



ANNUAL REPORT

2022

CULTURAL WARNING

PLEASE BE AWARE THAT THIS REPORT MAY CONTAIN IMAGES OF PEOPLE WHO HAVE PASSED. PERMISSIONS HAVE BEEN GIVEN TO SHARE PHOTOGRAPHS AND MAKE REFERENCE TO THOSE PASSED TO CELEBRATE THEIR CONTRIBUTIONS TO WAALI.

Annual Report 2021-22



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.

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WANDJOO!



STATEMENT OF OUR CHAIR

On behalf of the Western Australian Aboriginal Leadership Institute (WAALI) it gives me great pleasure to present the 2021-22 Annual Report. WAALI has seen another year of growth and we are proud of our staff and WAALI community for everything that has been achieved. Of course, not everything can be covered in one report, so we would like to acknowledge the great amount of day-to-day work that is growing leadership and making a difference in our community.

We have seen one cohort of Yorga Djenna Bidi participants graduate, and another cohort of amazing young Emerging Aboriginal Leaders graduates. We are excited to have received funding from Department of Justice to run a Pilot leadership program in Melaleuca prison, for Aboriginal Women who are in incarceration. We are proud to announce that to date there are 204 total graduates from the Yorga Djenna Bidi program.

With grants from Lotterywest for Elder's Retreats, a Retreat for our Kwopertok Yorga Alumni, and a new Learning Portal via our website, we are looking forward to seeing what the next year brings our WAALI community and participants. I would like to acknowledge the board for their commitment to WAALI, along with all of our hardworking staff.

WAALI will continue to be a place of leadership and learning for Aboriginal people through Cultural ways of working, and I look forward to our continued growth in 2023.

Dr Robyn Smith-Walley
WAALI Chair

A handwritten signature in black ink, reading "R. Smith-Walley". The signature is stylized and fluid, with a long, sweeping underline.



STATEMENT OF OUR GENERAL MANAGER

During this reporting period, WAALI has seen many funding opportunities that have allowed us to further grow our team and expand our leadership programs. I am excited to be leading WAALI into the next period of leadership learning for Aboriginal People and continue to extend our programs to the wider community.

WAALI is excited to launch our online learning platform and website that showcases our new brand identity. We would like to thank Nani Creative and Kevin Wilson for guiding us through the web development process and ensuring the Cultural authenticity of the website.

As part of the WAALI community, I have been proud to see many of our Board members, Circle of Elders and Alumni acknowledged with awards for their achievements. As I came into the role in June 2021, we have seen many new projects come to light, and we are pleased to see the Boorloo Yarning Circles in full swing.

I look forward to walking with our incoming program participants in 2023.

Jodie Wyatt
General Manager

A handwritten signature in black ink, appearing to read 'Jodie Wyatt', with a long horizontal line extending to the right.

OUR BOARD



Board Chair
Dr. Robyn Smith-Walley



Deputy Chair
Angela Ryder



Gary Smith
Treasurer



Director
Dr. Richard Walley OAM



Director
Jahna Cedar OAM



Sasha Johnson
Company Secretary



OUR VISION

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

OUR VALUES

- Cultural Integrity
- Respect
- Empowerment
- Resilient
- Independence

OUR GOALS

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 in 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, well-being, independence, communication and healthy living

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 also being 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. The role of our WAALI Council of Elders is to:

- Provide Cultural advice to participants, alumni, staff and the WAALI Board
- 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.

- 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



COUNCIL OF ELDERS



Vivienne Hansen



Elizabeth Hayden



Millie Penny



Shirley Thorne

OUR PATRONS



Hon.
Kerry Sanderson AC
Patron of the WAALI
and Yorga Djenna Bidi



Narelda Jacobs
Patron of
WAALI



Elizabeth Hayden
Patron of
Yorga Djenna Bidi



The Honourable
Kim Beazley AC
Patron of WAALI



HIGH
PERFORMING
TEAM



the
human
energy
company



Curtin University



HIGH PERFORMING TEAM

SINCE OUR ESTABLISHMENT, WAALI HAS BEEN A CHAMPION IN THE ABORIGINAL LEADERSHIP SPACE AND CONTINUES TO HELP OVERCOME ABORIGINAL DISADVANTAGE BY BUILDING LEADERSHIP AND GOVERNANCE CAPABILITIES AMONGST ABORIGINAL PEOPLE.



