



# KIMBERLEY CO-DESIGN GUIDE

Endorsed 28<sup>th</sup> October 2022

*For The Kimberley  
Aboriginal Youth Wellbeing  
Partnership*

### Warning

Aboriginal and Torres Strait Islander readers should be aware that this document may contain names of people who have passed away.

### Compilation

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### Attribution

This document was commissioned by the Aboriginal Regional Governance Group – Kimberley Youth Wellbeing which comprises Binari-binyja yarrowoo (Empowered Communities East Kimberley), Empowered Young Leaders, Kimberley Aboriginal Law and Cultural Centre, Kimberley Aboriginal Medical Services, Kimberley Land Council, Kimberley Language Resource Centre and West Kimberley Futures – Empowered Communities.

### Disclaimer

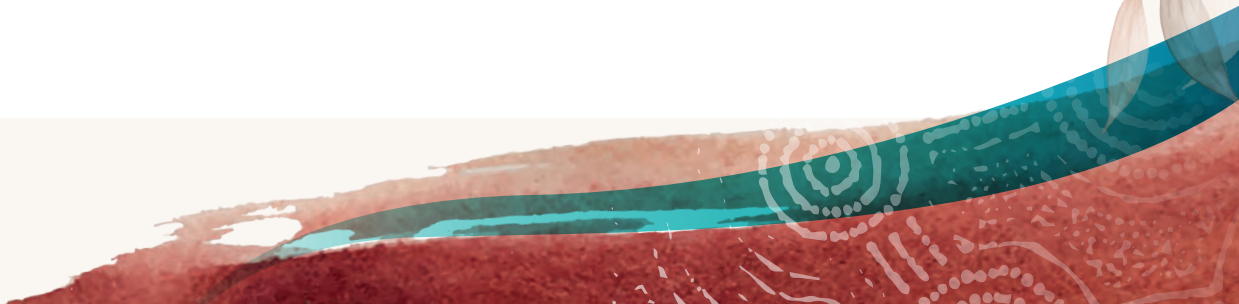
The information contained herein was current at the time of publication. While details may change, the fundamentals identified in the co-designed consultation at this time remain true.

### Version Control

This version: Final version endorsed by the Kimberley Aboriginal Youth Wellbeing Steering Committee on 28<sup>th</sup> October 2022.

*Aboriginal Youth Wellbeing || Empowered Young Leaders  
Youth Justice || Suicide Prevention*





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## 1. Purpose of this Guide

The **Kimberley Co-design Guide** (“the Guide”) is a practical resource for partners to support authentic and respectful co-design of programs, policies and actions for the Kimberley Aboriginal Youth Wellbeing (KAYW) partnership.

The purpose of the document is to guide co-design processes for the KAYW partnership predicated on meaningful participation of Kimberley Aboriginal people. It is a tool to ensure that all parties are ‘on the same page’ in terms of what ‘authentic’ co-design looks like and sets the foundation to address KAYW priorities.

### The Guide:

- Details the *Five Qualities of Co-design in the Kimberley*, to guide **how** to engage in respectful co-design practices that are specific, community-focused and place-based.
- Provides research-based principles, key points and enablers of authentic co-design as they relate to Kimberley Aboriginal people.
- Includes a matrix of actions to guide different phases of program and project co-design for the KAYW workstreams.
- Poses self-evaluation questions to assist in preparing partners for co-design processes.
- Showcases a *Co-Design Modular Learning Program* for partners to undertake to develop a shared understanding of co-design.

The Guide has been developed to support effective co-design between Kimberley Aboriginal people, Kimberley Aboriginal Community-Controlled Organisations (ACCOS) and the Western Australian (WA) Government. It has been produced through a desktop exercise incorporating: WACOSS (2017) [Co-Design Toolkit](#); AIATSIS (2020) [Nyiyangang wuunggalu! Indigenous insights into effective policy engagement and design Event Report](#); and Department of Finance (2021) [State Commissioning Strategy for Community Services Discussion Paper](#).



