



**KEIPA BOODJA  
ABORIGINAL  
CORPORATION**



# ABOUT KEIPA BOODJA



The name 'Keipa Boodja' originates from the families who lived in Waterloo, in the 1960s and 70s. Waterloo is a swampy area of land located on the Southwestern Highway between Bunbury and Brunswick Junction.

All members of Keipa Boodja are Wardandi Noongar people ranging in age and experiences, bringing with them a vast array of expertise across multiple fields such as Mental Health, Education and Training, Cultural Competency offerings, Conservation and Land Management, and Tourism.

## OUR VISION

Our vision is to assist Aboriginal and non-Aboriginal people come together cohesively, to empower each other and provide real, ongoing opportunities for our people moving forward.



# OUR BACKGROUND

Keipa Boodja has been operating for 14 years. Over these years we have run cultural activities and events, cultural camps, youth camps, cultural awareness and safety training, cultural competency workshops and provide advocacy services to our people. We have also run Diversion and Prevention Programs, and catering for events.

Our members sit on various committees including the Bunbury Outer Ring Road, Djidi Djidi Aboriginal School Board, Pathways Southwest Board, and the Gnaarla Karla Booja Cultural Advice Committee, and Newmont Gold Relationship Committee.

We also are involved in the Southwest Pathways Carer's Program conducting activities for youth and community, Breakaway Aboriginal Corporation providing advice to the management committee, Aurora Education Program where we mentor Aboriginal High School students and are involved in local Elder groups and activities. Upon request, we will also be Guest Speakers and deliver Welcome to Country.

In 2023, we also ran a series of Cultural Awareness training modules for the non-profit organisation, Enable WA. Their Reconciliation Action Plan (RAP) working group all attended, and the modules were filmed and dispersed to their staff for training. We have helped them create their RAP, and advised each of their offices on how to be more culturally safe and accepting to Aboriginal peoples via a walkthrough of each office with Annette from Keipa Boodja.



## KEIPA BOODJA ABORIGINAL CORPORATION

**ABORIGINAL KNOWLEDGE AND EXPERTISE MAKING A  
DIFFERENCE IN THE SOUTH WEST (WADANDI)**

### LOCATION, HISTORY + SCOPE

Keipa Boodja is a local Aboriginal Corporation based in Bunbury, and is comprised of a group of fresh and saltwater Noongar people. They have been operating since 2014 and are the only local Aboriginal Corporation in the area with lived experience.

Keipa Boodja offers a range of services to businesses, Government, the local community and its own people. These services include Cultural Awareness and Cultural Safety Training, Acknowledgement and Welcome to Country, Mentoring and a unique Life Skills/Employment Program.



### WHAT DOES SUCCESS LOOK LIKE?

Keipa Boodja seeks to create employment and training opportunities for local people, families and other Aboriginal people, and to improve social and economic outcomes for all.

## OFFERINGS + SERVICES

#### **Cultural Awareness + Cultural Safety Training:**

Delivered from a local perspective by Elders who have lived experience. Presentations can be tailored to offer a wider view, or to focus on specific areas and people of the Bunbury and South West area.

#### **Cultural Competence:**

Walkthroughs of public facing spaces (offices and buildings) to ensure each is a safe and welcoming space for Aboriginal peoples. Advice on Human Resource Policy and Procedures for hiring more Aboriginal workers.

#### **Mentoring:**

Providing one on one or group support to new employees to develop goals and be successful in their employment outcomes.

#### **Acknowledgement and Welcome to Country:**

This is presented by local Elders, with a range of options available.

#### **Life Skills/Employment Workshops**

The 'Small Steps Towards a Better Future' is a program specifically designed by local Noongar Aboriginal people, for Aboriginal people. The six workshops are targeted at un/underemployed Aboriginal people to help remove the barriers to gaining and *sustaining* employment.