In this reporting period, we saw further expansion and progression of our team. We welcomed Danieka Taylor as our Administration Officer and congratulated our Kwopertok Yorga Alumni, Natasha Lee for her transition from Administration Officer to Program Administrator of the Emerging Aboriginal Leaders & WAALI Circle of Elders. We also welcomed Ilesha Wyatt who took on the role of Social Media Coordinator and Shalini Balakumar who now takes on our Communications and Marketing. We would like to farewell our Communications Coordinator Leone Cottam-Williams and wish

her well on her journey with Reconciliation WA.

The Kwopertok Yorga Alumni Working Group continue to volunteer their time by supporting and coordinating Alumni events and utilising their skillset and expertise by guest speaking at corporate events. Alumni also consistently contribute to the Emerging Aboriginal Leaders program by sharing their leadership and Cultural knowledge by facilitating workshops.



OUR STAFF



Jodie Wyatt
General Manager



Danieka Taylor
Administration Officer



Irma Woods
Program Administrator



Natasha Lee
Program Administrator
Emerging Aboriginal
Leaders & Circle of
Wisdom



Shalini Balakumar
Marketing and
Communications



Ilesha Wyatt
Social Media Coordinator

NEW PROJECTS

WAALI has recently engaged project leads for exciting new programs coming up in the next reporting period. We are excited to launch our new website and student portal, which will drive WAALI's initiative for a more streamlined learning experience for future participants.

SUSTAINABLE FUNDING

During the 2021-22 reporting period we delivered one Yorga Djenna Bidi Program, one Emerging Aboriginal Leaders Program, and one Alumni Retreat. Thanks to our major partners and sponsors for their ongoing support in making our programs and retreats possible.



We would like to thank:

- Lotterywest for their ongoing support for our Yorga Djenna Bidi and Kwopertok Yorga Alumni Programs.
- ATCO for their ongoing support of our Emerging Aboriginal Leaders Program.
- Department of Justice for funding 2 of the Prevention Early Intervention Programs (PEIL).
- A special thanks to Lotterywest for their grant enabling WAALI to continue to operate at full capacity.
- WAALI recognises the contribution of so many organisations that provide the venue, resources, printing, and pro bono support during our programs. We recognise our Partners, Sponsors and Supports on Page 36

SOUND OPERATING AND GOVERNANCE MODEL

WAALI is dedicated to the ongoing development of policies and procedures that are strengthening the foundation of organisation.

During this reporting period we welcomed Sasha Johnson as Company Secretary. We thank Julie Blood for her service in this role. A successful financial audit for 2021-2022 was completed by Armada Auditing, which recognised the highly accountable financial management of the organization.

SUSTAINABLE FUNDING

WAALI's program curricula are developed by Aboriginal People for Aboriginal People. Our priority is to ensure that all our programs are Culturally responsive and provide a Culturally safe environment for all our participants. We achieve this by:

- ongoing guidance from our Elders Council, other Elders and leaders in the community
- consistent data collected from each of the programs
- continued research and development to improve program effectiveness

As WAALI continues to grow and develop, you will see some of the elements of our collective canvases in collateral and communications materials. We are excited to be partnering with Nani Creative on some fresh new designs for both printed and web materials.

This year's new collective canvas is the official branding for our Emerging Leaders Program. We would like to give special thanks to Julianne Wade for her work on these canvases, and for allowing WAALI to incorporate them into our new branding.



This collective canvas painting was created for the new branding for Emerging Leaders

TRALIAN

WESTERN AUST



YORGA
DJENNA
BIDI

YORGA DJENNA BIDI

”

I FEEL MORE CONFIDENT AND PROUD TO BE AN ABORIGINAL WOMAN. THERE IS SO MUCH CULTURE AND LEARNING OUT THERE THAT I DIDN'T KNOW BEFORE COMING INTO THE PROGRAM AND IT'S AMAZING TO SEE SO MANY INDIGENOUS CREATORS TODAY.

ONE COHORT GRADUATED THIS REPORTING PERIOD

One cohort has completed the Yorga Djenna Bidi course in the 2021-22 reporting period. This was also the first time WAALI offered a scholarship to the winner of Miss Naidoc 2021 Tiarna Wynne.

Feedback across the cohort shows that Yorga Djenna Bidi does have 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 the capability to offer full and partial scholarships to Yorga Djenna Bidi applicants.

We would like to thank the following facilitators for Yorga Djenna Bidi:

- Lanie Byk
- Renu Burr
- Rebecca Fitzgerald
- Ellie Cochrane



81%

Overall program rating.