## 2. Defining Co-design in the Kimberley

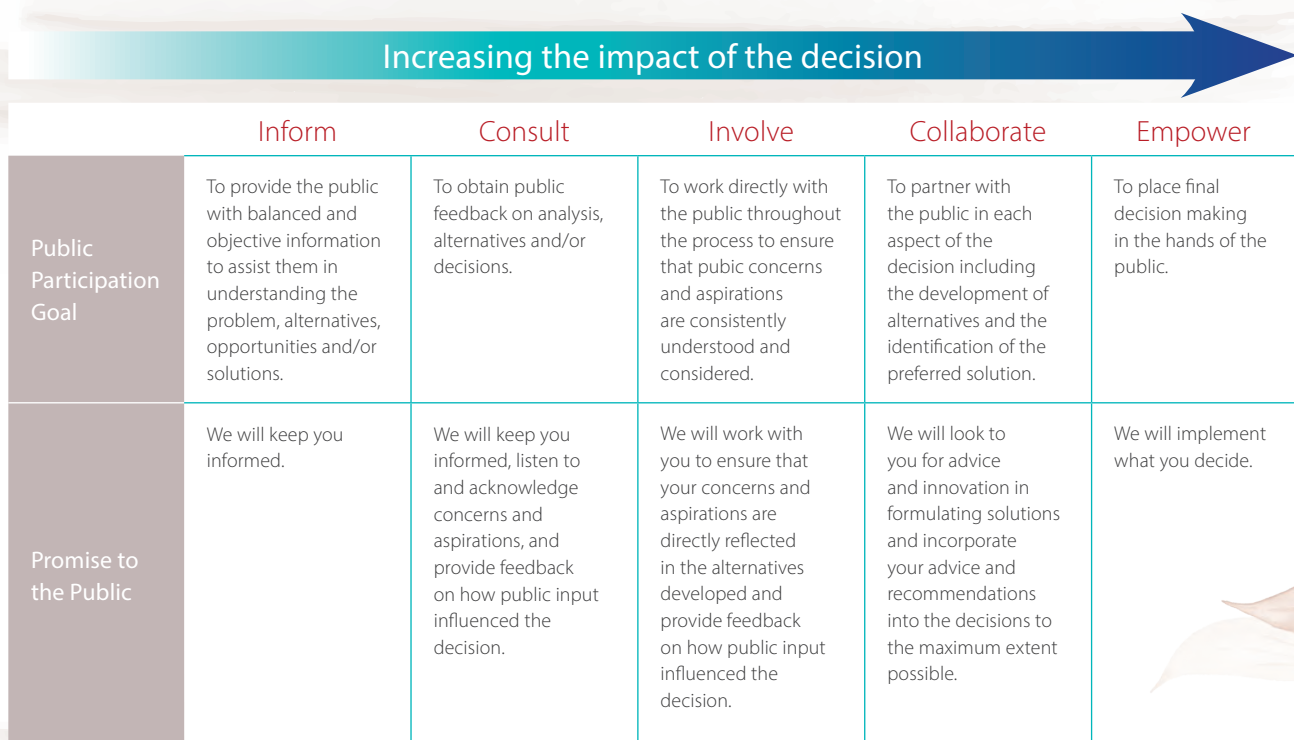
The **Aboriginal Regional Governance Group** – Kimberley Youth Wellbeing (ARGG) was established to provide unified Aboriginal leadership and to partner with the WA Government in relation to Aboriginal youth wellbeing. Membership comprises Empowered Young Leaders and peak Kimberley ACCOs:

- Binarri-binyja yarrowoo (Empowered Communities East Kimberley)
- Empowered Young Leaders
- Kimberley Aboriginal Law and Cultural Centre
- Kimberley Aboriginal Medical Services
- Kimberley Land Council
- Kimberley Language Resource Centre
- West Kimberley Futures – Empowered Communities

The ARGG has considered co-design in a Kimberley context and defines it as such:

*An equitably resourced partnership process that is Aboriginal-led and built on authentic relationships, communicating through agreed mechanisms, two-way understanding, cumulative evaluation and reflection – to generate and sustain shared development pathways to outcome delivery and reform.*

For government partners the above definition can be interpreted as a combination of the ‘Collaborate’ and ‘Empower’ levels within the International Association for Public Participation (IAP2) Spectrum of Public Participation (Figure 1):



