated from the Yorga Djenna Bidi Aboriginal Women’s Leadership Program. The Kwopertok Yorgas Working Party was formed and are leading the ongoing leadership development and networking opportunities for all Kwopertok Yorgas. In October, a Sense Sound Sandalwood Relaxation and Yarning Session was held at the Yorgas Nginning Building in the Botanical Gardens Kings Park. A glorious morning for everyone who attended and special acknowledgement and thanks to Rickeeta and Robyn for leading the relaxation session - a sensory sensation! We finished the year with a Kwopertok Yorgas Alumni Christmas Party kindly hosted by Perpetual Trustees. It was a fantastic evening that saw many friendships refreshed and new connections made.



“I had staff participate in the Yorga Djenna Bidi program. I have seen a confidence boost from the way they interacted with participants, employers and most noticeable is the confidence in public or group presentations/speaking, I have also seen a sense of pride of being part of a program that is Aboriginal - which is led by strong Aboriginal leaders, building of networks with participants from all types of backgrounds both culturally and professionally. The biggest change has been the self-awareness of their own ability and speaking about this along with storytelling and passing on their learnings”. Employer of YDB Graduate, 2018

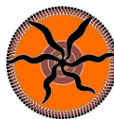
OUR PARTNERS

FOUNDING PROGRAM PARTNER



human energy®

PROGRAM PARTNER



Noongar Charitable Trust
Supporting our Noongar Claimant Groups

OUR SUPPORTERS



Glenn Longmire & Associates



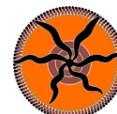
Glenn Longmire & Associates is a CPA practice



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EVENT PARTNERS



Noongar Charitable Trust
Supporting our Noongar Claimant Groups



BECAUSE OF HER, WE CAN!
8-15 JULY 2018



LOOKING AHEAD TO 2019

YORGA DJENNA BIDI ABORIGINAL WOMEN'S LEADERSHIP PROGRAM

In 2019, WAALI is pleased to continue the highly successful Yorga Djenna Bidi Aboriginal Women's Leadership Program which is planned to be facilitated twice during the year with a February and July cohort intake of around 20 participants.

MEN'S ON COUNTRY CULTURAL REGENERATION LEADERSHIP PROGRAM

WAALI is currently developing an on country leadership program for Nyoongar men and youth, which will be coordinated and facilitated by Nyoongar men commencing late 2018 and continuing in 2019. The aim of the project is a reintroduction to an on country learning experience led by recognised Nyoongar cultural statesmen and providing a regeneration of Nyoongar culture through the process of leadership by example.

YORGA DJENNA BIDI ELDERS' RETREAT

In 2019, the Yorga Djenna Bidi Elders' Retreat will be offered to our highly respected Senior/Elder women in the community who have supported the Yorga Djenna Bidi Aboriginal Women's Leadership Program. The retreat is planned to invite up to fifteen women Elders to engage in cultural, health and wellbeing activities.

KWOPERTOK YORGA ALUMNI

With over 70 Kwopertok Yorga Alumni there are exciting plans for 2019 to continue to offer leadership development opportunities for all our alumni. Plans are in development for family friendly get-togethers and cultural networking and yarning sessions.

GOVERNANCE TRAINING

Planning is underway with several governance training providers to develop and facilitate culturally appropriate governance training that will develop and strengthen the knowledge and skills of Aboriginal people who are currently or who aspire to join boards of management and community based committees.

FINANCIAL TRAINING

Collaborative planning has commenced to develop and facilitate culturally appropriate financial literacy training that will empower and support Aboriginal people in the management of their finances and also in current or future positions on boards of management and committees.

STRONG GOVERNANCE AND OPERATIONS

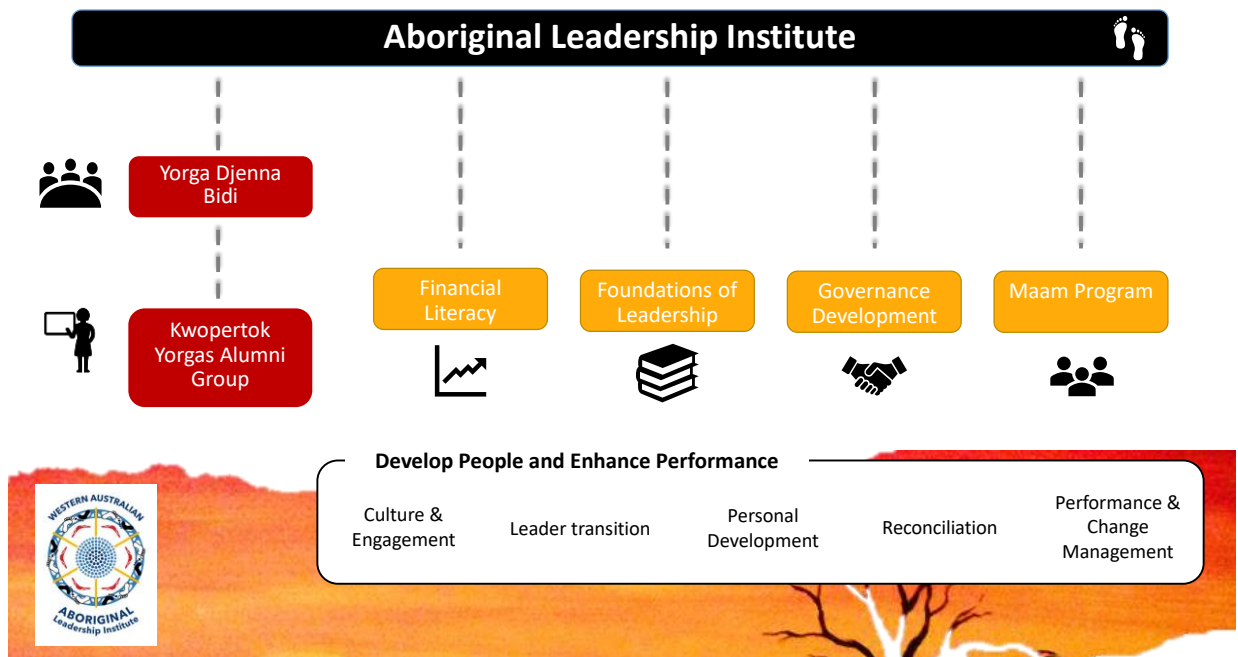
The WAALI Board will continue to develop and strengthen the governance of the organisation to ensure the highest standards of governance and accountability.

