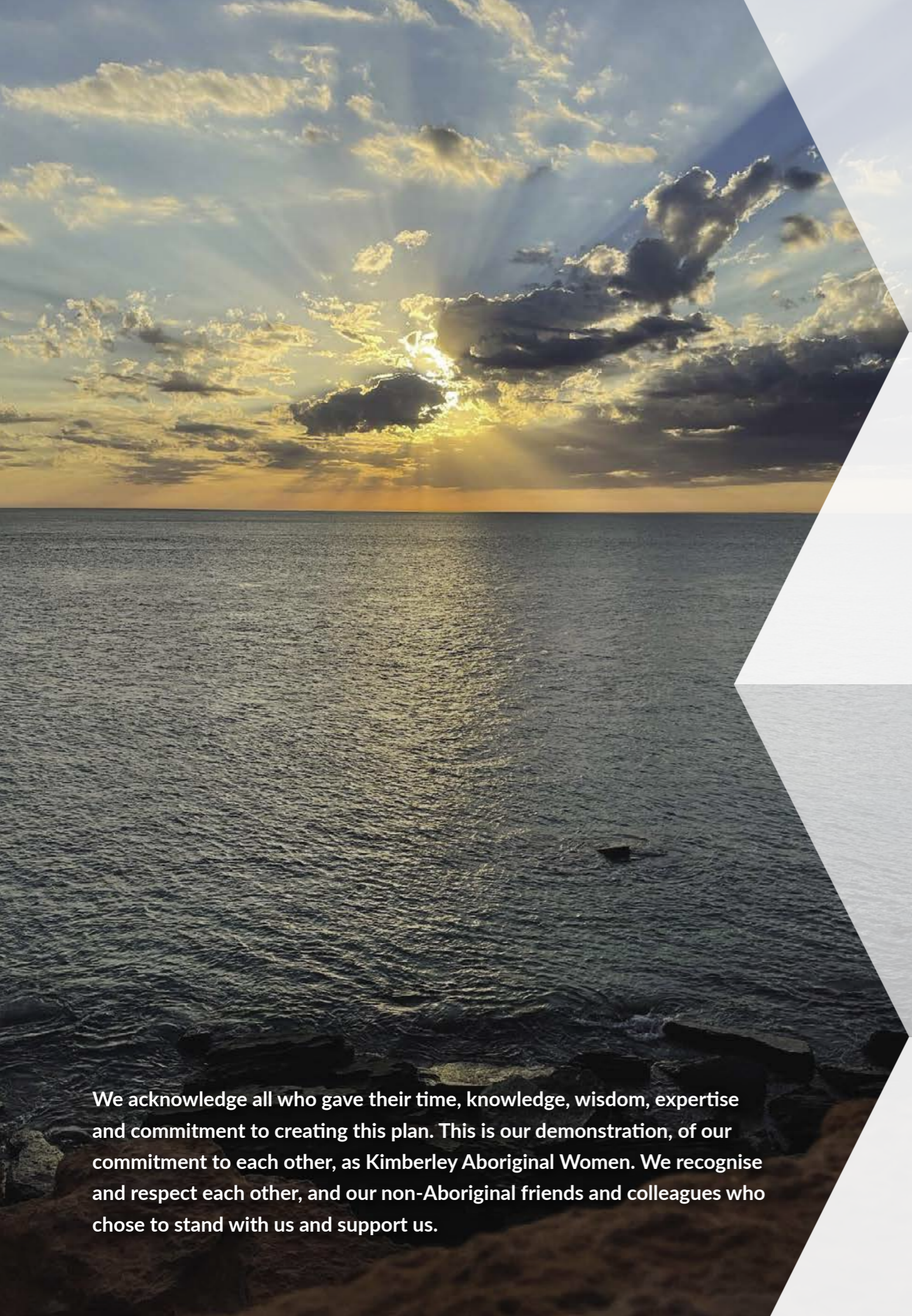


**Kimberley  
Aboriginal  
Women's Council  
Regional Action Plan**



**We acknowledge all who gave their time, knowledge, wisdom, expertise and commitment to creating this plan. This is our demonstration, of our commitment to each other, as Kimberley Aboriginal Women. We recognise and respect each other, and our non-Aboriginal friends and colleagues who chose to stand with us and support us.**

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## Artwork

The Artwork is titled *Kimberley Women Gathering for Change*.

Our Artist Kathleen Clifton is fourteen years old from Broome and produced this artwork in October 2021.

Created in response to our shared commitment to forming the Kimberley Aboriginal Women's Council.

It shares the colour palette of the Kimberley – the radiant sky, the enriching sunsets and the wild array of native plants and wildflowers that come into bloom after rainy days.

Integral to all of this is our continual cultural connectivity and capacity to work together.

Our right to be seen. Our right to be heard. Our right to be respected.

For all that we see, hold and go through.

Our right to be valued as care givers, as custodians of this land, as leaders in our community and as extended family through our cultural blocks and kinship and language systems. Simply belonging, caring and sharing life's journey together.



## Kimberley Aboriginal Women's Council - Regional Action Plan

"All of us at some point in our lives deserve a fresh start. A new beginning," ➤ Sharelee Johnson from Wyndham.

"As leaders our number one responsibility is our families ... to many kids wondering the street at night...means to many families need support in the Kimberley," ➤ Angelene Petrevski from Halls Creek.

"To get on in life your need to navigate the system, the government system and us Kimberley women need help finding ways to help others in need," ➤ Andrea Myers from Broome.

"We all have seen programs come and go but we are the ones that are committed to being here, we know what works best for our communities...we need opportunities so we can be at the decision-making table," ➤ Selena O'Meara from Derby.

"We have it within us, we are our own project managers and researchers. We just need to be connected with leading practice that affirms our cultural position and roles in community so we can be empowered, in a position to help others," ➤ Jadhah Davies from Fitzroy Crossing.

"Culture is at the heart...it sits at the centre of all that we do," ➤ Merle Carter from Kununurra.



## Background

In 2018 a group of Kimberley and Pilbara women got together to develop and hold the North West Aboriginal Women's Leadership Conference in Broome. The initial strategy was formed and commitment realised.

Momentum grew and under the auspice of Goolari Media, with state and federal government grants, corporate sponsorship, and community in-kind support, the commitment to Kimberley women's regional planning evolved.



This included developing:

**The engine room** - The Kimberley Aboriginal Women's Leadership Roundtable;

**The vehicle** - The Kimberley Aboriginal Women's Council Corporation;

**The feedback** - The Kimberley wide workshops and engagement process; and

**The road map** - The Kimberley Aboriginal Women's Council Regional Action Plan.

During the months of May and June 2021 more than 150 Aboriginal women from across the Kimberley participated and contributed to this plan.

The engagement process included a regional leadership roundtable in Broome, and community-based participation workshops in all Kimberley towns: Kununurra, Wyndham, Halls Creek, Fitzroy Crossing, Derby and Broome.

## Our Voice and Visibility

The voice and visibility of Kimberley Aboriginal women shaped this regional plan.

The engagement process enabled us to listen and linger locally, learning about the life experiences, expressions, needs, problems, aspirations and solutions of more than 150 Kimberley Aboriginal women.

The response was consistent.

Confirmation that there had not been a regional approach to any holistic regional planning and Aboriginal activity since the demise of Aboriginal and Torres Strait Islander Commission (ATSIC) in 2002.

All recognised the significant role of the Kimberley Aboriginal Law and Culture Centre, the Kimberley Aboriginal Medical Services and Kimberley Language Resources Centre in supporting Kimberley Aboriginal women's leadership and support service needs.

Many recognised the need for us to do more, to empower women to grow, know and sow seeds of positive change, across country and community collectively.

Together there was a strong collation of voices and visibility of great value. A mixed bag of excitement, caution, cultural commitments, community cries and above all else the unwavering desire to come together without compromising anyone's unique cultural position, organisational authority and community connectivity.

Everyone agreed Kimberley women need unity, action and sisterhood across the whole Kimberley region.

We must embrace each other in all our diversity, and never duplicate our service offering or compete for government opportunities.

We must align and arrive to a mutually agreeable destination, where Kimberley Aboriginal women work together to define solutions and be their own version of success together.



## Our Goal

The goal is to create a new legal entity the Kimberley Aboriginal Women's Council, to advocate and address gaps in planning, representation and service reach regionally.

The Council will be registered as an Aboriginal Community Controlled Organisation with the Office of the Registrar of Indigenous Corporations and apply for grants and partnerships to deliver this plan.

## Our Independence

This Plan acknowledges the significant work undertaken in the Kimberley and beyond. The call to action was so great that we have formed the plan based on the integrity of the voice and visibility of Kimberley Aboriginal women who have engaged in this process.

We have not established a new legal entity as a precursor to the plan because we are responsive to what we were told. We believe the plan brings purpose and the entity, structure and constitution

must reflect that purpose and the careful consideration of Kimberley Aboriginal women. This cannot occur through one meeting or single point of engagement.