	Inform	Consult	Involve	Collaborate	Empower
Public Participation Goal	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
Promise to the Public	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

Figure 1

[IAP2 Spectrum of Public Participation](#) (IAP2 2018)

## 3. The Kimberley Aboriginal Youth Wellbeing Partnership

### 3.1 Governance of the KAYW

The KAYW Steering Committee (KAYWSC) has been established to provide governance of the partnership between the ARGG and the WA Government. Australian Government and local government representatives are invited to participate in the KAYWSC as observers. A Partnership Agreement will be established to express the agreed arrangements for the formal partnership.

The ARGG has been established as an interim governance arrangement whilst the Kimberley Aboriginal Regional Body is being designed by Kimberley Aboriginal leaders. Once established, it is envisaged that that structure will replace the ARGG, however this will be a decision for the Regional Body. Reporting to the ARGG, the Empowered Young Leaders and Kimberley Aboriginal Suicide Prevention Working Groups address specific workstreams and guide the work of the ARGG.

### 3.2 The KAYW Partnership

Currently, the four workstreams of the KAYW partnership are:

1. Aboriginal youth wellbeing
2. Empowered Young Leaders
3. Kimberley Aboriginal Suicide Prevention
4. Kimberley Juvenile Justice Strategy

These workstreams are inclusive of the WA Government's [Commitment to Aboriginal Youth Wellbeing](#) which is their response to the 86 recommendations arising from the Parliamentary Inquiry, [Learnings from the Message Stick: the report of the Inquiry into Aboriginal youth suicide in remote areas](#) (Message Stick Report) and the State Coroner's [Inquest into the deaths of 13 children and young persons in the Kimberley Region](#).

These workstreams also include the five priorities identified for immediate investment by several leading Kimberley ACCOs in the *Kimberley Statement* (KALACC et al 2020), these being:

1. Language maintenance, revival and education projects led by Kimberley Aboriginal people through their own institutions.
2. The Yiriman Project, which is auspiced by the Kimberley Aboriginal Law and Cultural Centre.
3. The Wirnan Project through which Kimberley Aboriginal community-controlled art centres are collaborating to facilitate activities and chart the impact intergenerational transmission of art and cultural practice has on the wellbeing of Kimberley Aboriginal youth and Elders.
4. Implementation of the [2019 Kimberley Empowered Young Leaders Forums Report](#) recommendations.
5. Support Kimberley Aboriginal Community-Controlled Health Services to strengthen service delivery to at risk individuals, families and communities through a Social and Emotional Wellbeing model of care, programs and activities.

This document has been developed specifically to guide and support co-design of responses to these workstreams.

## 4. Capacity and Resourcing to Enable Co-design

### 4.1 Building Capacity of Aboriginal Representative Structures

Empowerment, capacity building and power equity are central to co-design. A pre-condition for effective co-design processes for the KAYW is providing adequate capacity within ACCOs and Aboriginal representative bodies in the Kimberley. Building the capacity of ACCOs and representative bodies such as the ARGG is critical to achieve meaningful participation of Kimberley Aboriginal people in tackling the complex issues within the KAYW.

**Dedicated investment from government is required to:**

- Provide equitable resourcing and capacity of the ARGG.
- Build appropriate and dedicated workforce capacity within ACCOs.
- Fund the co-design process for the KAYW partnership and associated implementation plans, projects and actions.
- Demonstrate government commitment to resourcing inadequacies.
- Demonstrate government commitment to drive change.
- Build government capability and capacity to work with Kimberley Aboriginal people.

