



Annual Report 2019-20

Cultural Integrity Respect Empowerment



100 Yorga Djenna Bidi Graduates Celebration
Government House | November 2019

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WAALI would like to acknowledge the Traditional Owners of Country throughout Australia and in particular the Traditional Owners of Noongar Country where our training and workshops are delivered.

We recognise the continuing connection to land, waters and culture, and pay our respects to Elders past and present.



Wandjoo Welcome



Chair Welcome

After another year of amazing growth, I am extremely proud to present to you our Annual Report. In no way does it cover all the achievements of our participants, alumni, staff and WAALI community, but is such a celebration of just some of the milestones of our vision coming to fruition.

Over this last reporting period we now have well over 100 Graduates of the Yorga Djenna Bidi program. We celebrated this milestone with the Governor of Western Australia, also one of our WAALI Patrons, at the end of last year at Government House.

With the growth of WAALI, our staff numbers have also grown. The wonderful success of the Emerging Aboriginal Leaders pilot last year means it is being offered again to some amazing young leaders.

I would like to acknowledge my Co-chair, Dr Rishelle Hume AM, who has stepped down from the role this year, for her dedication, inspiration and drive from the very beginnings of the Western Australian Aboriginal Leadership Institute.

Our Board also need to be acknowledged for their commitment to WAALI as well as our CEO, Anjie Brook. We thank Anjie for her ongoing dedication to driving and achieving the strategic directions of WAALI, building a successful team, maintaining financial stability for the organisation, and running the WAALI programs throughout the year, especially during the year of COVID-19 global pandemic!

WAALI programs are being held in high regard, as shown by ongoing support from an increasing number of government agencies, corporate organisations and not-for-profit organisations as well.

Looking forward, it is exciting to be announcing our Women Elders Council and recognising the contribution our special WAALI Elders make to the lives of our entire WAALI community.

WAALI truly is a place of leadership learning for Aboriginal people through cultural ways of working.

Dr Robyn Smith-Walley
WAALI Chair



CEO Welcome

The last part of 2019 was really exciting with the pilot of our Emerging Aboriginal Leaders Program and the celebration of 100 graduates of Yorga Djenna Bidi.

All our plans, aspirations and dreams were challenged as we moved into 2020.

2020 has been an exciting and challenging period of operating WAALI, adapting to restrictions and embracing opportunities.

WAALI worked in new ways strengthening connections across the WAALI community whilst adjusting to restrictions put in place in response to keeping the community safe from the global pandemic of COVID-19. Due to the health risks of coming together during this time we were unable to run our Maam On-Country Cultural Regeneration Program.

Amongst the program and operational pivots it has been exciting to be building our team. In the next year we will be moving to a larger office to accommodate this growth.

I thank the WAALI staff, Kwopertok Yorga Working Group and the increasing number of graduates who give back to WAALI in so many ways.

It is exciting to be offering our Alumni opportunities to become skilled and qualified facilitators of our programs reinforcing that our programs are designed by Aboriginal people, for Aboriginal people and increasingly facilitated by Aboriginal people.

We would also like to thank facilitators that contribute to our programs, Lanie, Renu, Rebecca, Mikayla, Mandy and Melanie in their facilitation and program coordination.

I thank the WAALI Elders for their ongoing support, guidance and the Cultural Authority they provide to WAALI and all our programs.

Thank you to the WAALI Board for their support over the last year.

We look forward to the next successful year of Aboriginal Leadership growth.

Anjie Brook
CEO

Wandjoo



Our Board



Gary Smith Director **Dr Robyn Smith-Walley** Board Chair **Angela Ryder** Treasurer **Julie Blood** Company Secretary **Dr Richard Walley OAM** Director

We congratulate our WAALI Co-Chairs, Dr Rishelle Hume AM and Dr Robyn Smith-Walley, on being awarded Honorary Doctorates by Edith Cowan University.

Thank you to outgoing
Co-chair, Dr Rishelle Hume AM

The WAALI Board, Elders, staff and all our Yorga Djenna Bidi graduates thank Dr Rishelle Hume AM for her vision and dedication to Yorga Djenna Bidi and her tireless work as Co-founder and Co-Chair of Yorga Djenna Bidi and WAALI.

In March 2020 Dr Rishelle Hume resigned from the WAALI Board. We wish Rishelle well in all her future endeavours.



Western Australian Aboriginal Leadership Institute

Our Vision

To be a place of leadership learning for Aboriginal people through cultural ways of working.

Our Objectives

- 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
- To encourage autonomy through networking, education and training
- To improve self-esteem, self-acceptance, self-awareness, self-confidence and assertiveness
- To equip Aboriginal people with interpersonal skills to improve resilience, wellbeing, independence, communication and healthy living

Our Values

- Cultural Integrity
- Respect
- Empowerment

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.



WAALI Elders Council

At WAALI we recognise the significant contribution of our WAALI Council of Elders. We value their Cultural Authority and the guidance, support and mentoring that they provide for our participants and alumni.

Over the years we have had Elders contribute and guide WAALI and facilitate workshops for our Yorga Djenna Bidi participants and Kwopertok Yorga Alumni. We are grateful for the facilitation, guidance and Cultural Authority that is now being also shared in our Emerging Aboriginal Leaders Program.

Our Elders play a significant role at our Elders Retreats and at the Yorga Djenna Bidi Opening Retreats and we are excited to recognise this contribution more officially later in the year.

Photographed below
WAALI Elders, from left to right:

Elizabeth Hayden, Shirley Thorne, Josey Djidi-Djidi Hansen, Millie Penny and Vivienne Hansen



Our WAALI Council of Elders:

- Promote the vision of WAALI to be a place of leadership learning for Aboriginal people through Cultural ways of working
- Are key guides to the WAALI Elders Knowledge Exchange
- Provide Cultural advice to participants, alumni, staff and the WAALI Board if requested
- Help to strengthen the links between WAALI and the community
- Are mentors and role models for our WAALI participants across all programs

We would like to thank these kwopertok wise yorga (beautiful wise women) for sharing their Cultural Wisdom with us.

Thank you Aunty Liz, Aunty Viv, Aunty Shirley, Aunty Millie and Aunty Josey.