WAALI HAS A NEW HOME

In December 2018 WAALI will move into new premises at City West Lotteries House in West Perth. All are welcome to come and visit the WAALI team.

WAALI'S STRATEGIC PROGRAM DIRECTIONS

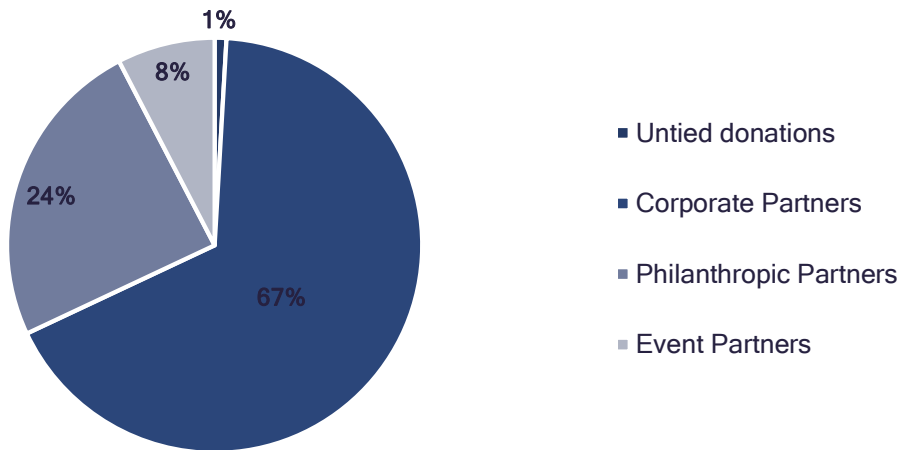
The diagram below presents the strategic leadership programs of the organisation which are guiding our strategic and operational planning and directions for 2019 and beyond.



FINANCIAL OVERVIEW

The Western Australian Aboriginal Institute commenced operations in December 2017.

Western Australian Aboriginal Leadership Institute Overall Income 2017-18



An audit of the 2017/18 financial year was completed by Nexia Australia in December 2018.

The Western Australian Aboriginal Institute’s full financial report can be found on the ACNC website.

BOARD MEETING ATTENDANCE (January 2018 - October 2018)

Board Member	Number of Meetings	Meetings Attended
Rishelle Hume	7	6
Robyn Smith-Walley	7	7
Angela Ryder	7	5
Gary Smith	7	7
Richard Walley	7	7
Alana Schwartz	7	6

OUR LOGO



The Western Australian Aboriginal Leadership Institute logo was designed by Mr John Walley. The outside circle represents Aboriginal and non-Aboriginal people walking together. The yellow digging sticks represent Aboriginal women and the red boomerangs represent Aboriginal men. The inner circle represents the cycle of life.

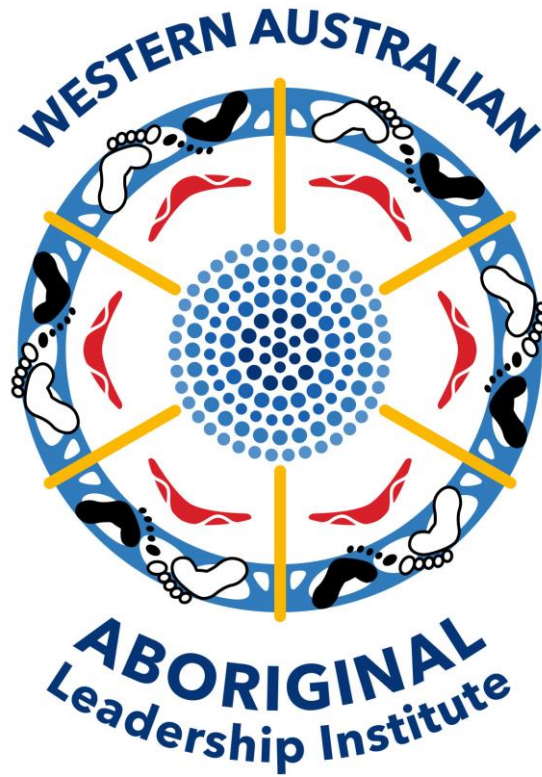
JOIN US ON OUR JOURNEY

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If you would like to support our organisation achieve our goals for 2019 and beyond please contact us today!

Help us to inspire, support and strengthen Aboriginal people, their families and communities.

Details on how you can support us are available on our website: www.waali.org.au



WESTERN AUSTRALIAN ABORIGINAL LEADERSHIP INSTITUTE

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