The importance of Aboriginal empowerment and its linkage to building capacity of ACCOs is widely accepted across all participants to the KAYW processes<sup>1</sup>. Furthermore, government investment into Kimberley Aboriginal representative structures such as the ARGG and ACCOs is consistent with the [Closing the Gap Commonwealth Implementation Plan](#) and the [Closing the Gap Jurisdictional Implementation Plan Western Australia](#)

At the national level Priority Reform Two of the [National Agreement on Closing the Gap](#) is 'Building the community-controlled sector' with the following specific outcomes and target:

- **Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country.
- **Target:** Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations. (Coalition of Peaks et al 2020)

At the state level, as outlined in the [Closing the Gap Jurisdictional Implementation Plan Western Australia](#), there is a commitment to the following four specific actions to build the community-controlled sector:

1. Develop a whole-of-government ACCO Strategy
2. Support the establishment of the WA ACCO Consortium
3. Building ACCO capability
4. Develop a whole-of-government Commissioning Strategy. (DPC 2021a)

The national and jurisdictional Closing the Gap Implementation Plans should aid investment decisions and rationale for each of the KAYW workstreams as part of the co-design process.

### 4.2 The Budgetary Process

Addressing the multiple and complex workstreams of the KAYW will require considerable investment from government. It is critical for KAYW partners to understand the extent to which they can be involved in the authorising environment for government budget bids, their role and how this integrates into the co-design process. KAYW partners must have a clear line of sight to the budgetary cycle (key dates, deadlines) so bids can be developed and submitted accordingly.

<sup>1</sup> For example, this includes the offer by the WA Mental Health Commission to invest in the ARGG.