So, we are operating under the auspice of Goolari until we are ready to complete the process of forming the legal entity which will be known as the Kimberley Aboriginal Women's Council. We anticipate this will occur in the 2021-22 financial year.

## Our Unity

This new Corporation is a thirty-year-old dream started by women who were founding members of key Kimberley Aboriginal organisations including the late Glynis Sibosado AO, who was the Aboriginal and Torres Strait Islander Northern Zone Commissioner from 1993-1996 and former chairperson of the State Aboriginal Justice Council and Deputy Chairperson of the National Aboriginal Justice Committee in 2000.

## We Acknowledge

Our strong Kimberley Aboriginal women elected to the WA Parliament, and their valued support:

- Davina D'Anna, Kimberley Member of the Legislative Assembly (MLA)
- Rosie Sahanna, Member of the Legislative Council (MLC)

A strong Kimberley Aboriginal woman with a national and international reach and commitment to our human rights and self-determination:

- June Oscar AO, our Aboriginal and Social Justice Commissioner

Our Cultural Bosses and Elders including:

- Annette Kogolo-Nugget, Kimberley Aboriginal Law and Culture Centre Chairwoman (2019-21)
- Merle Carter Kimberley Aboriginal Law and Culture Centre Deputy Chairwoman (2019-21)
- Patsy Bedford Kimberley Language Resource Centre Chair

The more than 150 Kimberley Aboriginal women who contributed their views and experiences to Regional Action Plan.

Also, the many other women who continue to build our legacy in ordinary and extraordinary actions of courage and inclusion across the Kimberley in all that you do.

## The Momentum

The Late Glynis Sibosado had a long-standing commitment to the Kimberley, and to Kimberley Aboriginal women.

Since her passing in 2001, much has changed.

Twenty years later there is a ground swell of support to return to regional planning and outcomes that are the bedrock of self-determination, and gender inclusion.

The voice of Kimberley Aboriginal women is rising collectively as change agents across our country.

NPY Women's Council and Waminda from the East Coast of New South Wales joined our planning process via the Kimberley Aboriginal Women's Roundtable in May 2021 and provided us a strong cultural affirmation.

## Message from our Central Australian Sister Organisation – NPY Women's Council

**This message and Illma (song / dance) is for all you saltwater, freshwater, hill and desert country woman's from the NPY Women's Council.**

This song is about fire. It's meaning is about the future. Young people walking together stand up, speak up, work together.

The land belong to Aboriginal woman's, children and man's.

Follow the songline. It's the main one to teach little children.

I'm dancing the fire song. This is an important message to fire all you woman's up.

Come together, walk together all you Kimberley woman's. This is the key to open the door for the future.

We are the leaders to hand to the young one's for the children coming behind.

That road is already there. Our old people been put em there. It's covered up, but we gotta clean em up to find em, that road again because we already know the way.

You follow that road from your Mother, Grandmother and Great Grandmother.

## Message from our East Coast Sister Organisation – Waminda

Cultural safe and holistic service, planning and advocacy for women and families can only be done effectively by local and regional Aboriginal women for Aboriginal women. We were committed to establishing a structure to be our vehicle to better lives, better programs and better outcomes our way.

As we share our journey, know you are not alone and though distance separates us, like the whale in the water it goes to warm waters to calf. So as we all are connected to country and in that are connected to a common cause of raising the life outcomes of us Aboriginal women.





**CHANGE AGENTS: WE ARE OUR GREATEST ASSET**

- OUR PEOPLE
- OUR HISTORY
- OUR KNOWLEDGE
- OUR CAPABILITY
- RESILIENCE / CULTURAL CAPITAL
- WANT TO POSITIVE

## We are our own Change Agents

Kimberley Aboriginal women are our own collective impact.

We build ourselves up, and support each other.

We are our own active and accountable change agents.

## Our Key Themes

1. Strengthen our Liyarn
2. Building our Legacy

### Strengthen our Liyarn

Founding Member Mary O'Reeri is an active member and leader in Beagle Bay remote community. She shares:

Our liyarn is an ancient tool, a pathfinder that sits deep within our core. Empowering us to deep listen, guard our heart, prepare our minds for opportunity and caution.

Our liyarn guides, and protects us from harmful bad spirits that come to disrupt our identity and unity.

Our liyarn is our moral compass our GPS our very personal navigator for life.

Our liyarn affirms our cultural identity, and gives messages that connect us to the land, our ancestors and dreaming.

Our liyarn connects our senses – how we think, speak and amplify the right way.

Our liyarn helps us see things around us and connects is to our feelings, spirit and soul.

Our liyarn develops our wellness and protects our well-being across many generations.

### Building our Legacy

Founding Member Jodie Bell is the Chief Executive Officer of Goolari Media and a film producer. Jodie believes a legacy always outlives a person and becomes a way of being, a hallmark moment, a captivating story, a stand for what is right and the hope for good things.

'The Kimberley region has gone through so much change over the past 100 years and as a person who has come to call the Kimberley region home, I have seen much change.

As a long-standing resident and service provider to the region who works nationally Jodie shares, 'the Kimberley region has a strong reputation for being the home ground for strong leaders, including strong Aboriginal women who are the first in their chosen field, to achieve things that were not in their family history'.

Founding Member Janine Dureau confirms, 'our legacy is a road map of standards, principles, protocols and ways of being in the world. The search and attainment of success on our own terms. The capacity to build something up that others can enjoy too.

Legacy is what we all reflect on, when we share stories and memories of those who have gone before us'.

Legacy is a significant feature in the lives of all Aboriginal women and the Kimberley region.

We would like to build on the current legacy, by bringing to the Kimberley region, leading practice in planning, design, research, events management so we all can be stewards of excellence, and keep building up our shared Kimberley Aboriginal women's legacy.

We have made liyarn and legacy our vision for this plan.

## Vision

Optimise our Liyarn and Legacy

## Mission

Investing in what works best & shining our success

## Values

- Belonging
- Caring
- Sharing





## Development Goals

- Unity pathway & lateral love
- Life-long learning
- Leading positive change
- Linking with leading practice
- Lifelong cultural security & safety

That is, we Kimberley Aboriginal women and girls will reach out to more than 10,000 people. Increasing our own access to 1,000 direct opportunities, to encounter the strength, stories, success, and sustainable stand point of more than 500 Kimberley Aboriginal women and girls over the next three years.

## Focus & Project Areas

1. Showcase our stories & success
2. Supporting our girls to grow and glow as women
3. Strengthening our access to leadership pathways
4. Supporting our sisterhood remotely and regionally
5. Significantly reducing statutory care & custody orders over our children and women
6. Set up a Kimberley community care through response to life-long vulnerability, and aging

## Success Criteria

- Place Based Priorities
- Achievement Orientation
- Intergenerational Outcomes
- Person Centred Learning Opportunities
- Supporting and Promoting Local Success
- Process Alignment & Regional Connectivity

## Terms of empowerment, engagement and enablement

- Trauma informed
- Including not ruling or duplicating
- Connecting not competing
- Overcoming adversity & poverty
- Promoting our stories and success
- Journey into new territories & opportunities
- Recognising, respecting and rewarding locally led initiatives
- Widening our network of influence and impact

## Impact

To give voice and visibility through our own Kimberley butterfly effect.

When a regions' collective butterfly motion brings change, by stirring up winds and transporting seeds to new ground, and taking the debris away.

The butterfly effect is a term applied to silent and chaotic settings. Where many butterfly's wings moving together can change their environment, and impact on a place and process.

# Kimberley Deliverables Dashboard 2021-24

FOCUS AREA	RESOURCES REQUIRED	INPUTS
3 YEARS OUR ACCUMULATIVE IMPACT	\$3.35 Million 10 full time employees	20% Administration Project Management fee for office oncosts & CEO, accounting, insurances auditing reporting = \$670,000
Showcasing our Stories & Success	\$450,000 1 part time employee	100 Kimberley Women & Girls Stories – Oral History Project.
Supporting our Girls Grow & Glow	\$1.1 Million 2 full time employees	Define social, cultural and economic determinants of Kimberley success.
Access to Leadership Pathways	\$500,000 1 full time employee	Broker regional and national partnerships to serve local Kimberley women learning & development needs.
Supporting Sisterhood	\$200,000 1 full time employee 2 part time employees	Membership, network and online resources.
Significantly Reduce Statutory Care and Custody Orders	3 full time employees	Broker Kimberley regional policy & programmatic responses to Justice matters.
Kimberley Care through Vulnerability	\$1.1Million 2 full time employees	Local Aboriginal Community Controlled Organisations collective impact & commitment.