#### **The workshops cover:**

1. Goal setting and follow through
2. Public speaking and presenting
3. Work ethics and expectations
4. Money appreciation ... and how not to blow it!
5. Being a good role model
6. Decision making





# OUR SERVICES

## INCLUDE BUT ARE NOT LIMITED TO:

- Welcome to Country and Acknowledgement of Country
- Cultural Awareness consulting, packages, and training
- Cultural Competency within the organisation
- Delivery of the “Smalls Steps: Goal Setting and Follow Through” series
- Cultural Safety consulting, packages, and training
- Assisting in Reconciliation Action Planning (RAP)
- Aboriginal Mentoring Programs (applicable to Aboriginal and non-Aboriginal people)
- Understanding the effects of Alcohol and Other (AOD) & Mental Health on Aboriginal People – Information and Training Sessions
- Aboriginal-led Leadership and Management Programs

We are adaptable and can tailor our services to suit individual and group needs, through workshops, on site at Waterloo and through one-on-one delivery.



# SIGNIFICANT PROJECTS



## ENABLE WA CULTURAL AWARENESS TRAINING MODULES

This project contained a series of 8 modules (all 30 minutes long), with a question and answer segment at the end of each module. All members of the Enable WA RAP team attended, and the filmed modules were then distributed amongst employees and the Human Resources team for training. .



## ENABLE WA CULTURAL COMPETENCY

As well as training modules, Enable WA were looking to ensure their offices and hiring policies and procedures were as accepting and welcoming to Aboriginal peoples as possible. We worked with their Human Resources team, Quality and Safeguards team, and their CEO to review and suggest changes on how to best make their organisation as welcoming as possible.

We were also involved in their project of sourcing local Aboriginal artworks to add to their offices, making sure that the wording and imagery used was appropriate and culturally safe.



## ENABLE WA WORKING RAP TEAM

Members of Keipa Boodja were invited to be included in the Enable WA Working RAP Group, to provide insights into the ideas presented, and to connect local networks to the organisation to make their goals reachable. We took part in their NAIDOC Week lunch as well, providing kangaroo curry and damper and delivering a Welcome to Country.

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# SIGNIFICANT PROJECTS



## CULTURAL SIGNIFICANCE OF WATERWAYS AROUND BUNBURY

This project was delivered for The **Bunbury Water Corporation** to educate employees on the importance of the waterway sites in Bunbury to our people.

A slideshow was created and delivered to over 50 employees where we discussed the history of various points of interest and importance from a Noongar historical perspective.

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## CARING FOR COUNTRY: THE RESERVE AT WATERLOO

We were successful in gaining funding from the **State Natural Resource Management Office** to restore, revegetate and preserve the Waterloo Reserve for environmental, cultural, and historical purpose. This funding was of significant as it engaged local Conservation and Land Management TAFE students, The Department of Parks and Wildlife, and local Aboriginal people.

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## BUNBURY OUTER RING ROAD CONSULTATION

Members of Keipa Boodja have been part of the ongoing consultation process to ensure that Aboriginal people's perspectives are heard and that employment opportunities are granted. We also ensure that flora and fauna is being maintained and protected as much as possible and heritage is being considered.

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# OUR OFFERINGS

## **1. One-on-one on the job training support including but not limited to:**

- Identifying barriers to employment
- Identifying support networks
- Creating targeted job search strategies
- Creating realistic strategies for ongoing employment seeking using an empowerment model
- Specific, targeted, and individualised support

## **2. Large group workshops (max 20 clients) (see end of document for further information per workshop) focusing on:**

- Goal Setting
- Public Speaking and Presentation
- Work ethics and expectations
- Money Appreciation
- Being a good role model
- Decision Making

## **3. Small group targeted workshops (max 6 clients)**

These focus on the above but work alongside participants in a more tailored manner

## **4. Cultural Awareness and Cultural Safety Training for staff**

Qualified members will deliver Cultural Awareness presentations to staff members (minimum 6 - maximum 15). Our presentations are delivered in a four-hour period from 9am – 1.30pm with a half hour break. Presentations can be delivered online or face-to-face, with a preference for face-to-face delivery.

## **5. Cultural Competency within Organisations**

Includes a review of current Policies and Procedures related to hiring, training and welcoming of Aboriginal people into your organisation. What can be improved, and the actions to take to get there.



# WORKSHOPS: OUTLINE

## SMALL STEPS: GOAL SETTING AND FOLLOW THROUGH

This workshop will focus on setting realistic and achievable, short-term goals. By setting short term goals, this provides the participants with the confidence to set and achieve longer term goals.