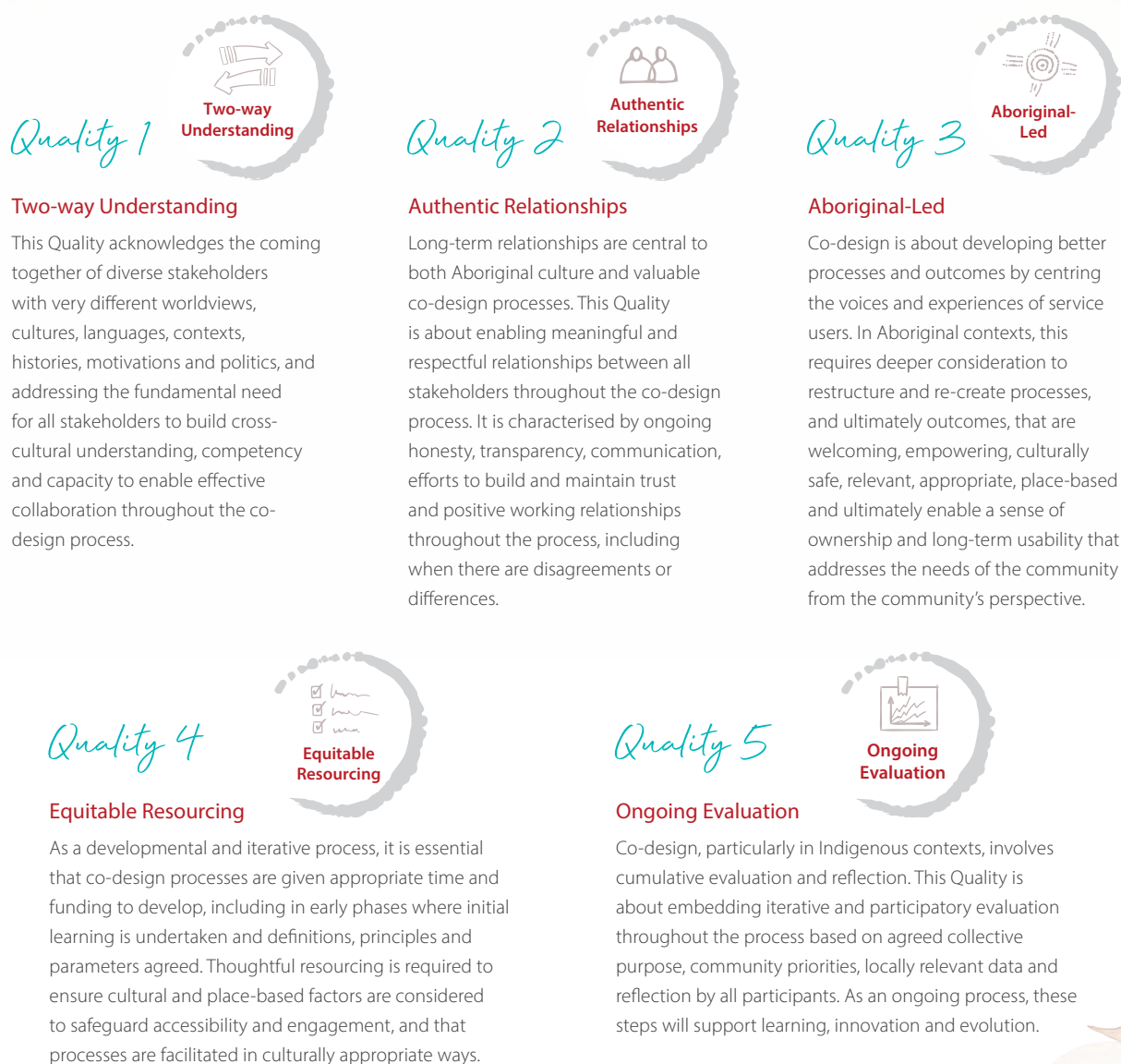


## 5. The Five Qualities of Co-design in the Kimberley

The Five Qualities of Co-design in the Kimberley (the Five Qualities) encapsulate the essential standards of co-design practice expected by Kimberley Aboriginal people (Figure 2). They provide a structure to facilitate a shared understanding about process, collaboration, resourcing and practice.

The Five Qualities are underpinned by key points, enablers and principles (Appendix 1) that have been drawn from extensive and detailed research undertaken by the Kimberley Aboriginal Law and Cultural Centre alongside engagement and input from members of the ARGG.

The ARGG have endorsed the Five Qualities as the **articulation of minimum standards of engagement<sup>2</sup> and, as such, agrees that the practice of appropriate and authentic co-design within the Kimberley means all parties honouring these standards.**



**Figure 2**  
The Five Qualities of Co-design in the Kimberley

<sup>2</sup> The [Message Stick Report](#) found that "Aboriginal community-owned and led programs are generally accepted as being more efficient and effective than programs run by external parties" (Finding 14), and recommended: "That the WA Government implement minimum standards of engagement with Aboriginal people when developing, actioning and funding strategies, programs and services which affect Aboriginal people" (Recommendation 14) (Education and Health Standing Committee 2016, pxii).

The Five Qualities share synergies with the strategic elements of *The Aboriginal Empowerment Strategy Western Australia 2021-2029 Policy Guide* (DPC 2021b) (Figure 3).