OUTCOMES
Reaching 10,000 + women, by directly helping 1000+ and personally / professionally developing 100+. The Kimberley Aboriginal Women Council will be administratively supported by Goolari Media for first three years to increase focus and spend on community initiatives until such time as programs are sustainable and revenue stream meets demand to self-administer own entity.
Reaching more than 10,000 women by sharing 100 Kimberley women’s stories Local, regional and national city exhibition tour of our stories.
Establish the “Arise and Shine” program to support and service 100 Kimberley purpose driven girls to define, navigate and plan to take their place in our community.
30 Women complete certified leadership program/s. Every Kimberley town has at least 4 leadership graduates.
Establish a regional support service database. Host events, and spent conviction support and advocacy. Create and partner in higher education scholarships. Assistance with resume writing for jobs and board appointments - applications and advocacy.
Aboriginal led decision making where local ACCOs are systematically empowered, engaged and enabled to co-design and co-deliver prevention and recovery services.
Kimberley Aboriginal led holistic response Supporting a regional service value chain and regional joint venture partnerships across key human service portfolio areas.



## Deep Dive into our Development Goals

Unity  
Pathway  
& Lateral  
Love

Lifelong  
Learning

Leading  
Positive  
Change

Linking  
with  
Leading  
Practice

Lifelong  
Cultural  
Security  
& Safety



### Unity Pathway & Lateral Love

Unity Pathway is a term shared at the Kimberley Aboriginal Women's Leadership Roundtable in May 2021 by Dr Anne Poelina. A unity pathway is a process and approach that encourages shared discovery, learning, development and progress as a collective impact towards a common cause.

Lateral Love is a concept promoted by the Kimberley Aboriginal Women's Council Founder Janine Dureau, it is all about community care and kindness as the opposite act of lateral violence.

Lateral violence is intra-cultural and is common within communities that have a history of enslavement and have been colonised and have experienced entrenched colonial control. It is termed lateral violence because it occurs more horizontally than vertically or hierarchically, in so far as the violence is perpetrated at a peer level.

It stems from the embodiment and perpetration of violence and control persistently over generations that may become a norm. Violence in this context is character assassinations, diminishing a person's sense of personal and communal safety, breaching confidentiality, gossiping, excluding some from activities, and relentless forms of bullying and at times physical threats of violence or direct violence.

### Lifelong Learning

Lifelong learning confirms that education is not just for schools, and training is not just for registered training organisations. Most schools teach and don't focus on learning, as learning focuses on the student

not the lesson and requires a deep understanding of the students learning style. No one can understand your learning style and preferences like you can.

Lifelong learning has no age or location barrier or requirement to be in one particular place, like a classroom. Life-long learning is a mix of discovering, sharing, adapting new information, knowledge and understandings. It is the opportunity to role model, and have strong positive representations of who you can be across your life span.

It is the attitude and aptitude to grow in your knowledge, skills, experience and capabilities without the fear of failure or being just a student.

Lifelong learning is a commitment to self-growth and development. Where the environment you are in facilitates many opportunities to explore, discover, adapt and express life lessons in structured and unstructured ways. Life-long learning is a commitment to self-development not just a course or training program commitment.

### Leading Positive Change

Leading positive change is the ability to see opportunity everywhere, where indeed a problem is actually an opportunity, as it requires a solution.

Leading positive change takes a strengths-based approach to life connection with others. It makes one be so focused on the opportunities that past trauma does not create fear, barriers or anxieties as there is no time and or capacity allocated to dwell on negative life impacts.

### Linking with Leading Practice

Everywhere in the Kimberley and across the world people are struggling, and strive to do better by situating themselves in new and proven ways of living and working to make the best of their circumstances.

Leading practice is discovered through research, networking and reporting on findings that can be shared with others in other locations. Leading practice must be defined by success and be recognised as a positive change project, program and or organisation.

Leading practice includes a root cause analysis of issues and is more than treating symptoms. Leading practice uproots old ways of working that were not productive and navigates the best possible response based on knowledge, evidence, guidance tools, skills and shared cultural experiences.

### Lifelong Cultural Security & Safety

Cultural Security is the affirmation of belonging through kinship systems, language groups and connection to country.

Cultural belonging is affirmed by elders, and expressed by parents to ensure children are raised within a culture that cares and prioritises their physical, social and emotional wellbeing and safety. Security in knowing that others care about you and that you feel safe because there are acts of safety, and signs of safety in your home, life and work processes.

## Our Self-determining and Self-governing Journey

We understand women and girls are willing to be members of the new council. The Council once established will seek community, government and industry investments and grants to ramp our support projects outlined in this plan.

Kimberley girls and women need to be self-determining and self-governing by self-selecting their own life outcomes.

The Council will be a Kimberley Aboriginal Women co-designed and co-delivered entity of inclusion, for Kimberley Aboriginal women, by Kimberley Aboriginal women with Kimberley Aboriginal women.

Life outcomes are optimised when our girls and women have access to support, positive role models, as well as access to community-based development opportunities that strengthen our liyarn and help build our legacy.

The Kimberley Aboriginal Women's Council is non-political, and chooses to facilitate opportunities for Aboriginal women and girls who live in the Kimberley, and or come from the Kimberley including Torres Strait Islander women. We are aligned with the United Nations International Development Goals and Australia's Human Rights Commission objectives.

Our organisational focus including all our projects will be centred around developing Kimberley Aboriginal Women. We recognise that not everyone in the Kimberley or from the Kimberley has access to opportunities, care, kindness and cultural security.

We seek, to be person-centred and place based and Aboriginal led and operated in all that we do.

We will always put the well-being of Kimberley Aboriginal women in front of political priorities and financially incentivised opportunities.

We respect Kimberley language groups, cultural blocks and native title representative bodies and their commitment to our people and country. We will never speak on behalf of a place or country.

We will however, partner and be hosted by local leaders through local led Aboriginal Community Controlled Organisations.

We are a regional organisation that respects the culture and position of all Kimberley Aboriginal Women and girls who self-select and opt in to our engagement model.

## Our Opt-in Engagement Model

The Kimberley Aboriginal Women's Council will never impose a policy agenda, program and position on anyone. We work to an opt-in process, at every stage of our business activity.

The Council recognises that Kimberley Aboriginal women and girls have historically been excluded from many opportunities. Transparency is a key element of our commitment to increasing Kimberley women and girls engagement in our organisation.

Our future website will always outline the six ways Kimberley women and girls can opt in:

1. **Board Member to our Organisation** – Opting in as an individual member of our organisation and providing an expression of interest as required to be considered for a board vacancy.
2. **Membership to our Organisation** – Opting in as an individual to be a registered member of the organisation.
3. **Partner to our Organisation** – Opting in to be a local or regional partner of our organisation that will host shared co-design and co-delivery projects and activity.
4. **Participant to our Organisation** – Opting in as a participant who will be a beneficiary of our projects.
5. **Employment to our Organisation** – Opting in as a staff member through applying for jobs when a vacancy is advertised.
6. **Contractor to our Organisation** – Opting in as a contractor who responds to expressions of interests, requests for quotes or tenders for, to and or with our organisation.

## Our business is co-design and co-delivery

We prioritise partnerships that compliment, not compete with other local, regional and national Initiatives. Whilst we retain our organisational independence we will work collaboratively and in partnership at a local level in the delivery of our six focus area projects. We acknowledge regional leadership and the work to date.

What sets us apart from other initiatives is:

1. **We are truly regional** we commit to every town in the Kimberley and every willing partner remote community.
2. **We are gender not agenda driven** in so far as our primary function is to advance the life outcomes of Kimberley Aboriginal women and girls.
3. **We are Aboriginal led**, and Aboriginal operated community-controlled organisation for Kimberley Aboriginal women and girls by Kimberley women and girls.

## Strategic Alignment

We are aware of the following reports and initiatives and our organisational design and programmatic practice compliments our common aspirations for Aboriginal women's inclusion and advancement:

- Wiyi Yani U Thangani Report
- Close the Gap Outcome Areas and Targets
- Department of the Premier and Cabinet Aboriginal Empowerment Paper
- Kimberley Aboriginal Law and Centre Centre
- Kimberley Language Resource Centre
- Arnja
- Binarrri Binyja Yarrowoo (BBY)
- West Kimberley Futures - Empowered Communities

### Wiyi Yani U Thangani Report

We support the intent and findings of the Wiyi Yani U Thangani (Women's Voices) report and community guide. During our regional engagement and consultations, we provided all participants with a copy of the community guide and workshopped our own regional response to the data story, priority pathways and recommendations. What the report states nationally, as it relates to a strengths based collective impact, is what Kimberley Aboriginal women and girls have told us we need in our region.

The Wiyi Yani U Thangani (Women's Voices) project is a multi-year initiative led by the Aboriginal and Torres Strait Islander Social Justice Commissioner, June Oscar AO. The aim of the project is to recognise the rights and lives of Aboriginal and Torres Strait Islander women and girls, and to elevate their voice to the spaces of decision-making.