Our Patrons



Narelda Jacobs
WAALI Patron



Elizabeth Hayden
Yorga Djenna Bidi Patron



Hon. Kerry Sanderson AC
WAALI and Yorga Djenna Bidi Patron



Kaye Butler
Yorga Djenna Bidi Patron



The Honourable Kim Beazley AC
Governor of Western Australia
WAALI Patron

A message from our *Special Elder*

and *Patron* Elizabeth Hayden

Hello everyone,

As this report goes out to you all, as Co-Patron I would like to say how I have felt extremely privileged to have been involved with the WAALI and Yorga Djenna Bidi Programs.

I am very proud of the young women who have graduated from WAALI and Yorga Djenna Bidi over the years and having contact with a number of the Graduates I am proud to have been a part of their growth within the program.

Aunty Liz

WAALI is grateful for the wonderful support of all our Patrons throughout the year, attending events, sending messages of support and congratulations and hosting celebrations.

Strategic Directions

High Performing Team

The expansion of programs has seen an expansion of the WAALI team. WAALI has welcomed Irma Woods, Leone Cottam-Williams and Sarah Tucker. We were pleased that our CEO Anjie Brook extended her time with us.

We are proud to be developing WAALI Alumni as facilitators and coaches for our programs.

The Kwpertok Yorga Alumni Working Group volunteer significant time to support and coordinate Alumni events.

We also have Kwpertok Yorga Alumni who volunteer time to support WAALI programs by facilitating workshops and give back by being guest speakers at both WAALI and other corporate events.

Volunteer Alumni are giving back and sharing their leadership and Cultural knowledge by facilitating workshops for our Emerging Aboriginal Leaders program.

Supporting interns from The McCusker Centre for Citizenship is a productive two way partnership which enables WAALI to complete focused projects to elevate performance.

We congratulate our CEO, Anjie Brook, on being a Finalist in the 2020 Telstra Business Women of the Year Awards.



WAALI is steadily growing and with this we have welcomed new staff. Pictured left to right: Leone Cottam-Williams, Anjie Brook, Sarah Tucker and Irma Woods

Sustainable Funding

Whilst 2020 is creating new challenges it is also creating new opportunities and we continue to offer two Yorga Djenna Bidi Programs a year, two Elders Retreats and one Emerging Aboriginal Leaders Program.

Thank you to Chevron for their ongoing support into 2021 for our Yorga Djenna Bidi and Kwpertok Yorga Alumni Programs.

Thank you to ATCO for their ongoing support in 2020 for our Emerging Aboriginal Leaders Program.

We thank Lotterywest for their grant enabling WAALI to continue to operate at full capacity during the pandemic and beyond.

WAALI recognises the contribution of so many organisations who provide venue, resources, printing, pro bono support during the course of our programs.

WAALI is a proud member of Volunteering WA and is hoping to engage expert volunteer support with some new financial processes and reporting.



University of Western Australia Biomedical Sciences student at the end of her McCusker Centre for Citizenship Internship

Cultural Curriculum

Our WAALI program evaluation data from participants guides the review and refinement of our programs.

We have an innovative new offering in the Emerging Aboriginal Leaders Program.

With guidance from our Elders Council and other Elders and leaders in the community, and consistent data collected from each of the programs, we are able to have a longer term evaluation process of program outcomes and are able to innovate and make sure that the programs are Culturally appropriate and Culturally responsive.

"I loved it because of the gathering together of Elder women - with a shared thousand years of knowledge."

Elder participant

Elder's Knowledge Exchange Retreat 2019

Stakeholder Relationships

WAALI's reputation across the community is leading to exciting new partnerships and connections with government, corporate and other not-for-profits who are supporting their staff to participate in our leadership programs.

We are proud community partners of Danjoo Kooringal, Walking Together, and proud that many of our Alumni are a part of this large-scale systems change project that is designed and led by Aboriginal Elders and leaders.

"The McCusker Centre for Citizenship at UWA, through its award winning internship program, seeks to foster socially engaged citizens who actively contribute to their community. The Centre is very pleased to partner with WAALI who provide a rich and positive experience for our students."

Michelle Scott

Director, McCusker Centre for Citizenship



WAALI presents an opportunity for participants to take a giant leap towards achieving success and personal fulfillment. Empowering others to reach their potential in a cultural sensitive way is what makes WAALI so groundbreaking. My own life has been peppered by pivotal moments spurred by the encouragement of others and I relish the chance to lift participants on their leadership journey."

Narelle Jacobs
WAALI Patron

Sound operating and governance model

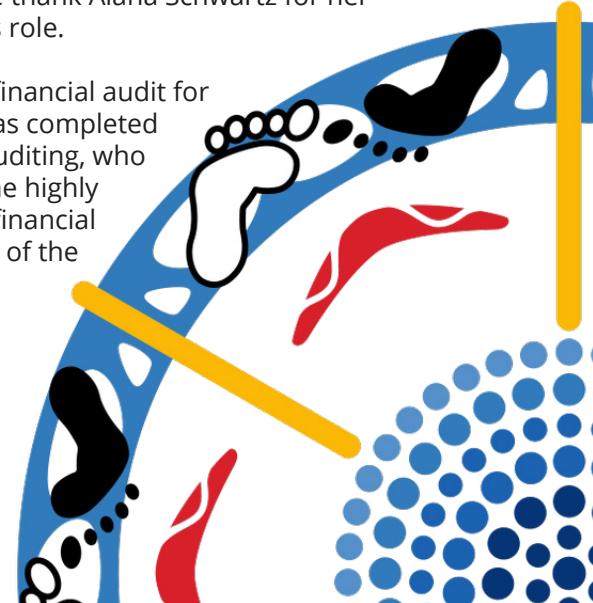
WAALI is excited that our Elders Council will be officially announced - strengthening the Cultural authority of WAALI programs.

The ongoing development of policies and procedures that are strengthening the foundation of the organization.

In the next quarter the WAALI Board will be announcing new board members who will bring their expertise to share with WAALI.

This year we welcomed Julie Blood as Company Secretary. We thank Alana Schwartz for her service in this role.

A successful financial audit for 2019-2020 was completed by Armada Auditing, who recognised the highly accountable financial management of the organization.



Yorga Djenna Bidi

The Yorga Djenna Bidi Aboriginal Women's Leadership Program is designed for Aboriginal women with a desire to influence, lead and generate change.

The program supports Aboriginal women to develop a clear personal vision and purpose. It is for women who want to work collaboratively on their own leadership growth and the development of others.