85%

Say the Program has increased their level of confidence in my ability to become an effective leader for my community.

70%

Have an improved understanding of the issues confronting the Aboriginal community.

80%

Have a better understanding of their talents and passions and how they can work to make a difference in the community.

KWOPERTOK YORGA ALUMNI

ONCE GRADUATING FROM THE YORGA DJENNA BIDI PROGRAM, PARTICIPANTS ARE WELCOMED INTO THE LEADERSHIP COMMUNITY OF KWOPERTOK YORGA ALUMNI, WHICH IN NOONGAR MEANS 'SOLID 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.

The Kwopertok Yorga Alumni Working Group is made up of graduates across Yorga Djenna Bidi cohorts and this year we celebrated over 200 Graduates from the program.

During this reporting period, we held our very first Kwopertok Yorga Alumni Retreat. The Alumni Working Group organised an amazing weekend for all alumni to discuss their PRINT outcomes, engage with one another, and intercommunicate with Elders.

Participants also had the opportunity to partake in speciality workshops, which included, women-specific healing workshops both physically and mentally, and Governance excellence workshops.

We would like to thank and acknowledge the Kwopertok Yorga Working Group who worked extremely hard to pull the retreat together.

Thank you to everyone that organised a fantastic retreat for us yorgas.

It was great catching up with others from the same cohort and meeting new people. Our elders are just beautiful role models.

-Lisa Dann



Leaders
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Emerging Aboriginal Le
Graduation Ceremo

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EMERGING ABORIGINAL LEADERS

ONE COHORT GRADUATED THIS REPORTING PERIOD

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

This program was established by WAALI to develop the leadership qualities of Aboriginal young people in a Cultural ly focused way. The program is designed by Aboriginal youth for Aboriginal youth and is facilitated by Aboriginal leaders.

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

This program is sponsored by ATCO, and facilitated by Yorga Djenna Bidi Alumni Mandy Downing and Melanie King along with guest speakers from WAALI Alumni and WAALI supporters. We sincerely thank ATCO, Mandy and Melanie for your support and commitment to developing leadership skills with our young people.



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

- Formed strong connections 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.

We would like the thank the following facilitators for Emerging Aboriginal Leaders:

- Aunty Elizabeth Hayden
- Uncle Jim Hayden
- Aunty Millie Penny
- Uncle Fred Penny
- Lanie Byk
- Rebecca Fitzgerald
- Jodie Wyatt
- Ilesha Wyatt
- Taliah Payne
- Amber Ugle-Hayward
- Lois Keay-Smith
- Alton Walley



83%

Felt better equipped with leadership tools and practical experience.

80%

Felt that they developed new competencies and an increased sense of confidence in their capacity to contribute to and advocate for the community.

100%

Found strength in their Cultural connection.

90%

Recognised the benefits of participation and leadership within the Aboriginal and Torres Strait Islander community.

BOORLOO YARNING CIRCLES

Boorloo Youth Yarning Circles was originally started by Emerging Leaders Alumnus, Derek Nannup Jnr. Derek developed the idea of the yarning circles after he completed the Emerging Leaders Program and found that there was a need to support younger people who were not eligible for the EAL program.

aged 12-25 to come together to yarn (to talk) in a Culturally safe environment. The circle is guided by Elders who help navigate Youth through their own personal journey of belongingness, community identity, and emotional support.

Thanks to the Mental Health Commission, we successfully gained the funding under the Strong Spirit Strong Mind Youth Project, to run the Yarning Circles monthly. The Yarning circles are a way for youths





OUR
REBRAND

NEW WEBSITE UPDATE

Through 2021-22 we have worked on redeveloping our brand identity and website. The Learning Portal will be used as a hub for important resources and information that will be accessible across any device. The aim of the portal is to streamline the online experience for participants and provide future opportunities for programs in remote areas.

Thanks to Lotterywest we were able to develop our new website and learning portal.

We would also like to thank Kevin Wilson and the Nani Creative team for guiding us through the process of our rebranding, developing and maintaining our new website.

STUDENT PORTAL

The expansion of WAALI’s business model means that we will now have the capability to deliver our programs online, thus enabling further accessibility for future participants in rural and remote locations.