Wiyi Yani U Thangani (Women's Voices) also promotes the importance of strengths-based, community-driven approaches that address the inequalities experienced by First Nations people.

We confirm that this regional action plan has considered the seven recommendations of the report, and its thematic focus areas and priority pathways. This regional action plan aligns and compliments the report findings and offers a Kimberley specific response to Kimberley specific priorities as identified by Kimberley women at the May roundtable and June regional consultations in 2021.

### Council of Australian Governments (COAG) commitment to Closing the Gap

The Closing the Gap (CTG) is a National Agreement between the Commonwealth, State Governments, Local Government Association and key national Aboriginal organisations. The CTG has 17 national socio-economic close the gap outcomes areas and data supporting targets that have an impact on life outcomes for Aboriginal and Torres Strait Islander people.

The Kimberley Aboriginal Women's Council's six focus and project areas provide the community capability to realise all 17 outcome areas.

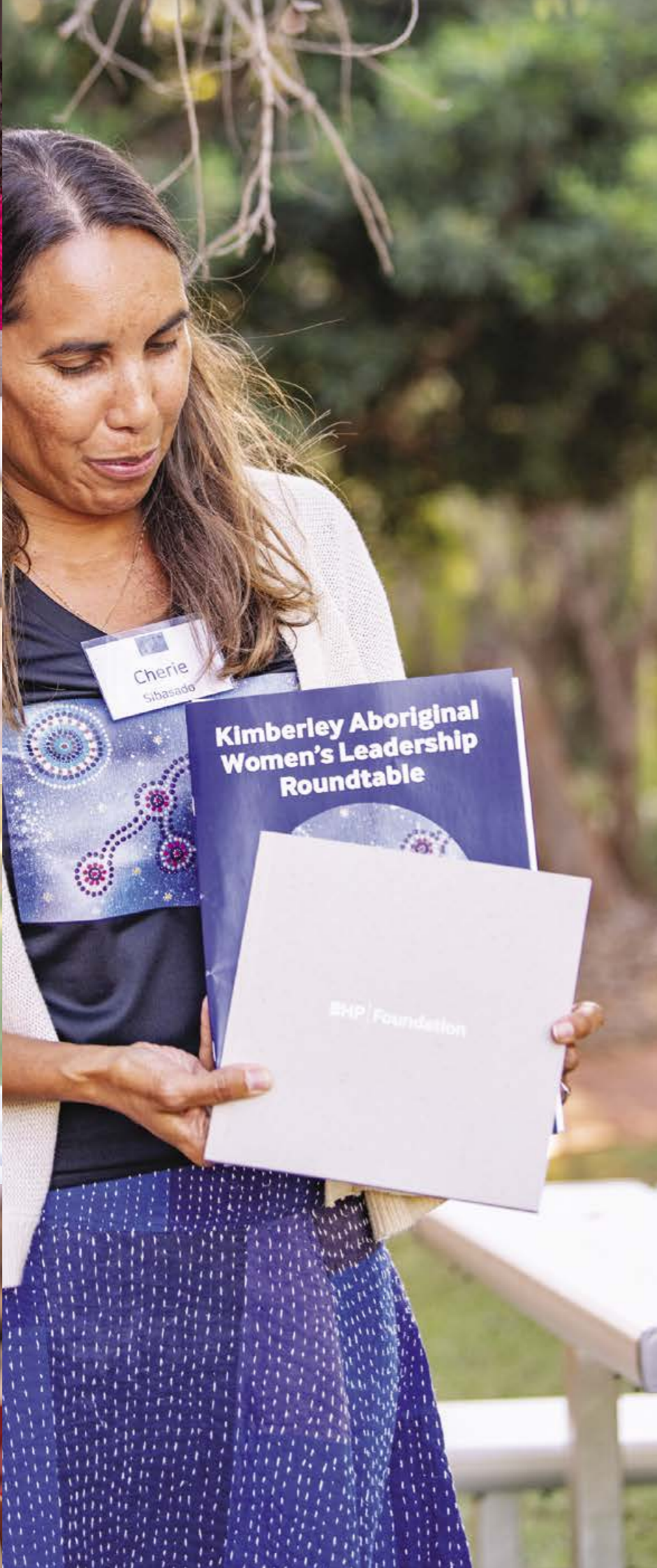
We designed our plan so that each of our six focus areas will have a multiplier effect to address a cluster of no less than 13 direct positive impacts on the close the gap outcome areas.

The table on the next page demonstrates our CTG multiplier effect. Red cells confirms where project areas have a direct positive impact on the target and outcome areas and orange cells confirm there is an indirect positive impact on where the project supports the target attainment through inclusion and place-based empowerment and engagement.



### The Kimberley Aboriginal Women's Council Six Focus & Project Areas

1. Showcasing our Stories and Success
2. Supporting our girls to grow & glow
3. Access to leadership pathways
4. Supporting Sisterhood
5. Significantly reduce statutory care and custody orders
6. Kimberley Care through vulnerability and aging



# The Closing the Gap Outcomes & Targets Alignment to this Regional Action Plan

17 Close the Gap Outcomes	
1	Everyone enjoys long and healthy lives
2	Aboriginal and Torres Strait Islander children are born healthy and strong.
3	Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years.
4	Aboriginal and Torres Strait Islander children thrive in their early years.
5	Aboriginal and Torres Strait Islander students achieve their full learning potential.
6	Aboriginal and Torres Strait Islander students reach their full potential through further education pathways.
7	Aboriginal and Torres Strait Islander youth are engaged in employment or education.
8	Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities.
9	Aboriginal and Torres Strait Islander people secure appropriate, affordable housing that is aligned with their priorities and need.
10	Aboriginal and Torres Strait Islander people are not overrepresented in the criminal justice system.
11	Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system.
12	Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system.
13	Aboriginal and Torres Strait Islander families and households are safe.
14	Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing.
15	Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.
16	Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing.
17	Aboriginal and Torres Strait Islander people have access to information and services enabling participation in informed decision-making regarding their own lives.

Close the Gap Targets	Close the Gap Theme	Our Focus areas are Aligned					
		1	2	3	4	5	6
Close the Gap in life expectancy within a generation, by 2031.	Health and Wellbeing						
By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.	Health and Wellbeing						
By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) early childhood education to 95 per cent.	Education and Training						
By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55 per cent.	Education and Training						
By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.	Education and Training						
By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.	Education and Training						
By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 per cent.	Education Training & Employment						
By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent.	Economic Participation						
By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent.	Housing						
By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.	Justice						
By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by 30 per cent.	Justice and Safety						
By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.	Justice and Safety						
By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50%, as progress towards zero.	Justice and Safety						
Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero.	Wellbeing and Safety						
15.1 By 2030, a 15 per cent increase in Australia's landmass subject to Aboriginal and Torres Strait Islander people's legal rights or interests.	Connection to culture and country						
15.2 By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people's legal rights or interests in the sea.	Connection to culture and country						
By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.	Connection to culture and country						
By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion.	Increased inclusion						



It is the first time since the demise of ATSIC that Aboriginal organisations like the National Aboriginal Community Health Organisation (NACHO), through membership and representation of our Kimberley Aboriginal Medical Service (KAMS) has been directly engaged in national and holistic policy position and government commitment.

In the formation of our Kimberley Aboriginal Women's Council, we seek to support the attainment of the 17 targets in our region by taking on the Aboriginal women's regional perspective to advocate and co-design key projects and programs that place Kimberley Aboriginal women and our organisations at the centre of all decision making.

We have a priority interest in how women and girls position themselves as change agents within all 17 targets which span health, education, justice, welfare, culture, safety and economic development.

As policy positions continue to be formed, we will seek out an MoU with the WA Government and the National Indigenous Australians Agency to ensure Kimberley Aboriginal women and our support organisations have a seat at the decision making, tendering, and service commissioning table.

Nationally the progress against the targets will be monitored by the Productivity Commission and will help all parties to the National Agreement understand how their efforts are contributing to progress over the next ten years.

All KAWC project monitoring and reporting will include contributing performance data and case studies for all 17 outcome areas and targets.

### **WA Government Department of Premier and Cabinet (DPC) Aboriginal Empowerment Strategy Discussion Paper**

The discussion paper provides guidance statements and principles. We believe that the formation of

the Kimberley Aboriginal Women's Council and this regional action plan provides an opportunity for the WA government to invest in regional led decision making that is informed by national and international leading practice.

The DPC Discussion Paper focuses firstly on seeking ways to support Aboriginal people's cultural identities, cultural continuity and cultural authority as a central and integral activity.

Secondly, it seeks to strengthen or develop structures to enable more decisions to be made at the regional or local level, enabling greater involvement by Aboriginal people in decision-making, and using negotiated agreements to further Aboriginal people's priorities.