The Yorga Djenna Bidi Aboriginal Women's Leadership Program brings together Aboriginal women across different cultures, ages, occupations, leadership experiences and education levels to build skills, gain confidence and build networks.

The Program is facilitated with the support and guidance of Aboriginal Elders, Kwopertok Yorga Alumni, specialist facilitators and WAALI's CEO.

Our longest running program, Yorga Djenna Bidi, is facilitated over five months and aims to build the awareness of self as a leader. It explores personal values, cultural empowerment, building trust and credibility as a leader and forming productive networks and relationships.

Cultural content and context are interwoven throughout the program design and delivery.

"Completing the Yorga Djenna Bidi program has increased my leadership capacity, confidence, skills and strategic thinking tools. I feel more self-aware and am aware of my sense of place. I feel confident in being more out there as an Aboriginal woman as I am a graduate of WAALI."

*Yorga Djenna Bidi Graduate
Yorga Djenna Bidi Cohort 1 2020*

Aboriginal women explore their identity, their belongingness and their responsibility throughout the Yorga Djenna Bidi program and grow in their:

- Cultural empowerment
- Awareness of self as a leader
- Ability to influence the development of self, family and community
- Deep understanding of personal values as a leader
- Understanding of how to build trust and credibility as a leader
- Insight into forming productive networks and relationships
- Exploration of ways of dealing with challenge and building resilience as a leader

"As a strong Aboriginal woman, I am planning to use my enhanced leadership capacity to the benefit of my community, support the younger generation, role model with my community and in my workplace."

*Yorga Djenna Bidi Graduate
Yorga Djenna Bidi Cohort 2 2019*



*Yorga Djenna Bidi Opening Retreat
Cultural Immersion On Country 2019 Cohort 2*



*Yorga Djenna Bidi Opening Retreat
Welcome to Country 2020 Cohort 1*



"I feel uplifted when I see the success of WAALI in developing the leadership skills and the confidence of participants in Yorga Djenna Bidi and other programs, what a wonderful experience it is to witness leaders and potential leaders flourish because of the opportunities they have taken up, and then to give back to their community as Kwopertok Yorga Alumni."

Hon. Kerry Sanderson AC
Yorga Djenna Bidi and WAALI Patron

Yorga Djenna Bidi - Two Cohorts Graduate

In July 2019 we welcomed another cohort to Yorga Djenna Bidi. This included women from across WA with many joining us from the far north, mid west and wheatbelt.

This cohort will always be special to WAALI as on the day they graduated we achieved the milestone of 100 graduates of Yorga Djenna Bidi.

From this cohort, two graduates, Julianne Wade and Rebecca Rickard, have joined the Kwopertok Yorga Alumni Working Group and two of the women

went on to be awarded scholarships from WAALI to become PRINT® coaches. It is wonderful to see our graduates give back to WAALI, sharing their knowledge and learnings.

Across both cohorts, the feedback shows Yorga Djenna Bidi having a positive impact on the professional and personal lives of the participants.

Special thanks to Yorga Djenna Bidi major sponsor, Chevron, who provides funding to enable WAALI to offer full and partial scholarships to Yorga Djenna Bidi applicants.

2019 Cohort 2



Yorga Djenna Bidi Graduation | Cohort 2 - 2019

Generously hosted by Edith Cowan University
Spiegeltent, Mt Lawley



Message Stick
Message stick passed from Yorga Djenna Bidi
Cohort 1 2019 Alumni to Cohort 2 2019 Graduate

At the start of 2020 WAALI was celebrating the achievement of over 100 graduates of Yorga Djenna Bidi and the recruitment for the first cohort commenced. Once again the Kwopertok Yorga Alumni Working Group assisted with interviews for the new cohort.

The opening retreat was held in February with 20 participants and around 15 Elders coming together for the weekend.

The impact of the pandemic started to hit with social distancing, isolation, shutdowns, travel

2020 Cohort 1



Yorga Djenna Bidi Graduation | Cohort 1 - 2020

Generously hosted by Reconciliation WA
Constitutional Centre, West Perth

Message Stick
Message stick passed from Yorga Djenna Bidi
Cohort 2 2019 Alumni to Cohort 1 2020 Graduate

restrictions and significant restrictions in relation to funerals and weddings, births and other events.

As social and physical distancing restrictions eased, we were thrilled to be able to come together again and celebrate the graduation of 17 inspirational Aboriginal women who completed the program.

The pandemic impacted on the engagement of three participants who will complete their program with the next cohort.

From this cohort we thank Erin Leahy, who is a new member of the Kwopertok Yorga Alumni and Melanie King, who is coordinating the 2020 Emerging Aboriginal Leaders Program.

Yorga Djenna Bidi

2019-20 Cohorts Feedback

WAALI is committed to ongoing evaluation and monitoring of the Yorga Djenna Bidi program and the outcomes achieved by the participants.

Participants complete online surveys after each module and at the conclusion of the program.

As a result of completing the Program do you feel you have new competencies and confidence in your capacity to contribute to, and advocate for the community?
Average Score:

90%

I feel confident contributing to discussions about leadership.
Average Score:

88%

An integral part of Yorga Djenna Bidi is the involvement, support and modeling from our Patrons and Elders.



WAALI Special Elders Josey Djidi-Djidi Hansen and Elizabeth Hayden with the Honourable Kerry Sanderson AC
Yorga Djenna Bidi Graduation | Cohort 2 2019

Feedback and data is analysed to review the program design and delivery.

How would you rate the Program overall?

Average Score:

92%

As a result of completing the Program do you feel stronger in your cultural connection?

Average Score:

89%

Agencies and organisations that are accessing our Yorga Djenna Bidi program, funding their staff to develop leadership skills are:

- Department of Communities
- Department of Education
- Department of Fire and Emergency Services
- Department of Justice
- Department of Premier and Cabinet
- Hope Community Services
- Ombudsman Western Australia
- Regional Development Australia
- WA Police
- Western Power
- Wirrpanda Foundation
- Woodside
- Australian Bureau of Statistics

Learning from Elders and significant leaders gives the participants rich, personal learnings that can not come from a text book.



