



Kimberley
JIYIGAS

RECONCILIATION ACTION PLANS

Uniquely tailored to your business &
designed to achieve practical outcomes.

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ABOUT US

Established in 2018, Kimberley Jiyigas (Birds) Pty Ltd is a 100 % Indigenous owned and operated consultancy business based in Kununurra, East Kimberley. Kimberley Jiyigas is a MOVEMENT of Kimberley Indigenous women united in their passion to lead and speak in order to influence social change within their communities, region and nation. Kimberley Jiyigas are a dynamic collective of Indigenous women whose heritage links them personally to the Kimberley region.

Kimberley Jiyigas are committed to joining their talents, skills, experiences, passions and networks and in so doing are united with their voice as Kimberley Indigenous women that influence:

- Indigenous cultural awareness and reconciliation across Australia
- Federal and State Government policy design and implementation that seeks to influence social change for Indigenous people

Our services and products are aligned to tackle social problems, improve communities, provide people access to employment and training, and any other kind of community benefit.

OUR CLIENTS



LOCAL KNOWLEDGE. TAILORED ADVICE. EFFECTIVE OUTCOMES.

RAPs aren't worth the paper they are written on, unless they are seen as a living document that can effectively be implemented. Kimberley Jiyigas uses their strong connections and contacts to the Aboriginal communities within the Kimberley region to form effective Reconciliation Action Plans (RAPs).

There are more than 250 language groups across Australia that each represent unique cultures, customs, and communities. A RAP developed for a community in WA's Southwest, may not be effective here in the Kimberley. We create RAPs that are uniquely tailored to the needs and goals of the Kimberley Region.

Kimberley Jiyigas has a deep understanding of not only the challenges that Aboriginal people face, but also a personal relationship with many of the Aboriginal elders and advisors. "Nothing about us, without us," is foundational to reconciliation, and there are many strategies and projects that Aboriginal people have already identified to be the most beneficial course in aiding reconciliation. Instead of wasting costly time and energy re-inventing wheels, Kimberley Jiyigas can help you to develop a RAP that is already aligned with the goals of the Aboriginal communities of the Kimberley.

Reconciliation isn't just about giving Aboriginal people a "helping hand". Rather it is understanding that the unique perspectives and wisdom of Aboriginal people are a valuable asset, and through partnership both can benefit each other. Kimberley Jiyigas RAPs can be tailored to intertwine your businesses unique culture and goals to create a plan that is mutually beneficial,

WELCOME TO THE KIMBERLEY

“Welcome to the Kimberley” is an online resource that has been developed by Kimberley Jiyigas. It is unlike any other Cultural Awareness Program currently available. It includes 4 core videos on the topics of Culture, Country, Community and Capacity, as well as a 50 Local Indigenous Words video, and a stunning full colour Handbook.

This unique resource is fun to watch and is filled with important information that anyone who is working-in or visiting the Kimberleys needs to know. It is an incredible resource that can be used to support you and your staff in implementing your RAP goals.

Tailored Staff Training/ Education Sessions can also be included and are presented either in person or online by Natasha Short. Natasha is an extremely sought after professional speaker, and her sessions are rich in content, and highly engaging as well.

This resource pack retails for \$39/ person, however exclusive discounted staff licensing fees are available to all RAP clients.

ABORIGINAL STAFF SURVEY

We believe that it is important to hear the thoughts and views of Aboriginal Staff within organisations in order fairly evaluate the existing work environment and identify tactics for moving forward. Kimberley Jiyigas will design and administrate a survey for Aboriginal Staff Members that is unique to your organisation. We will also follow up this survey with a short phone call to each of the participants to have an informal chat. Being a non-biased third party, the survey will allow staff to share their thoughts and reflections in a manner that most accurately represents the realities of their experiences.

Kimberley Jiyigas has used this methodology of information gathering on several other projects in the past. We have found it to be highly successful and the most culturally appropriate way to information gather within an Aboriginal populations.

The information gathered will be collated and shared with the company to aid them in their evaluation and recommendations.

Survey



Digital survey of Aboriginal staff members

Phone Call



Follow up phone call to "have a yarn" with staff about their experience

Collation



All information gathered is collated into a document.

Presentation



A Presentation will be prepared and shared with your organisation

REPORT OF FINDINGS & PRESENTATION OF FINDINGS

Some larger organisations require help to collate internal documents and information into a Report of Findings to assist with the RAP building process. Kimberley Jiyigas will prepare a detailed report outlining the findings and recommendations that have been identified. If necessary, we can also do a Presentation of Findings to any relevant staff as determined by your organisation.

In order for this report to be of the most benefit we recommend that any relevant and necessary documents and information related to the RAP be shared with us. This could include information such as

- Customer satisfaction survey results
- Aboriginal and TSI Staff contact details
- Internal programs and initiatives run by your organisation
- Policy and procedures relevant to Aboriginal a TSI employees
- Aboriginal and TSI owned Businesses that you use as contractors or providers
- Reports/ Feedback from your current Aboriginal Working Group (if you have one)
- Contact details of key staff members
- etc.

We will collate all the shared information into a format that can be easily shared and discussed with the appropriate staff within your organisation and to aid in our evaluation and recommendations.



CONSULTATION FEE BUDGET

One of Kimberley Jiyigas core values is seeing Aboriginal people properly compensated for their time and expertise. Indigenous people are regularly called on to provide consultation and advice, often with little to no financial compensation. We are dedicated to empowering the voice of Aboriginal people, while also fairly compensating them for their valuable perspective and expertise that they bring.

When specific consultation is necessary for a project, we include a Consultation Fee Budget to appropriately compensate Aboriginal people for their time and expertise. This work is unique to each organisations goals and the budget will be dependent on these objectives. If consultation or advice from local Aboriginals is needed we will provide an upfront costing for this work before proceeding.



WHAT RAP IS RIGHT FOR YOU?

NEVER HAD A RAP FOR YOUR ORGANISATION?



If your organisation is looking for its first RAP, we have two different options available...

1. A **pre-prepared RAP** that has been designed specifically for organisations who engage in the Kimberley Region.
2. A **custom RAP** that is tailored specifically to your organisational culture and key outcomes.

HAVE AN EXISTING RAP THAT NEEDS EVALUATION & RENEWAL?



If your organisation has an existing RAP that is due for evaluation and renewal the fee structure will be determined in consultation on an individual customer basis. Some of the work that may be necessary as outlined in this document include

- Aboriginal Staff Survey
- Report of Findings
- Presentation of Findings
- Staff Cultural Awareness Training (via "Welcome to the Kimberley")
- Consultation Fees
- Existing RAP Evaluation Report/ Presentation
- Presentation of New RAP to relevant stakeholders

INDIGENOUS CONNECTIONS THAT BRING POSITIVE CHANGE

Kimberley Jiyigas extensive network of connections and relationships with Aboriginal people and businesses throughout the Kimberley and Western Australia bring vetted professionalism and expertise, all through an Indigenous lens. With an extensive history of past projects- which have more than exceeded outcomes- we are able to bring an expertise to our methodology that only comes through years of experience.

There are unique challenges when working with an Indigenous population, however our highly qualified team at Kimberley Jiyigas is able to expertly navigate these challenges with agility and cultural sensitivity, all while delivering the best outcomes not just for the organisations we work with, but also the Indigenous people we engage with.

We want your organisation to succeed, and we will help you achieve success in a way that is mutually beneficial with the Indigenous people you work with along the way.





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