Thirdly, it strives to change the way services are designed, funded, and procured to:

- I) significantly increase the involvement of Aboriginal community-controlled organisations; and
- II) support the development of Aboriginal community-controlled organisations' capacity to deliver services to their communities.

It also intends to increase expenditure on initiatives that improve wellbeing and resilience and thereby reduce the likelihood of contact with acute or crisis services.

The paper encourages innovative ways of boosting Aboriginal people's participation and success in employment and business, with a particular focus on the potential role of land, culture and agreement-making. The paper also encourages action by taking steps to build understanding and promote respect for Aboriginal peoples' cultures, within government and the broader society.

We confirm that this regional action plan has considered the discussion paper and supports the need for greater regional autonomy and authority in decision making through government funded programs and partnerships.

The Kimberley Aboriginal Women's Council will never compete with local organisations for funding but will partner and collaborate with local host organisation to plot, plan and realise shared outcomes through mutually agreeable and mutually beneficial leading practice.

The Council will make direct approaches to the WA Government and will apply the discussion paper's framework in its application, to demonstrate how we are self-determining, regional led and in the best interest of Aboriginal led outcomes

The Aboriginal Affairs Minister the Hon Steven Dawson MLC presented the Discussion Paper to the Roundtable and has confirmed his support in us establishing the Kimberley Aboriginal Women's Council and Regional Action Plan.

### **Kimberley Aboriginal Law and Culture Centre (KALACC)**

The Council honours the ongoing cultural values and ceremonies shared amongst us Kimberley women by our cultural bosses.

We endorse the KALACC Kimberley Aboriginal Women's Strategic Plan for Law and Culture.

A five-year plan from 2021 to 2026 was informed by the Kimberley Women's Statement – Kooljaman AGM 2020.

"As Aboriginal women of the Kimberley, we carry great responsibility – to maintain our language, law and culture and to ensure it is passed onto our next generations of female leaders.

We are the backbone of our families and communities. We are birthing and raising the next generations. It is our language, law and culture that gives us strength and empowers us to create our own solutions and pathways to deal with the challenges of daily life in our communities.

It is critical for Aboriginal women of the Kimberley

to receive long term support, including funding and resources to hold regular women's gatherings on country. These cultural gatherings allow us to share our personal challenges, build strength, support each other and grow our capacity to support the communities of the Kimberley, where we live.

Funding KALACC's law and culture programs is necessary to enable Kimberley Aboriginal women from across the region, to meet on country, to build our cultural capacity and to grow and nurture our young leaders."

The Plan has six goals:

1. Cultural Maintenance
2. Cultural Transmission
3. Cultural Health and Social Wellbeing
4. Cultural Employment Opportunities
5. Leadership and Advocacy
6. Capacity and Infrastructure

We will continue to work with the women of KALACC through its woman's business organisational Chairwoman Annette Kogolo-Nugget (2019-21) and Deputy Chairwoman Merle Carter (2019-21) and our valued Elders.

The Council's Founder Janine Dureau is a former employee of KALACC and as the inaugural Council CEO will ensure that culture remains at the centre – the heart-beat of how we actualise our priority projects.

We will continue to support and work with Elders and other identified law bosses on policy and program recognition and investment into KALACC to ensure cultural values are featured in all our place-based project activities and engagement.



### Kimberley Aboriginal Language Resource Centre (KLRC)

The Council recognises the essential need for language to express one's own identity, needs, hopes, fears and aspirations.

As well as being able to use language to share and care for each other and our communities.

All Kimberley Aboriginal languages are endangered and the Council is committed to developing where possible, bilingual engagement resources and process to ensure our language is seen, heard and valued.

The Council's Founder Janine Dureau will continue to advocate with KLRC Chair Patsy Bedford for increased policy and program investment into Kimberley Languages.

### Aarnja

Aarnja is the regional body for Kimberley Aboriginal people. Its vision is to empower Kimberley Aboriginal people, communities and organisations to have a strong Aboriginal identity and share in all of the social and economic opportunities of modern society.

One of its business priorities is to advocate for Kimberley Aboriginal Children in Care (KACC). KACC has its own regional advisory group and the Kimberley Aboriginal Women's Council will work closely with Aarnja and KACC to co-design solutions to prevailing statutory care and custodial impacts on women, children and families.

### West Kimberley Futures - Empowered Communities Ltd

West Kimberley Futures - Empowered Communities Ltd was established in 2020. It is a charitable organisation that advocates on behalf of Aboriginal people in the West Kimberley region, on issues impacting their lives and changes needed to improve their outcomes.

The organisation is part of a national network of Empowered Communities and drives an Aboriginal self-determination and empowerment agenda, and champions legislative, policy and practice reform with all levels of government.

West Kimberley Futures - Empowered Communities partners with governments to shape policy and strategy and make shared decisions about policy approaches and funding allocations directed at improving outcomes for Aboriginal people.

The Kimberley Aboriginal Women's Council will work collectively with West Kimberley Futures on issues, impacts and ideas that have mutual benefit and advance the social and economic status of Kimberley Aboriginal Women's Independent and collective regional position.

### Binarri-Binyja Yarrowoo (BBY) Empowered Communities East Kimberley Regional Development Agenda May 2020

BBY is the east Kimberley chapter of the national Empowered Communities partnership and network. It's Agenda confirms BBY is a back bone regional organisation and neutral facilitator of reform for members who subscribe to its business priorities. These priorities are summed up as regional projects and programs with reach to Kununurra, Wyndham and Halls Creek town sites.



Their five domains of the regional Development Agenda include:

1. Building strong sense of belonging in families to help positive intergenerational and personal wellbeing, and connection to country and culture.
2. Keeping language and culture strong and proud so people feel connected, inspired and have positive self-identity with respect for self, each other and Country.
3. Families are together and united at home and feel empowered to be strong in their culture, have good family values and celebrate the good things together.

4. Constant learning throughout life, including cultural education at home and parents valuing education from their child's birth.
5. Economic empowerment, supported through employment financial capability and business development.

The Council recognises BBY approach and efforts over the past six years. Staff and Board representatives from the BBY participated in our roundtable and consultations in Kununurra and Wyndham.

The Council has and will continue to engage with BBY and other organisations on matters linked to the Kimberley Aboriginal Women's Council Regional Action Plan.

## Our Focus Areas and Projects

More than anything else the Kimberley Aboriginal women we consulted, wanted to share positive stories and success stories about themselves and other Kimberley Aboriginal women.

Sharing and promoting stories and success significantly increases the esteem of women and girls that can have a lifelong impact.

*The Wiyi Yani U Thangani (Women's Voices) Community Guide on page 6 states, "First Nations women and girls have diverse strengths that support all aspects of life...Investing in First Nations women and girls is an investment in society."*

Jean O'Reeri from our Wyndham consultations stated, "Role models can be found anywhere we just need to find them, value them and promote them."

Natasha Short from Kununurra formed a business called Kimberley Birds to increase the profile and entrepreneurship of Kimberley Aboriginal women and girls. At the Roundtable Natasha challenged all the women to take their rightful place in the community and economy and be seen and heard.

The Council would like to affirm Kimberley Birds and other businesses and organisations in the Kimberley by working together to promote Kimberley women and girls.



YEAR	ONE	TWO	THREE
<b>Annual Theme</b>	<b>Build self</b>	<b>Bridge with others</b>	<b>Broker Regional Reinvestment</b>
<b>Key Performance Measure</b>	Develop project plan and funding submissions	Fully Funded Publication / Performance on Kimberley Women	Seek commitment for fully funded documentary on Kimberley Women
<b>Lead Target</b>	Annual media and recording training across Kimberley Partner in Kimberley Girl Program	Support Bungarra Regional Tour of SandSong tribute to Ningali Lawford & Marrugeku works with Dalisa Pigram - Advocate for funding local shows	Launch Publication nationally Promote regional performances / showcase
<b>Critical Target</b>	Project cultural navigator & SHEro's identified for each participating location	MoU established with Magabala Books, and Battye Library	MoU established with Goolari Media, Tura Music and ABC / SBS
<b>Resource Requirements</b>	Oral History Project will require \$100,000 spend over three years Partnership with CAEPR, AIATSIS & Kimberley Birds	Publication and or Performance will need to be fully funded by partner organisation	Corporate Sponsorship
<b>Priority Communications</b>	Oral history project management guide for local navigators	Established oral history engagement comms team	The publication published
<b>Public Relations</b>	Local Posters of Kimberley Birds led SHEro's	Regional Profiles of Kimberley Birds led SHEro's	State / national exhibition of Kimberley Birds led SHEro's

### Focus Area One - Project One: Showcasing Kimberley Aboriginal Women's Success & Stories

**Objective:** Increase community and public awareness of the critical role of women and girls in our community as vital assets.

**Input:** More than \$450,000 in grants / income to create posters, publications, performances and pop-up events in the region and nationally.