The WAALI Student Portal is a central hub where current participants and Alumni can access resources such as:



» COURSE INFORMATION



» SUBMISSION LINKS FOR ASSIGNMENTS



» STUDENT WELL-BEING RESOURCES



» CAREER INFORMATION



» ZOOM VIDEO LINKS (OR A SIMILAR PLATFORM EG MICROSOFT TEAMS)



KWOPERTOK YORGA ALUMNI PORTAL

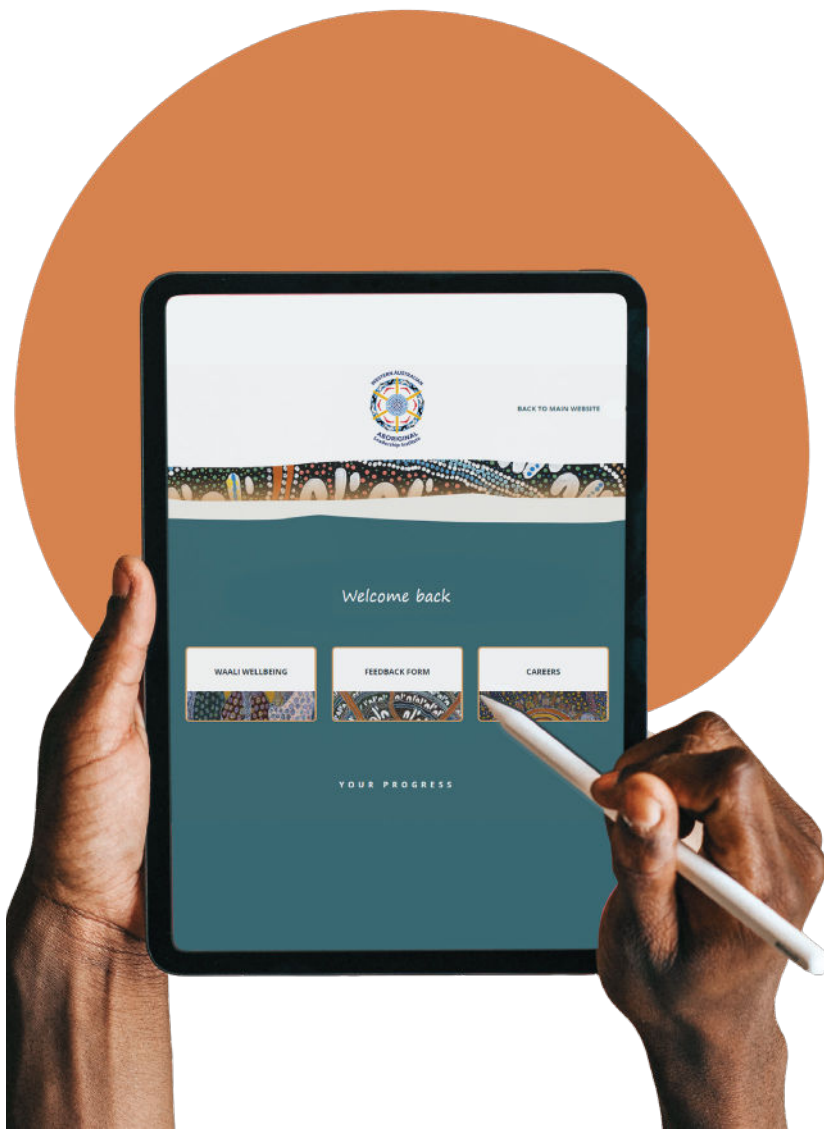
The alumni community is an integral part of WAALI's business model as it creates a space for developing a network of future leaders who can support and learn from each other, as well as provide alumni with further opportunities for professional development.

The Alumni component of the portal will be accessible to all graduating participants. This

platform is another channel for alumni to connect with each other and access ongoing leadership development materials such as written materials, films, webinars, and an intranet for users to share resources. Video catch-ups and messaging will continue to be an integral part of this online community and will make the community accessible for alumni across the state and country.

STAFF PORTAL

This Staff portal was designed to centralise student coursework, information and general communication that can be accessed with the appropriate credentials at any time. The staff login of the portal aims to increase productivity and time efficiency surrounding the progress of assignments and graduation processes.





ELDERS
KNOWLEDGE
EXCHANGE

ELDERS KNOWLEDGE EXCHANGE RETREATS

”

IT IS LOVELY TO BE PAMPERED AND LOOKED AFTER BY THE YOUNG ONES. THEY SHOW SUCH RESPECT AND WE HAVE THE OPPORTUNITY TO SHARE OUR HISTORY WITH THEM.