Dr Richard Walley OAM and WAALI Special Elder Vivenne Hansen
Yorga Djenna Bidi Graduation | Cohort 1 2020

Celebrating over 100 Yorga Djenna Bidi Graduates

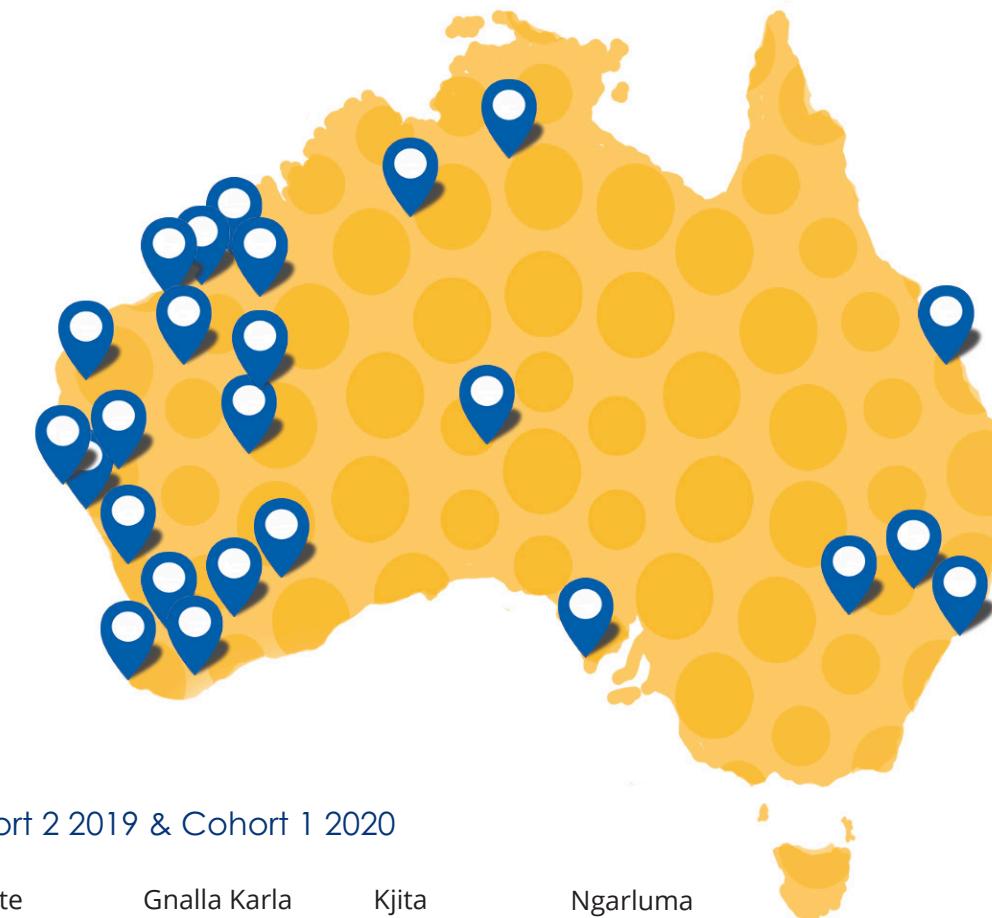


Celebrating

Over 100 Yorga Djenna Bidi Graduates Celebration

Generously hosted by our Patron, the Honourable Kim Beazley AC, the Governor of Western Australia, at Government House. See more photos from the event on page 19.

Geographical Distribution/ Language Groups of Participants



Cohort 2 2019 & Cohort 1 2020

| | | | | | |
|-----------|--------------|---------|-----------|-----------|--------------|
| Arrente | Gnalla Karla | Kjita | Ngarluma | Wajarri | Wongatha |
| Badimia | Goreng | Malgana | Noongar | Whadjuk | Yamatji |
| Balladong | Gunian | Menang | Niyaparli | Wilman | Yawuru |
| Banyjima | Gurindji | Minang | Nyungar | Wiradjuri | Yindjibarndi |
| Barngarla | Jaru | Murray | Putijarra | | |
| Binjareb | Karriyara | Ngadju | Wadjarri | | |

Kwopertok Yorga Alumni

After Yorga Djenna Bidi participants graduate, they are welcomed into the leadership community of Kwopertok Yorga Alumni which in Noongar is 'beautiful woman'.

The Kwopertok Yorga Alumni is very active with events, yarning circles, networking and ongoing leadership development opportunities planned by the Kwopertok Yorga Alumni Working Group.

Even during COVID distancing the Alumni stayed connected via zoom Yarning Circles, discussing leadership of self, family, community and workplace and how to respond to challenges facing family and community.

Leadership opportunities were also offered to the Alumni, with lunch-time leadership learnings and self-care offerings that could be accessed via Zoom.

The Kwopertok Yorga Alumni Working Group is made up of graduates across Yorga Djenna Bidi cohorts and this year we celebrated over 100 Graduates from program.

Thanks to our Patron, the Honourable Kim Beazley AC, the Governor of Western Australia, for generously hosting the **100 Graduates Celebration!**

WAALI recognises the work of the Kwopertok Yorga Alumni Working Group from 2019 and welcomes the new members of the group for 2020.

Kwopertok Yorga Alumni Working Group

Chair

Jodie Wyatt - 2018 Cohort 1

Members

Danni Cameron - 2018 Cohort 1
Yvonne Daddow - 2019 Cohort 2
Taliah Payne - 2016
Rebecca Rickard - 2019 Cohort 2
Julianne Wade - 2019 Cohort 2
Erin Leahy - 2020 Cohort 1



Celebrating over 100 Yorga Djenna Bidi Graduates

*Celebrating over 100
Kwopertok Yorga Alumni!*



Long Serving Working Group Members

We acknowledge and thank two of our longest serving Kwopertok Yorga Alumni Working Group members Narelle Thorne and Mikayla King.

Narelle resigned from the group due to increasing demands on her time particularly during the pandemic.

Mikayla who was Co-Chair of the Working Group resigned to explore study and work opportunities.

We thank both Narelle and Mikayla for their hard work and commitment to the Kwopertok Yorga Alumni.

We also thank Sara Miller Dyer and Nicole Velkoski for their time volunteering on the Kwopertok Yorga Alumni Working Group.

Emerging Aboriginal Leaders - Pilot Program 2019

The Emerging Aboriginal Leaders Program aims to improve educational and leadership outcomes by strengthening cultural identity, self-development and connection to culture and community.

The objectives of the program are to develop leadership capacity for Aboriginal and wider community benefit as well as facilitate formal leadership development for Aboriginal youth.