**Output:** More than 100 Kimberley Aboriginal women stories published online, in print media or promoted through partner organisations.

**Outcomes:** Every Kimberley town has a host organisation who had an opportunity to compose local success stories for inclusion in regional communication publications that demonstrate local and regional connectivity, commitment and courage.

**Close The Gap Impact:** 100% with a direct and positive impact on 13 targets and an indirect positive impact on four targets.



Investing in Kimberley Aboriginal women and girls must begin at crucial developmental milestones.

Kimberley Aboriginal Women teach girls from a very young age how to hold a precious baby. We need to institute projects and processes that affirm to our young girls that they too are precious and should be held as our greatest investment, our most appreciated asset and our intergenerational legacy.

The Wiyi Yani U Thangani (Women's Voices) Community Guide on page 6 states "It is structural forces, not individual behaviours alone, which overwhelmingly determine our life outcome."

Ena Graham is in Year 9 at Fitzroy Crossing District High School and is a valued member of the local Shooting Stars Program. Ena is an inspiration and has wisdom way beyond her 14 years. She shared that despite being in the midst of chaos, drugs and other no-good things, knowing her purpose each and every day has kept her positive and given her hope. She receives inspirational quotes and devotions daily on her phone and encourages others to say no to bad things and yes to achieving their dreams.



## Focus Area Two - Project Two – Supporting our Girls to grow and glow as Women: It takes a village to raise a child

**Objective:** Facilitating families, school and local organisations collective impact that provides a positive rite of passage for girls to prosper.

**Input:** More than \$500,000 in grants to define the cultural, social, economic determinants of success locally and navigate regional connectivity and source national and international partner programs and organisations that we can host in Kimberley.

**Output:** Identify 50 young Kimberley women and together find and navigate our own definition of what is our Kimberley leading practice and map their personal, professional and community development

milestones. Define what brings value and how we link up programs regionally and deliver practical opportunities and role models to our girls before they become women.

**Outcomes:** Every Kimberley town has a lead host organisation who will host agreed innovative initiatives that help our girls learn, arise, be inspired and shine.

**Close The Gap Impact:** 100% with a direct and positive impact on 14 targets and an indirect positive impact on three targets.

YEAR	ONE	TWO	THREE
<b>Annual Theme</b>	<b>Build self</b>	<b>Bridge with others</b>	<b>Broker Regional Reinvestment</b>
<b>Key Performance Measure</b>	Develop project plan and funding submissions	Regional pathways established with education, training, wellbeing, and career partnership program possibilities	Work with existing organisations delivering services to Kimberley young women to support their programs for all potential and actual candidates to arise and shine all the time
<b>Lead Target</b>	Complete a person centred and place based <i>Arise and Shine Map and Gap Analysis Report</i> to advocate for an Aboriginal led regional collective impact	<i>Kimberley Arise and Shine Value Chain</i> of regional service providers, shared scope of work and schedule established as a consortium in Tender / Grant application and or unsolicited proposal to government and industry	Launch the <i>Arise and Shine Program</i> of works to coincide with school calendar and other key events
<b>Critical Target</b>	Potential regional provider identified for every cultural, social and economic determinant identified locally	MoU established with all current providers in Kimberley to demonstrate regional connectivity including one trial site initiative	Contracted program of works established with own cost centre and talent pool of potential staff/ contractors
<b>Resource Requirements</b>	Part Time Research Analyst and Part time Relationship Manager and \$100,000 action and desktop research budget over three years	Full time Relationship Manager and Part time Research Analyst. \$1million over three years partnered program of works sponsorship	Full time Relationship Manager. Part time Trainer / Empowerment Coach / Mentor and Part time Research Analyst
<b>Priority Communications</b>	The Directory of Services & Map and Gap Analysis Report	The Prospectus / Program of Works Marketing Pitch	Profiling our Girls and their Families Posters and booklet
<b>Public Relations</b>	Website survey and progress reports Build a brand	Trial Site bespoke self-care giveaway and website page	Profiling our Partners and cobranding event opportunities

Leadership creates, inspires and shares a vision so others can realise their potential.

Kimberley Aboriginal women and girls have a long history of leadership. However, whilst we represent 50% of Aboriginal people in the region our leadership representation locally and regionally is not at the same level of participation as Aboriginal men. To lead means others are prepared to follow.

By establishing leadership pathways, and courses specific to the needs and aspirations of Kimberley Aboriginal women and girls we make leadership a development process that is accessible to all and over time leadership becomes our norm.

The Wiyi Yani U Thangani (Women's Voices) Community Guide on page 7 states, "We need to support First Nations women and girls' leadership and participation in all decisions that impact their lives".

Elder and long-standing Shire Councillor of Broome Elsta Foy presented on the panel at the Kimberley Aboriginal Women's Leadership Roundtable in May 2021. She shared that leadership is not always a popularity vote that there will be times, that leaders make decision for the good of all, that others will not like. In her long-standing service as a Shire Councillor for more than thirty years Elsta experienced structural, systemic and interpersonal racism, but has remain committed to giving everyone a fair go. She



has seen a gradual change in where, how and why Aboriginal women are recognised as leaders in the community. She believes we must always make room for more women and girls to be leaders by learning on the job and connecting with other leaders.

Focus Area and Project Three facilitates leadership opportunities by bringing leading practice to the Kimberley and also designing bespoke leadership projects specific to Kimberley Aboriginal women and girls needs and aspirations.

### Focus Area Three - Project Three - Leadership Program: Strengthening our access to learning & leadership pathways

**Objective:** Increase member access to leadership courses, programs and support services in the Kimberley Region; and where possible design fit for purpose opportunities.

**Input:** More than \$300,000 in grants / income to facilitate leadership developmental pathways.

**Output:** More than 250 Kimberley Aboriginal women as members engaged in our leadership pathway offerings.

**Outcomes:** 10 Kimberley Aboriginal Women members taken up board appointments and experienced job promotions and or regional recognition.

**Close The Gap Impact:** 100% with a direct and positive impact on 14 targets and an indirect positive impact on three targets.

YEAR	ONE	TWO	THREE
<b>Annual Theme</b>	<b>Build self</b>	<b>Bridge with others</b>	<b>Broker Regional Reinvestment</b>
<b>Key Performance Measure</b>	More than 50 members completing leadership training and are being mentored	More than 10 members supported with Scholarship to participate in State or National Leadership Programs	Every Kimberley Town will have at least four graduates of our leadership initiatives
<b>Lead Target</b>	Host Straight Talk and Leadership WA in the Kimberley Regions	Broker partnerships between AILC, Leadership WA & Rural Leadership Australia and local Aboriginal Regional Training providers to deliver leadership training and mentoring	Establish Partnership with a local Aboriginal Registered Training Organisation to build Kimberley Aboriginal Women's Capability & Leadership
<b>Critical Target</b>	More than 100 members with subscription to opportunities	More than 200 members with subscription to opportunities	More than \$250,000 income generation annually for Kimberley Aboriginal Women's Leadership
<b>Resource Requirements</b>	\$100, 000 project funds and part time coordinator	\$300,000 and 1 Full time Coordinator	\$500,000 and East and West Kimberley Full Time Coordinators
<b>Priority Communications</b>	Establish website & community engagement schedule and event management tool kit	Establish calendar of events on website & deliver regionally, with links to partner websites and testimonials	Our Leadership Resources being developed and shared with external partners
<b>Public Relations</b>	Invited to provide Key Note Address at an Indigenous or regional development conference	Publish book on 50 Kimberley success stories. Support five women to present at state or national events	Public Exhibition and Panel of Kimberley Aboriginal Women stories



For more than 60,000 years Kimberley Aboriginal women and girls have been connected through songlines, dreaming stories, kinship networks and trade routes across the country.

That connectivity is truly a cultural asset that in today's context gives us the opportunity to form and sustain a Kimberley sisterhood. That is all Kimberley women and girls are equal and connected.

*The Wiyi Yani U Thangani (Women's Voices) principles includes "lifting women, lifts the whole community, inclusion and participation and accountability and transparency among others.*

*Forming a sisterhood is an informal way of ensuring all Council members are connected in the loop and have access to timely information about their own leadership and development journey.*

Heather Taylor, a participant of both the Roundtable and the Derby Consultations said, her transition back to Derby was made easy because of extended family support and a network of women she has maintained contact with her whole life. She confirmed, "in Derby the community comes together and Derby women are always organising activities for Derby people".

The Council acknowledges that not all Kimberley Aboriginal women and girls have lots of connection and support so by forming a Kimberley sisterhood we are creating a safe regional nest for us all to flourish in. This is why we have created Focus Area Four and Project Four.