-ELDER PARTICIPANT

The Elders Knowledge Exchange Retreats provide a positive space for Aboriginal Elders to connect with their community and invite an exchange of Cultural knowledge that will be passed on to future generations.

The retreat aims to provide a Cultural space for relaxation, celebration, and the opportunity to engage in conversation intended to share Cultural knowledge across generations.

The Elders have 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.

Outcomes of the retreat have been positive for both the Elders and the Yorga Djenna Bidi

participants. Feedback from the post-retreat surveys has been overwhelmingly positive and continues to be a highly anticipated event every year.

These retreats provide a positive space for Aboriginal Elders to reconnect with their community and invite an exchange of Cultural knowledge that will be passed on to future generations. Thank you to Lotterywest for Funding the Women's Elders Retreat Program.





WAALI
IN
COMMUNITY

WAALI IN COMMUNITY

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

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.



Image source: NetBall WA Facebook Page

INAUGURAL ABORIGINAL ALL STARS LEADERSHIP CAMP

The Inaugural Aboriginal All Stars Leadership Camp is an initiative of Netball WA and Shooting Stars. The purpose of the camp is to create opportunities for potential elite Aboriginal & Torres Strait Islander women and girls to develop their leadership abilities as leaders in sports.

Alumnus Mikayla King and Jodie Wyatt ran leadership workshops where they shared their expertise on leadership growth and development. Emerging Leaders Alumnus Iesha Wyatt and Rickeeta Walley facilitated Cultural sessions on art, and a guided walk on Country.



INTERNATIONAL WOMEN'S DAY

This year WAALI partnered with Langford Aboriginal Association and Palmeston to host International Women's Day. This was a powerful event that included our board, staff, alumni, Elders, and many more members of the community to connect and celebrate women's achievements.



Image source: <https://naidocperth.org.au/whats-on/miss-mr-naidoc-perth/>

MISS NAIDOC

During this reporting period, WAALI was involved in the judging of Miss Naidoc. A scholarship to the Yorga Djenna Bidi program was awarded to the winner, Tiarna Wynne who has the opportunity to complete the program.



PICTURED: MISS NAIDOC PERTH 2021 WINNER TIARNA WYNN

Image source: <https://naidocperth.org.au/whats-on/miss-mr-naidoc-perth/>



CEO SUMMIT

Our General Manager Jodie Wyatt attended the annual CEO Institute Summit, organised by The CEO Institute WA. The theme of The CEO Summit was Adapt and Overcome

Jodie represented WAALI where she addressed her experience in leadership roles and the leadership changes we need to see to meet a fast-evolving workforce. Yorga Djenna Bidi Alumnus, Shelly Cable was also a part of the summit where she was a part of a Q and A.



PICTURED: TIM GOSSAGE AND JODIE WYATT



COACHING
PROGRAM

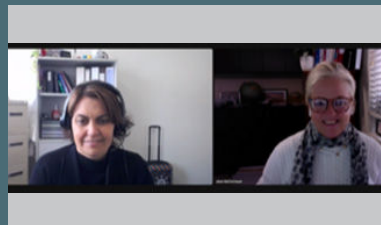
COACHING PROGRAM



Leone Cottam-Williams & Lanie Byk at a recent coaches gathering

WAALI has been actively supporting a pro bono Coaching Program since 2019. It began with the graduates of the Yorga Djenna Bidi Leadership Program and has since expanded to include the Emerging Leaders Program, Kwopertok Yorgas and WAALI staff.

Dr Daniela Sabbioni & her Leadership Coach Jane McCormack on a Zoom Coaching Session



Coaches all attend a Cultural Awareness workshop in addition to ad hoc training sessions to continue their Cultural learning. At the most recent coaches

gathering event Kwopertok Yorga Leone Cottam-Williams provided the coaches with an in depth overview of the Uluru Statement of the Heart and facilitated a wonderful open dialogue of coaches questions and discussions.

Through the coaching sessions we are aiming for coachees to:

- Clarify the next steps of their leadership journeys (leadership of self, community or organisation)
- Gain further self-confidence and self-awareness around an array of topics raised and discussed in their Leadership program
- Build stronger coalitions and networks
- Enhance their constructive leadership techniques

In 2023 we will be trialling Group Coaching in addition to our one on one coaching sessions.