Feedback data from our pilot program showed:

100% of Emerging Aboriginal Leaders Program participants felt they developed new competencies and an increased sense of confidence in their capacity to contribute to and advocate for the community.

100% of Emerging Aboriginal Leaders Program participants recognise the benefits of participation and leadership within the Aboriginal and Torres Strait Islander communities.

100% of Emerging Aboriginal Leaders Program participants feel better equipped with leadership tools and practical experience after the workshop.



Pictured above our very first Emerging Aboriginal Leaders at their graduation 2019.

Congratulations to our pilot program graduates:

Brooke Blurton
Tracey Huckerby
Damien Lusted
Derek Nannup Jnr

Whitney O'Hara
Rickeeta Walley
Sean Wood
lesha Wyatt



This pilot program was sponsored by ATCO, and coordinated by Yorga Djenna Bidi Alumni Mikayla King and Mandy Downing along with CEO, Anjie Brook.

We sincerely thank ATCO, Mikayla and Mandy for your support and commitment to developing leadership skills with our young people.



"The varied program schedule allowed us to develop new leadership skills in many different areas. I feel that the most impactful sessions were lead by the Elders. Being able to take the time to sit with, talk and listen to our Elders, one-on-one, was such a valuable experience. We often see our prominent Elders at community events and as a result, aren't often able to really sit down and delve into conversation."

Graduate 2019

Emerging Aboriginal Leaders 2020 Cohort

This is the first program of its kind, established by WAALI to develop the leadership qualities of Aboriginal young people in a culturally focused way.

The program is designed by Aboriginal young people for Aboriginal young people and is facilitated by Aboriginal leaders

Following on from the pilot program last year, the Emerging Aboriginal Leaders Program has continued in 2020 with an amazing group of young participants!

In week two the participants spent the evening with Elders learning about the Aboriginal culture, protocols and seeking guidance and advice.

Dr Robyn Smith-Walley, Dr Richard Walley, Aunty Josey Hansen, Barry Winmar and Professor Stephen van Leeuwen were generous with their time and teachings. The participants learned so much from them and valued the session.

The Emerging Aboriginal Leaders Program is proudly supported by ATCO.

Outcomes seen from our post program survey found that the participants:

- Increased their self confidence
- Formed strong connection and continue to network with each other in their own community environments
- Identified their talents, passion and how they can work to make a difference in the community
- Found strength in their cultural connection.

*Pictured right:
2020 Emerging
Aboriginal Leaders with
Elders and Aboriginal
Leaders after one of their
program sessions.*



Kwpertok Yorga Alumni members, Mandy Downing and Melanie King (pictured above), are coordinating the 2020 Emerging Aboriginal Leaders program, and sharing their leadership journey and learnings with our emerging leaders.

"My key learning was about how important it is to have cultural leaders in the community to guide and shape young people's experiences."

Graduate 2019

Elders Knowledge Exchange Retreats

WAALI hosted the first Elder's Knowledge Exchange Retreat in February 2019 with 15 Elder women attending and a second retreat in July 2019.

The aim of the retreat is to provide a space of relaxation and celebration for the Elders and the opportunity to engage in cultural, health and wellbeing activities.

The Elders had the opportunity to connect with the Yorga Djenna Bidi Aboriginal Women's Leadership Program participants and provide cultural mentoring, relationship building and support in a culturally safe space for all women.

Each retreat commenced on Saturday morning and concluded around lunch time on Sunday. Elders were offered the choice to stay overnight.



WAALI has now offered four Elder's Knowledge Exchange Retreats since 2019, with an increasing number of women Elders attending each time.

The outcomes of the retreat have been positive for both the Elders and the Yorga Djenna Bidi participants. Feedback from the post retreat surveys have been overwhelmingly positive.

The safe Cultural space that is created, the sharing across generations, the connections and relationships that are formed and the relaxation for the Elders is always a highlight.

Initially funded by Noongar Charitable Trust in 2018/19 it has since then been funded by generous donations with the hope to get funding in the future.



Some of the Cultural knowledge that the women have shared with each other and our Yorga Djenna Bidi participants is along the wisdoms of:

- Experiences growing up, married life and raising kids. The differences in parenting these days with their grandchildren
- Traditional Language
- Stories of growing up, language, laughter, culture and family connections
- Bush medicine
- Political insights into preserving our right as the first nations people and contribute to the political processes of government.
- Dilly bag workshops, connected to women's sacred coolamon
- Birthing traditions and practice and changes from over six generations



"I enjoyed meeting with everyone at a time where there was no sorry business. Lots of love and sharing amongst each other."

Elder participant

The Elder's Knowledge Exchange Retreats bring together senior Noongar women as well as women from other Aboriginal Nations to invigorate their existing cultural knowledge, share that cultural knowledge with each other, and with the aim of passing that knowledge on to the next generations.

This is a rich sharing for the Elders and a rich part of the Yorga Djenna Bidi learnings.

"The knowledge I gained was that sitting and yarning has, and always will be the culturally appropriate way of sharing culture. I feel very privileged to have the Elders on the retreat and especially privileged to have them dance for us. This was very emotional for me as it took me back to my family and ceremonies when my dad, aunties and uncles would dance, so thank you."

Yorga Djenna Bidi participant



"The pamper sessions were just an absolute treat. Excellent all over. Congrats & thank you!"

Elder participant



"It was such a sharing, caring environment and I could see a commitment to the future of our people and each other."

Elder participant

Innovation during COVID 19

As the effects of the 'stay-at-home' and health restrictions took hold in March and April 2020, WAALI went into overdrive ensuring all members of our community had a place to connect, to share, to debrief and to access support.

WAALI maintained the Yorga Djenna Bidi program by offering it online in response to the restrictions.

This digital pivot meant a lot of extra work, supporting women to access technology, learning online platforms, practicing and then engaging with the technology and the program.

Organising the program to go online took time and effort but we were pleased that it did create continued engagement and connection.