YEAR	ONE	TWO	THREE
<b>Annual Theme</b>	<b>Build self</b>	<b>Bridge with others</b>	<b>Broker Regional Reinvestment</b>
<b>Key Performance Measure</b>	Committed leaders and organisations across the Kimberley host local events in every town	Host a remote and town-based member event with more than 50 participating at each event	Host a national partner organisation with a long-term commitment to region
<b>Lead Target</b>	Local Members identify and initiate focus areas of own local action plan	Kimberley Service Mapping and gapping with confirmed access and participation rate to date	Establish Regional Sisterhood support network hub with host organisations locally
<b>Critical Target</b>	More than ten members from each Kimberley town	Database of all services for women in the Kimberley with localised service reach confirmation	Grants of up to \$5,000 given to host localised events and more than 10 women nominated for state & national awards
<b>Resource Requirements</b>	Part time Planner \$50,000	Full time Planner \$100,000	Full time and Part time Planner \$150,000
<b>Priority Communications</b>	Activate Facebook and Instagram page and manage weekly	Establish Kimberley Directory of services for women and girls relevant to priority areas	Establish Kimberley sisterhood wellness and vulnerability index and promote on website
<b>Public Relations</b>	Sisterhood program linkage to other regional women's programs	Sisterhood Program linkage between east and west Kimberley	Promotional material developed across region by members and for sale/ access/ promotion on website

### Focus Area Four - Project Four – Kimberley Sisterhood: Supporting our sisterhood remotely and regionally

**Objective:** Increase cultural connectivity, capability and commitment to members by activating online and localised activities three times a year to support relationship building to a unity pathway with lateral love.

**Input:** More than \$100,000 in grants / income to facilitate regional events and online networking.

**Output:** More than 1000 facebook friends from the Kimberley and database members with weekly messaging.

**Outcomes:** 100 Kimberley Aboriginal Women attending our events annually and recommending membership to others.

**Close The Gap Impact:** 100% with a direct and positive impact on 13 targets and an indirect positive impact on four targets.



The alarming over representation of Aboriginal children and women in care and custody requires global attention.

We are the most incarcerated people group in the world representing no less than 65% of Women and 80% of Juveniles in Western Australia.

Longitudinal studies are a research activity that follows a person, a family or a group of people for more than 10 years. What we know from longitudinal studies in children who miss a day or more of school weekly are at high risk of not completing school and being exposed to trauma and at times criminal activity.

The way government responds to Aboriginal offending has had no tangible benefit to the life outcomes of Aboriginal people. The Government and community need to work together to prevent those at risk of offending, in the same way we need to lean in and support vulnerable families.

History had a stolen generation when a Chief Protector governed the life outcomes of Aboriginal people in WA. However, in many Aboriginal families, the government through court orders, statutory care orders and children been made ward of the state or women being under the care of the public trustee – takes away the right to self-determination and at times family led decision making.

We believe that our community women and girls need more advocacy, support and kinship placement options when trying to navigate the government system of child protection and corrective services. A Kimberley Aboriginal Children in Care Committee was formed in 2015 and will be supported by the Council in its ongoing regional advocacy.

Focus Area Five and Project Five focuses solely on us influencing government intervention activities to reduce the number of removals from families.



YEAR	ONE	TWO	THREE
<b>Annual Theme</b>	<b>Build self</b>	<b>Bridge with others</b>	<b>Broker Regional Reinvestment</b>
<b>Key Performance Measure</b>	Develop project plan and funding submissions	MoU with Department of Corrective Services & WA Police	Facilitate participation and placement of regional joined up service delivery model
<b>Lead Target</b>	Support the development of a Kimberley Policy response to Kinship Care and apprehension at birth	Support the development of a Kimberly Policy Response to Family led decision making and Juvenile Recidivism	Co-design with government and community-controlled organisations a service matrix for vulnerable women and children with re-occurring and co-occurring complex needs
<b>Critical Target</b>	Spent Conviction Support Service for Kimberley Aboriginal Women	Aboriginal Community Controlled Regional network of NDIS opportunities & Mental Health service for Kimberley Aboriginal Women	Completed Human service map and gap study of Kimberley service offering and women and girls access
<b>Resource Requirements</b>	Seconded Department of Communities Policy Officer to KAWC Full time Project Officer	Seconded Department of Corrective Services Policy Officer to KAWC Two Full Time Project Officers	Seconded WA Police Policy Officer to KAWC Three Full Time Project Officers
<b>Priority Communications</b>	Annual Statement of Commitment	Annual Statement of Commitment	Kimberley Human Service Data story
<b>Public Relations</b>	Host Minister/s and Director General/s Forum biannually across Kimberley	Host a Human Services Summit with critical stakeholders Host Minister/s and Director General/s Forum biannually across Kimberley	Host ABC Q&A in the Kimberley or another prominent media program to increase public awareness of Kimberley position

### Focus Area Five - Project Five – Kimberley Statutory Care & Custody: Significantly reducing statutory care & custody orders over our women and children

**Objective:** Facilitating a regional policy response to support Aboriginal led localised programmatic responses that account for the critical role of women and girls in their service design, delivery and evaluation.

**Input:** Memorandum of Understanding with WA Police, Department of Communities, Courts and Corrective Services.

**Output:** Community education on the evidence trail, our Kimberley regional data story and its impact on life outcomes.

**Outcomes:** WA Government preferred supplier status as facilitator of regional planning and policy reviews by always partnering with local Aboriginal Community controlled organisations.

**Close The Gap Impact:** 100% with a direct and positive impact on 15 targets and an indirect positive impact on two targets.



There are many Kimberley women and girls who experience intense levels of vulnerability daily.

*The Wiyi Yani U Thangani (Women's Voices) Community Guide presents a way forward on page 9 with key pathways forward-priority actions in thematic areas as level three activities.*

*This includes:*

- a) supporting strong families and communities,*
- b) living and belonging,*
- c) healthy and engaged lives and*
- d) thriving communities and sustainable economies.*

Each of these thematic areas represents how one can govern themselves through personal, community and economic shifts and changes.

Sometimes change is imposed on us, in ways that are beyond our control and can disrupt our routine, standard of living and capacity to engage with others.

Focus Area Six and Project Six is for everyone because we all at different stages of life, experience our own grief, loss, trauma, betrayal and hardship.

We must ask ourselves and each other, the question: who cares for the carer?

We must also be the solution to that question.

The Kimberley Aboriginal Women's Council, in its pursuit of inclusion and care, seeks to ensure that Kimberley Aboriginal women and girls have access to timely referrals and services to help us all overcome our most difficult patch of hardship. We want to know what works best and replicate success across the Kimberley. Where a local host organisation wants to partner in a care through response to lifelong vulnerability, we are available and willing to broker increased access to regional support services.



## Focus Area Six - Project Six: – Set up a Kimberley community care through response to life-long vulnerability, and aging

**Objective:** Based on Kimberley localised experiences, plan a service chain across the whole life span for those who experience and or are impacted by extreme vulnerability, including developmental delays, mental health, disability, family trauma and aging.

**Input:** With local community organisational partnerships pursue more than \$1,000,000 in grants over three years to define development agenda, identify threshold issues, including the assessment and complexity of needs and critical response required by more than one human service government agency. Then build a Kimberley wide collective impact service chain to increase Aboriginal Community Controlled Organisation local leadership and reduce the high level of vulnerability and events / issue / intergenerational impact that compound trauma in the Kimberley. This will include but not be limited to source national and international partner programs and organisations that we can host, connect and integrate with localised service providers in the Kimberley.

**Output:** Find 10 organisations and 100 Kimberley women with complex needs across more than three areas; whose threshold needs are still not being met due to access, reach and cultural or social mismatch.

**Outcomes:** Every Kimberley town has a lead host organisation who will be resourced to host agreed innovative initiatives that help our girls and women have a fresh start.

**Close The Gap Impact:** 100% with a direct and positive impact on 15 targets and an indirect positive impact on two targets.