Jane McCormack has been an inspirational Leadership Coach, allowing me to become more insightful and resourceful. Her knowledge of my Print Profile helped me deconstruct my work and personal challenges. At times our discussions were very emotional, but this helped me become more compassionate and accepting of my imperfections.

Cultural ly she was safe, allowing me to express my Cultural connection with Noongar katijin and Boodjar.

-Dr Daniela Sabbioni
Senior Medical Practioner WA Country Health

A large teal circular graphic with a white dotted border. Inside the circle, the text "FINANCIAL OVERVIEW" is written in white, uppercase letters.

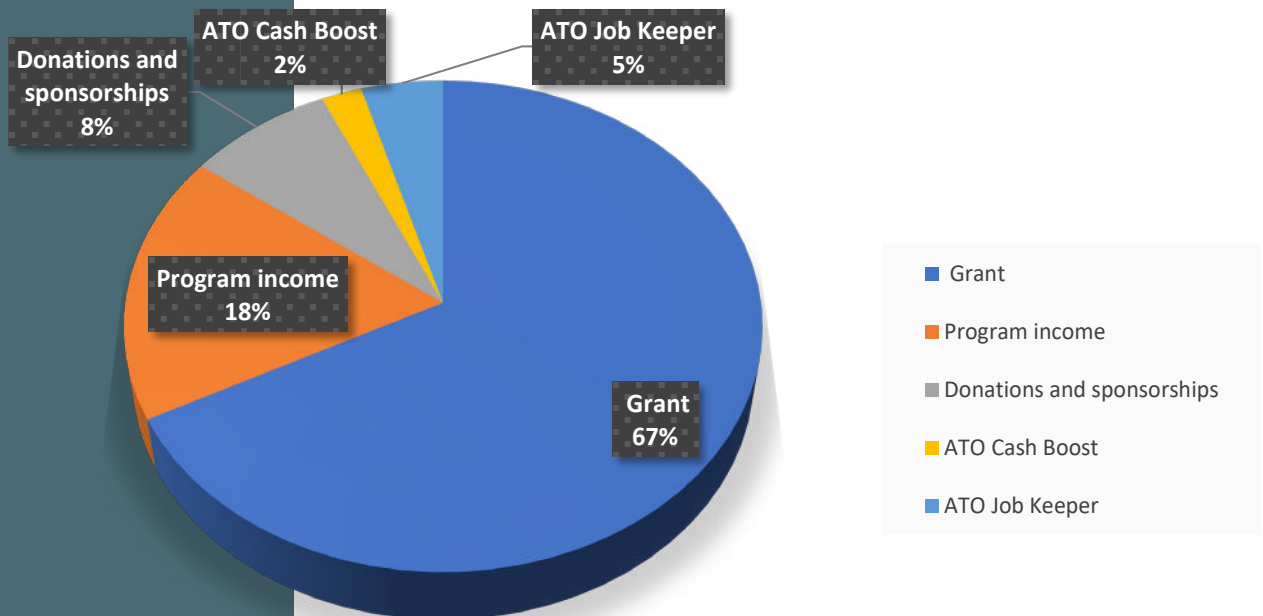
FINANCIAL
OVERVIEW

FINANCIAL OVERVIEW

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.

An audit of the 2021-22 financial year was completed by Armada Auditing resulting in an unqualified audit opinion.



ABORIGINAL OWNED BUSINESSES

ABORIGINAL EDUCATION SOLUTIONS

ABORIGINAL PRODUCTIONS & PROMOTIONS

BETTER HEART SELF CARE

BIDIRRT

BINDI BINDI DREAMING

IESHA WYATT

KAMBARANG

MARIE PRYOR

MILLIE PENNY

NANI CREATIVE

NEROLIE BYNDER

REBE CFITZGERALD

SHIRLEY HARRIS

SHIRLEY THORNE

VOICE OF HOPE

WADJUK ARTIST

YONGA SOLUTIONS

SUPPORT

PROGRAM PARTNERS



PROGRAM SUPPORTERS







JOIN US AT WAALI

» 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 2023 and beyond please contact our General Manager on 9420 7239.

BECOME A PART OF OUR WAALI COMMUNITY

- » VOLUNTEER
- » DONATE
- » PARTNER
- » SPONSOR
- » WORKPLACE GIVING

BRESPECT CULTURAL

Graduation Ceremony

2022



ATC

INTEGRITY



ANNUAL REPORT 2021/22

THANK YOU FOR YOUR SUPPORT

»
»
»

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