Supporting Innovation

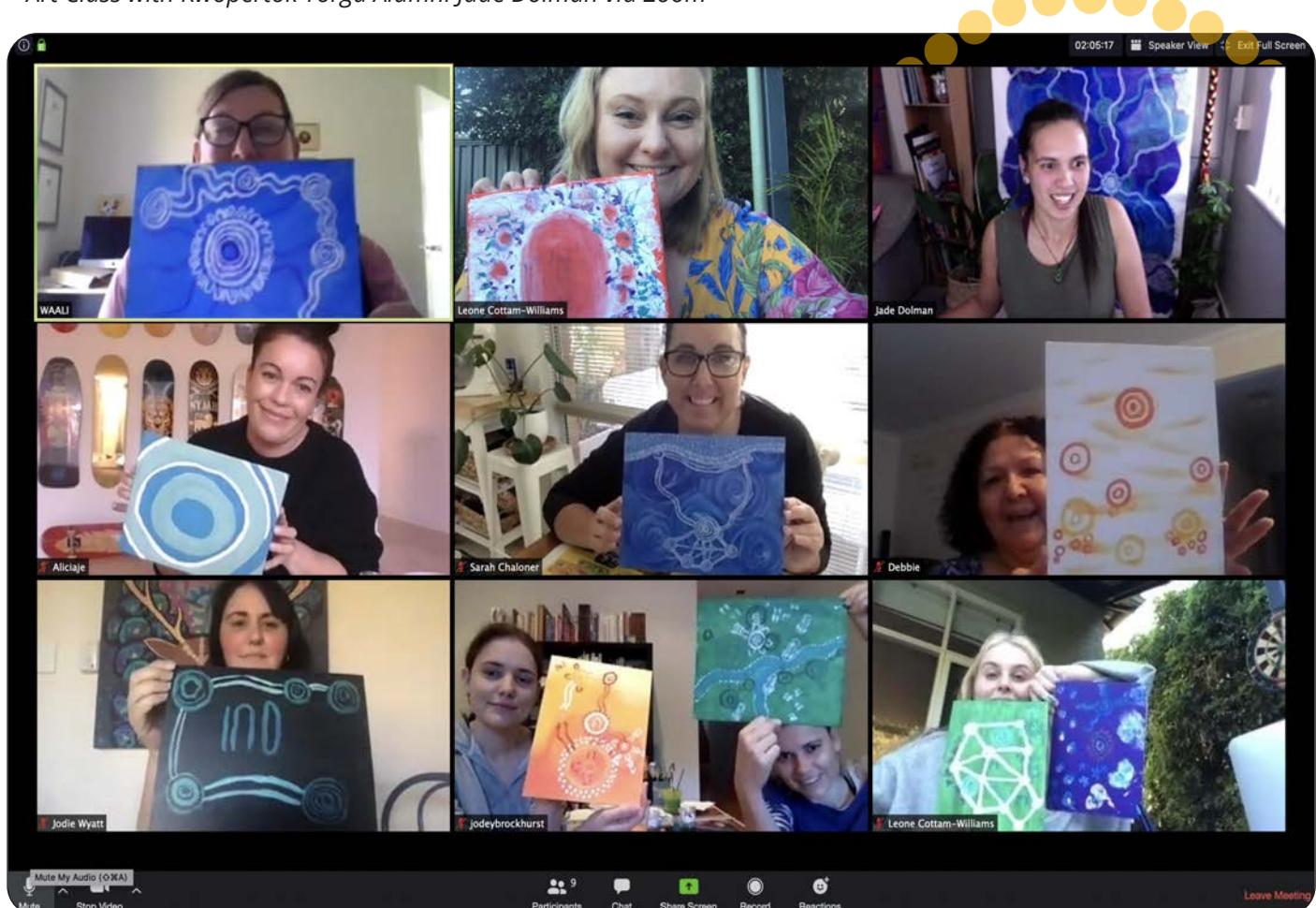
Many of our Kwopertok Yorga Alumni business owners were impacted by the pandemic.

WAALI was pleased to support them to trial online sessions to enable their businesses to adapt during restrictions.

One of the trials to move business online was an art class run by Kwopertok Yorga Alumni Jade Dolman.

The benefits were not only to the business owners but to the Alumni participants that still had the opportunity to learn, grow, connect and be a part of the WAALI community,

*Pictured below:
Taking business online!. WAALI supporting business pivots
Art Class with Kwopertok Yorga Alumni Jade Dolman via Zoom*



Lunch time Leadership Learnings during Lockdown

During the height of the restrictions during the COVID-19 pandemic, WAALI facilitator Lanie Byk generously offered leadership workshops for Yorga Djenna Bidi participants and Kwopertok Yorga Alumni.

These lunch time sessions provided reminders of our leadership skills and the resources available to be our best selves during these difficult times.

Rebecca Fitzgerald, one of our Kwopertok Yorga Alumni, offered an online self-care session to remind us of the importance of self-care during these times.

*Pictured below
Kwopertok Yorga Yarning Circle online via Zoom*



Kwopertok Yorga Yarning Circles Online

The Kwopertok Yorga Alumni did not let physical distancing or other restrictions impact on their regular yarning circles.

Online yarning circles were available up to four times a week to provide a safe space to connect and yarn.

It was wonderful to have WAALI Elder Josey Djidi-Djidi Hansen join the yarns to see how best to support Elders in the community during the pandemic.



Alumni PRINT® Facilitators

After much study and group work, six of our Kwopertok Yorga Alumni successfully completed their PRINT® training on 20 June 2020.

The group met regularly with Lanie Byk and WAALI CEO, Anjie Brook, to discuss the modules of the training.

The group were dedicated to the training getting up super early on a Saturday morning to undertake their PRINT® exam with the assessor based in Florida, USA.

WAALI is thrilled to be providing opportunities and scholarships for our Kwopertok Yorga Alumni to gain qualifications to enable them to take their leadership to the broader community but also come back to Yorga Djenna Bidi as volunteer facilitators.

Thank you to the Paul Hertz Group and Debra Levine who provided a unique opportunity and invaluable support for WAALI to enable this to happen.