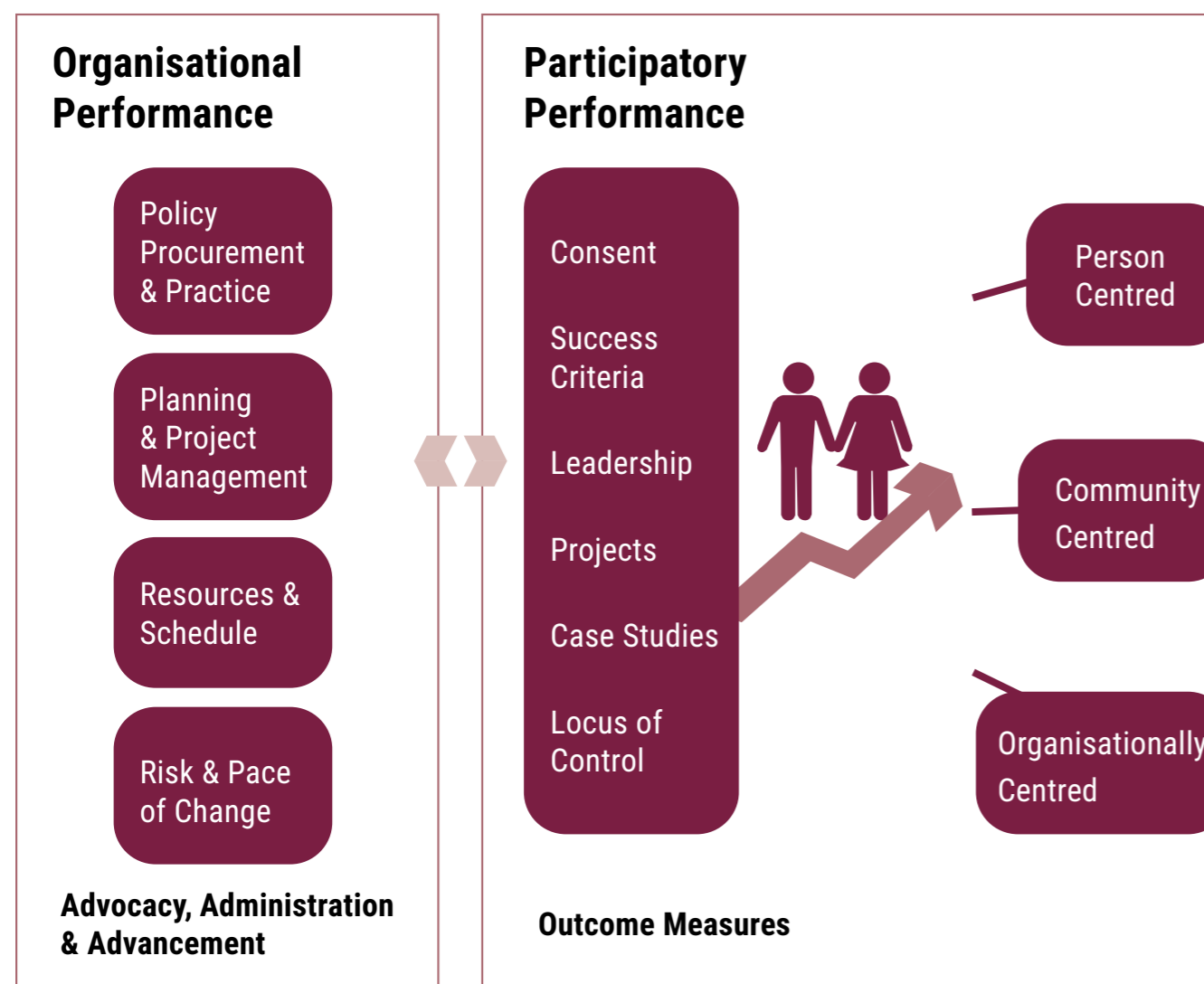
YEAR	ONE	TWO	THREE
<b>Annual Theme</b>	<b>Build self</b>	<b>Bridge with others</b>	<b>Broker Regional Reinvestment</b>
<b>Key Performance Measure</b>	Developed Project Plan and Funding Submissions	Build a hub and spoke service matrix that supports localised care and action through a host organisation that includes learning option, wellbeing, social inclusion, jobs and trauma recovery	Be a joint venture partner of a Kimberley regional trauma informed healing, care and recovery blueprint and unsolicited proposal. To lean in and care for those trapped in acute trauma
<b>Lead Target</b>	Complete a person centred and place-based Map and Gap Analysis Report focusing first on education and training developmental delays, disabilities, in home family support/care and mental health Aboriginal led regional collective impact	Build A Kimberley Women's Service Value Chain of regional service providers, shared scope of work and schedule established as a consortium in Tender / Grant application and or unsolicited proposal to government and industry	Regional Collective Impact Advocacy & Action- Know and assert our unique value proposition as a Kimberley wide Aboriginal led community and service response to regional trauma
<b>Critical Target</b>	Potential local town-based provider identified for every cultural, social and economic determinant identified regionally	MoU established with all current providers in Kimberley to demonstrate regional connectivity including one trial site initiative	Contracted program of works established with own cost centre and talent pool of potential staff/ contractors
<b>Resource Requirements</b>	Part Time Research Analyst and Part time Relationship Manager and \$100,000 research budget over three years	Full time Relationship Manager and Part time Research Analyst. \$1million over three years partnered program of works sponsorship	Full time Relationship Manager. Part time Trainer / Empowerment Coach / Mentor and Part time Research Analyst
<b>Priority Communications</b>	The Directory of Services & Map and Gap Analysis Report	The Prospectus / Program of Works Marketing Pitch	Profiling our blueprint for Kimberley Trauma Recovery booklet and critical stakeholder presentations
<b>Public Relations</b>	Website survey and progress reports Build a brand for the program	Trial Site profiled participants and contributors and website page	Profiling our Partners and cobranding event including fund raising and issue campaign opportunities



## Our Performance Tracking, Monitoring, Risk Management and Evaluation

Our organisational and participatory performance will follow a plan, do, act process, that will:

- Demonstrate person centred, community centred and organisational centred outcomes
- Confirm consent, leadership, project design/delivery, case studies and locus of control
- Report on agreed project timeliness, resourcing, success criteria and development goals
- Be subject to, funding partner agreed contractual terms and conditions.
- Be inclusive with feedback loops and be independently evaluated every three years.



## Organisational Management

The Council will risk manage all key decisions based on the following sustainability measures:

- Relationships** – All our project are designed to empower, engage and enable sustained effort and focus.
- Risk** – All projects will include a risk management matrix and assessments.
- Resourcing** – Project's will be actioned after acquiring required quarterly resourcing.
- Timing** – Scope of work and work plan schedules will be defined by organisational and regional business cycles.
- Data Determinants** – We will always be reporting against close the gap outcome areas and our own development goals and include participation measures.
- Decisions** – All projects will be tracked by the CEO with key decisions and progress reported regularly to the board.
- Evaluation** – all projects will include a budget for evaluations within the funding terms and will be joined up and subject to an overall independent organisational review every three years.

## Performance based Partnerships

The Council will partner Australian National University (ANU) Centre for Aboriginal Economic Policy and Research (CAEPR) to assist us in our strategic outlook through good governance and decision making. By building relationships within the research community, we can graft in new ways of considering, developing and actioning change.

CAEPR will also assist us in developing our gendered specific and place-based project evaluation matrix and framework so we can plan and build in monitoring, data collection and community feedback loops into our overall organisational design.

We will also be guided by Indigenous Business Australia's impact management framework that includes, cultural, community, social development and economic measures.

Research is a growing field of interest and activity in our communities.

## Project Management

All six focus areas and projects will have detailed individual project plans and an assigned project manager.

The project methodology, resourcing, progress and deliverables will be included in the Annual Report and will be available on our website – to ensure community transparency.

Our capacity to deliver is all about resourcing and timing.

For us action research is also a learning and development opportunity for our members including girls, women and our partner organisations.

We want to ensure Kimberley Aboriginal women are intrinsically involved in all aspects of our business deliverables and impact.

## Reporting Management

For reporting purposes our qualitative (the experience and stories) and quantitative (the statistical and participatory count) measures of success will be informed by our board's resolution and annual planning cycle.

Reporting requirements will be scheduled milestones in our organisational operational plan.

## Continuous Improvement and Pace of Change

This means we are committed to continuous improvement and moving at a learning pace suitable to all our partners and women participating in each and every project.



## Conclusion

We are on a learning and advocacy journey. We are committed to being trauma informed and strengths based in how we demonstrate the return on our investment to our opt-in members, partners and communities.

The Plan demonstrates how, where and why we are committed to co-design with a strong cultural resolve to being hosted locally and demonstrate co-delivery across our region.

We are committed to building localised and regional capacity of our Aboriginal women and organisations that support our shared needs and aspirations.

Everything we do keeps us on a learning curve. The crisis and problems in our community are significant and need our engagement in all aspects of planning, performance and the pace of change.

More than anything else Kimberley Aboriginal women we consulted wanted to share positive stories and success stories about themselves and other Kimberley Aboriginal women.

Sharing and promoting our stories, and how success significantly increases the esteem of women and girls, can have a lifelong impact.

We want to ensure by sharing our stories we can compose them in ways that continue to have a butterfly effect where every dollar we spend, every person we engage has had a multiplier effect on our region in a positive way.



## We are Change Agents

Kimberley Aboriginal women:

- We build ourselves up, and support each other.
- We are active and accountable change agents.

From our workshops two key themes emerged:

1. Strengthen our Liyarn
2. Building our legacy

## Background

During the months of May and June 2021, we hosted *The Kimberley Aboriginal Women's Leadership Roundtable* in Broome and visited every town in the Kimberley.

Our workshops reached more than 150 Aboriginal women.

For more information contact:

Janine Dureau

0419 478 614

[Janine.dureau@bigpond.com](mailto:Janine.dureau@bigpond.com)