The focus on training will be on how to identify goals, how to set SMART goals, and the goal setting principles (commitment, clarity, challenge, task complexity, and feedback)

## PUBLIC SPEAKING AND PRESENTING

This workshop will focus on building participant's confidence and ability to present in a variety of contexts from participating in meetings, standing in front of an audience, and developing assertive skills.

The focus on training will be on how to understand a topic, researching the topic, designing the presentation, delivering the topic, and asking for feedback. Participants will also look at time management when delivering a presentation as well as how to get to the point, and the power of storytelling. Feeling comfortable in asking for clarity will also be a focus.

## WORK ETHICS AND EXPECTATIONS

This workshop will focus on assisting participants in understanding workplace expectations including time management, giving the employer notice should they not be able to attend work, how to ask for clarity and be comfortable with this, showing interest in their career development, being honest without feeling shame, and doing duties as required.

Keipa Boodja will also cover the need to undergo continual training and up-skilling (including why Occupational Health and Safety training is important), and what may be involved in this.

## MONEY APPRECIATION – HOW TO NOT BLOW YOUR MONEY

This workshop focuses on assisting participants in identifying life expenses and how to manage these effectively, living within one's means, developing a savings plan and planning for the financial future. It also covers setting up bank accounts (one for every day, one for short term one for long term savings), learning how to say NO when someone asks for a loan and the negative, long-term roll-on effects of lending money.

## BEING A GOOD ROLE MODEL

This workshop will focus on assisting participants in identifying the qualities of a good role model including displaying integrity, showing respect, having the ability to connect, showing understanding, being honest, genuine, and encouraging. Good role models also set goals and achieve them.

We will also look at identifying good roles models in the community and participants will gain an understanding that we all impact each other in some way – good or bad.

## DECISION MAKING

This workshop will focus on assisting participants in the various aspects of making decisions. We will focus on understanding the impact a decision has on self and others, the short-term effects on a decision, understanding options and choices and learning how to reflect on choices made. We will also look at ways to be less impulsive, and how to identify and ask the 'right' people for advice.



# KEY KEIPA BOODJA PEOPLE

The Directors are all local Noongar women, with many years of experience in the employment market and an extensive knowledge of local culture, community and the challenges currently being faced.



"Keipa Boodja delivered a powerful presentation on the history of local waterways and their cultural significance. Our employees came away better educated and with a greater understanding of the Noongar perspective."

**Chuck Morrison**  
*Bunbury Water Corporation*

"The training from Keipa Boodja was educational and interesting. Our team now has a deeper understanding of local culture."

**Crystal Waters**  
*Department of Parks and Wildlife.*

## **Annette Garlett:**

I am a Noongar, of Wadandi and Wilmen clans. Throughout my working life I have worked in administration, early childhood, management, and vocational education (TAFE). I have witnessed, growth and changing needs of Aboriginal community as per employment, cultural understanding and local history, health and education. I have been involved in Native Title, Heritage and Cultural Presentations for 20 years. I have an Associate Diploma in Social Science, Certificate in Youth Work, Education and Mental Health.

## **Gail Hill:**

I have been involved in working with students at TAFE for 20 years in mentoring, support and setting goals. I have also worked in Mental Health Services, South West Aboriginal Medical Services and Breakaway Aboriginal Corporation. I have been a member of the Local Noongar Action Group, and assisted in coordinating many programs over the years. I am passionate about local culture being taught to our young ones. I have qualified to be a trainer and counsellor, and completed other programs at TAFE such as Youth Work and Education. I am also Chair of the local Aboriginal school, Djidi Djidi.

## **Lisa Collard:**

I am currently working in mental health, ensuring staff are delivering culturally safe mental health services. I previously worked as the Manager for the AIME program for high school students in the South West, providing goal setting, awareness of higher education programs, and Noongar culture. I have completed a Certificate IV in Mental Health, and am currently studying a double Bachelor's degree in Psychology and Counselling. I've also worked in customer service areas, at both TAFE and Centrelink assisting Aboriginal clients.

## FIND OUT MORE

Give Annette a call for a no-obligation conversation.

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