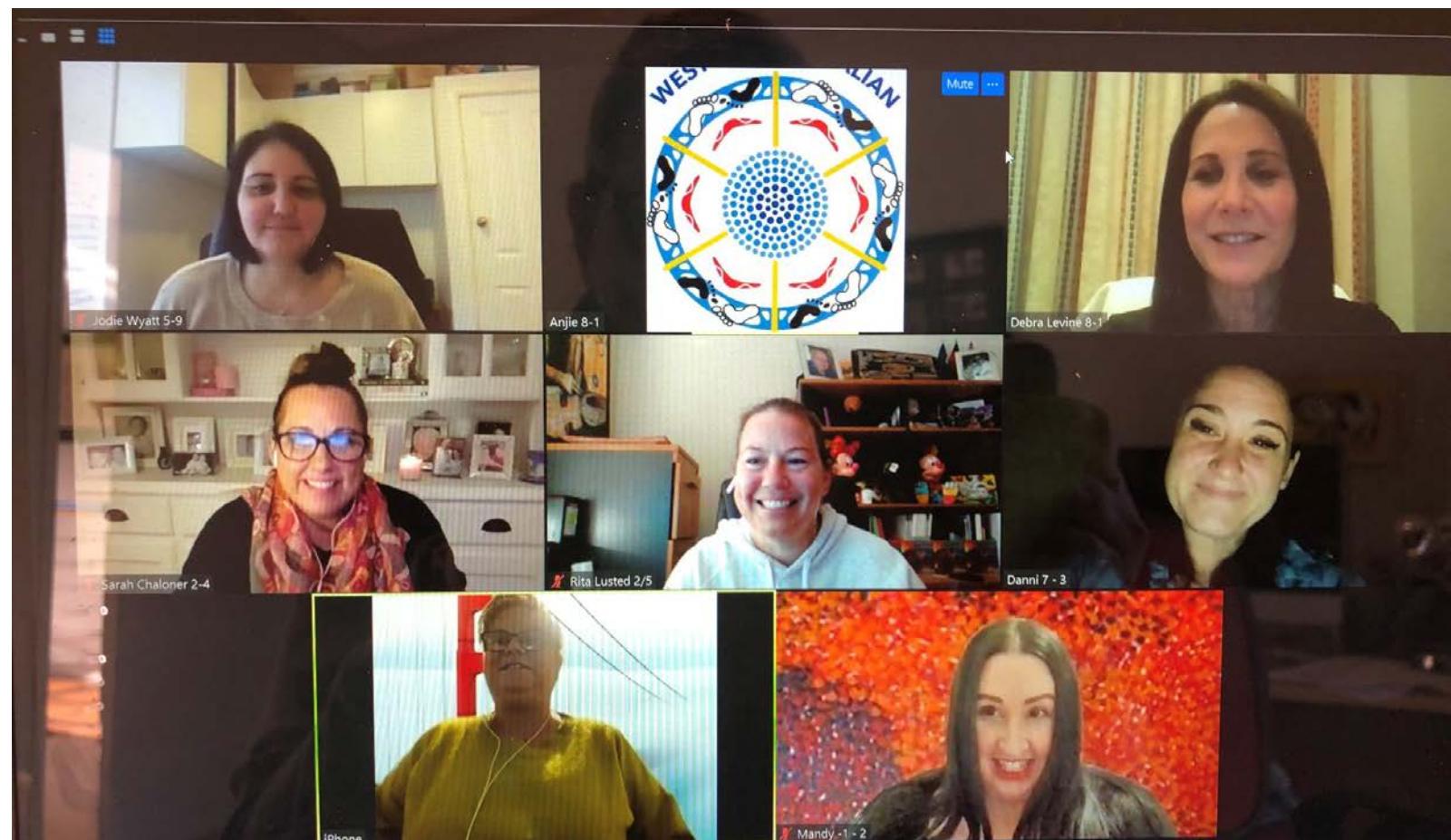
We are excited to see our Alumni using their new skills back in our WAALI programs.



Pictured above:
Kwopertok Yorga Alumni PRINT® session with new cohort Yorga Djenna Bidi participant

Congratulations to our Kwopertok Yorgas Sarah Chaloner, Tania Bennell, Rita Lusted, Mandy Downing, Jodie Wyatt and Dani Cameron.

Pictured below
Kwopertok Yorga Alumni PRINT® Exam via Zoom



Coaching Program

In 2019, WAALI commenced a pilot Coaching Program for graduates of the 2019 Yorga Djenna Bidi Program. We have been thrilled with the feedback from the first cohort and have continued the Program into 2020.

Due to the success of the Coaching Program, we are endeavouring to open the Coaching Program to the broader Kwopertok Yorga community and Emerging Aboriginal Leaders participants in 2020.

Thanks to Lanie Byk for her work in coordinating the Coaching Program and thank you to our growing number of pro-bono coaches for your fantastic support of our program participants.

Special thanks to Jenny Edis for offering a scholarship to our Kwopertok Yorga Alumni to undertake an International Coaching Federation (ICF) Executive and Organisational Coaching Certificate.



We celebrate Rebecca Fitzgerald (pictured above) who was the Kwopertok Yorga Alumni member awarded the scholarship. Rebecca has completed the Certificate and is now working toward becoming WAALI's first credentialed coach.

Through the coaching sessions we are aiming for participants to:

- Clarify the next steps of their leadership journey
- Gain further self-confidence and self-awareness around an array of topics raised and discussed in the Yorga Djenna Program
- Build stronger coalitions and networks
- Enhance their constructive leadership techniques.

Even with the challenges of a global pandemic, COVID-19 did not stop our participants accessing leadership learning and coaching opportunities.

"For me, coaching sessions provided a safe, non judgmental space for reflection and learning, which enabled me to reflect on how my own actions were impacting on my daily life and career aspirations. My coach had an amazing ability to communicate and listen in a way that showed genuine care and understanding. I found my coaching sessions extremely valuable and would highly recommend for future cohorts."

Yorga Djenna Bidi Participant Accessing Coaching online

WAALI Events

To list just a few of the events our WAALI community have supported, organised or presented at over the year:

- Celebrating Elder Stateswomen
- International Women's Day supported by the Pan Pacific Perth
- CEDA Women in Leadership Lunch
- Reconciliation events
- Deloitte Impact Day
- Perpetual supported Christmas Party
- Katitjiny Boya Birrit - National Indigenous Business Summer School WA
- CEDA State of the State event



Whether it is supporting or presenting we are proud that our Yorga Djenna Bidi, Kwopertok Yorga Alumni, Emerging Aboriginal Leaders, Patrons and Elders are leading the way and modelling inspiring leadership for today and tomorrow.



WAALI Events

WAALI leadership program participants from all of our programs have played a part in many events throughout the year.

A few more events our WAALI community have supported, organised or presented at during this year:

- Perpetual supported exclusive screening of In My Blood It Runs
- CEDA Leadership lunch- ATCO sponsored table
- Committee for Perth events



Whether it is supporting or presenting we are proud that our Yorga Djenna Bidi, Kwopertok Yorga Alumni, Emerging Aboriginal Leaders, Patrons and Elders are leading the way and modelling inspiring leadership for today and tomorrow.



Leadership in Community

At WAALI part of leadership is to contribute in a positive way to community.

The effect of this is increased positive well-being in the community as well as better well-being for individuals and families.

Our Kwopertok Yorga Alumni have been involved in many events, have presented at conferences, participated as panel members and contributed to Community events over the past year.

In November 2019, WAALI was proud to support the Celebrating Elder Stateswomen event honouring Dr Maxine Knapp and Olive Woods as special guests as well as other Aboriginal Elder Stateswomen.

Convened by Aunty Liz Hayden and Aunty Josey Djidi-Djidi Hansen, WAALI Alumni, Board and staff were thrilled to be part of making this a special event.



Pictured above:
Noongar Elder and Yorga Djenna Bidi Patron, Elizabeth Hayden, and CEO, Anjie Brook at the Celebrating Elder Stateswomen event



Celebrating Elder Stateswomen Event

Kwopertok Yorga Alumni and Emerging Aboriginal Leaders supporting the Elder event.
Held at and also supported by Pan Pacific Perth in November 2019.

Social Impact

Pictured right:
Messages for **National Reconciliation Week 2020**
Photo campaign during COVID-19 | May/June 2020

Pictured below:
Kwopertok Yorga Alumni on a socially distanced **Sorry Day** walk in Kaarta Koomba (Kings Park) | May 2020



Danjoo Koorliny Walking Together

WAALI is very proud to be walking with Danjoo Koorliny, and proud that so many of our graduates from all programs are involved in this important project.

Pictures below from **Danjoo Koorliny Walking Together Social Impact Festival** held in the Noongar Season of Djilba 2020



WAALI is a proud Community Partner of Danjoo Koorliny

**DANJOO KOORLINY
WALKING TOGETHER
TOWARDS 2029 AND BEYOND
SOCIAL IMPACT FESTIVAL**

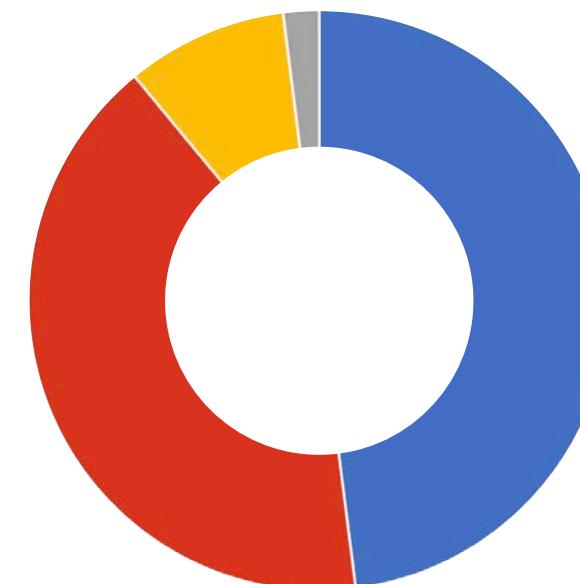


"I continue to watch, with pride, at the growth of WAALI, the increasing number of graduates of Yorga Djenna Bidi and the exciting new Aboriginal Leadership Programs WAALI now offers. The impact of WAALI continues to grow in significance for each participant and for the wider community."

Kaye Butler
Yorga Djenna Bidi Patron

Financial Overview

WAALI Overall Income 2019-20



- 48% Grants
- 41% Program Fees
- 9% Donations
- 2% ATO Cash Boost



An audit of the 2019-20 financial year was completed by Armada Auditing.

The WAALI Financial Report is available on the ACNC website.

Financial Sustainability

WAALI continues to seek financial support to enable us to offer our programs and to continue to build on the success of our current programs.

Board Meeting Attendance (July 2019-June 2020)

| Board Member | Number of Meetings | Meetings Attended |
|-----------------------------------------|--------------------|-------------------------------------|
| Robyn Smith-Walley <i>Chair</i> | 8 | 7 |
| Rishelle Hume <i>Co-chair</i> | 5 | <i>4 Resigned in March 2020</i> |
| Angela Ryder | 8 | 7 |
| Gary Smith | 8 | 7 |
| Richard Walley | 8 | 8 |
| Alana Schwartz <i>Company Secretary</i> | 4 | <i>3 Resigned in February 2020</i> |
| Julie Blood <i>Company Secretary</i> | 4 | <i>4 Commenced in February 2020</i> |



"ATCO is extremely proud to support the Emerging Aboriginal Leaders Program. We recognise the benefits of participation in this program and that it helps graduates become better equipped with leadership tools, practical experience and strong connections to both their culture and community."

ATCO is committed to supporting the communities where we live and work and by supporting the Emerging Aboriginal Leaders program we believe we can help create a long lasting positive impact not only on the lives of these young people, but also our local community."

Patrick Creaghan
ATCO Managing Director & Chief Operating Officer

Program Partners - Major Sponsors



Chevron is a Major Sponsor of
Yorga Djenna Bidi and Kwopertok Yorga Alumni



ATCO is a Major Sponsor of our
Emerging Aboriginal Leaders Program

Sponsors and Supporters



JACKSON McDONALD
MULTI-SECTOR LAW



Career Wisdom



International Coach Federation

Australasia Charter Chapter



Corporate Evolution



KPMG



GERARD DANIELS



Committee for



Perpetual



Government of Western Australia
Department of Communities



Noongar Charitable Trust
Supporting our Noongar Claimant Groups



PAN PACIFIC
PERTH



THE PAUL HERTZ
GROUP



Woodside



ReconciliationWA



Thank you

WAALI would like to thank all our sponsors and supporters. We couldn't run our amazing leadership programs without you!



Join us!

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

The Western Australian Aboriginal Leadership Institute (WAALI) 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 2021 and beyond please contact us today!

Find out more by contacting our CEO on 0438 239 009.

Become a part of our
WAALI Community

**Volunteer
Donate
Partner
Sponsor
Workplace Giving**

Research shows significant benefits for companies who participate in corporate volunteering.

Employees who volunteer are more likely to see their corporate culture as positive, be happy with their career progression, recommend their company and be satisfied with their employer.

Deloitte 2011

*Cultural Integrity
Respect
Empowerment*

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