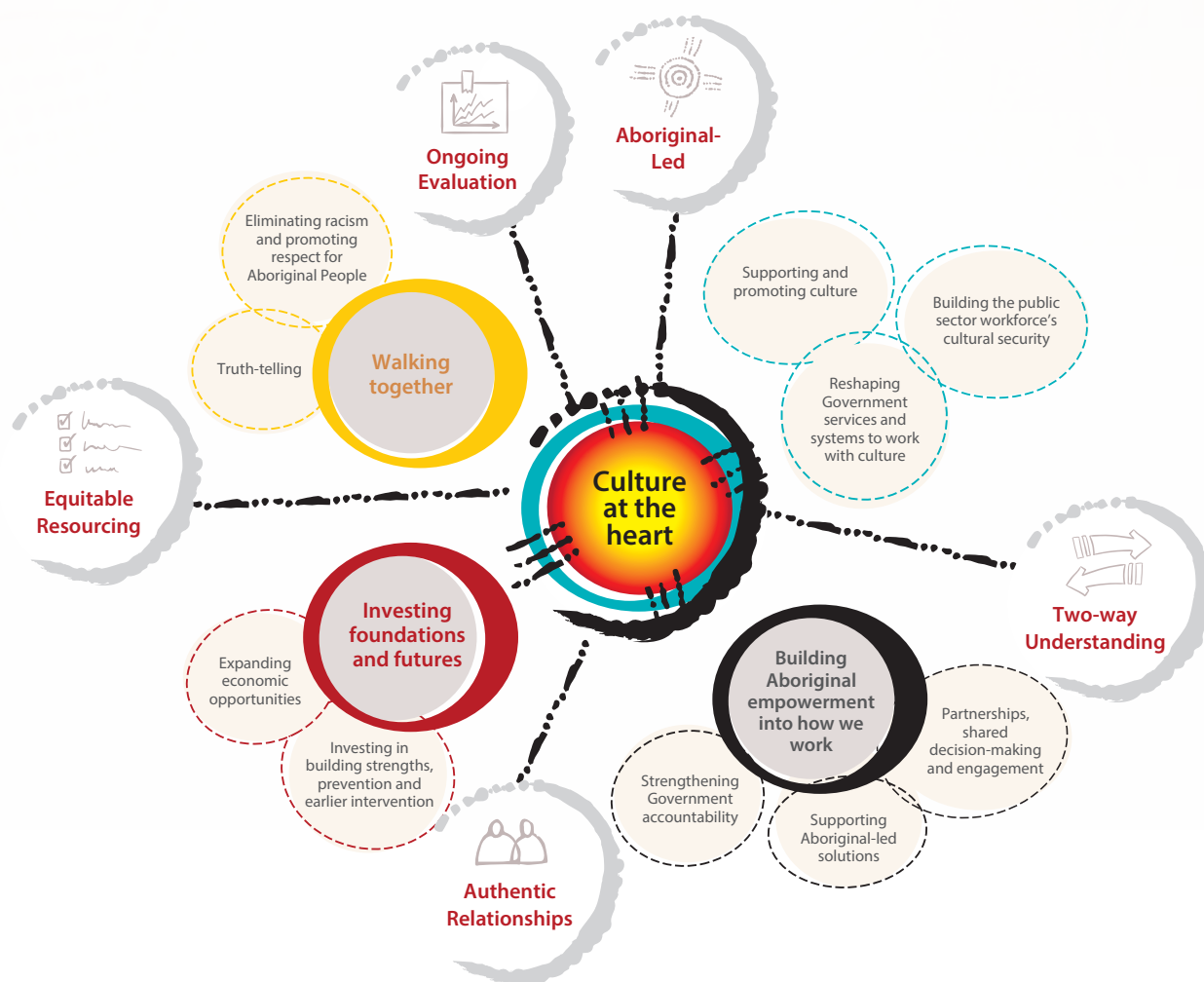


Figure 3  
The Strategic Elements of The Aboriginal Empowerment Strategy Western Australia 2021-2029 Policy Guide (DPC 2021b) overlaid by the Five Qualities of Co-design in the Kimberley.

Additionally, three recent strategic documents<sup>3</sup> from the WA Government indicate a strong commitment to many of the co-design aspects that informed the Five Qualities.

<sup>3</sup>DPC (2021) [Closing the Gap Jurisdictional Implementation Plan Western Australia](#); DPC (2021) [The Aboriginal Empowerment Strategy Western Australia 2021-2029](#); Department of Finance (2021) [State Commissioning Strategy for Community Services Discussion Paper](#).

## 6. Applying Co-design Practice to the KAYW Partnership

This section provides guidance on the practice of co-design for the KAYW:

- At a broad level through considering the 'level of impact';
- At the workstream, program or project level through the application of a project planning tool and associated matrix of actions to assist in working up co-designed responses.

Co-design is fluid and responsive, requiring all involved to periodically sit with ambiguity and uncertainty as the process evolves. The application of co-design practice to the KAYW partnership will be complex and require patience, flexibility and commitment from all partners. Acknowledging this, this section also includes suggests pre-co-design activities for KAYW partners: assessing readiness through a self-evaluation exercise and a modular training program.

### 6.1 Level of Impact

Co-design is applicable to various levels of impact (WACOSS 2016) (Figure 4), each with their own considerations and constraints. To have the most impact, co-design should be aimed at the *system* level. As outlined by the WA Government: "to be truly effective commissioning must look beyond the idea of a single service option and consider the entire system within which a service is delivered" (Department of Finance 2021, p5).

Taking a systems thinking approach is especially relevant to the Kimberley given the scope of the KAYW partnership, unified Aboriginal voice across the region, diverse cultural blocks within the region, the numerous services delivered by multiple agencies, and distance from service providers and decision makers.

The complex nature of the KAYW workstreams is such that co-designed project responses are anticipated at all levels of impact.

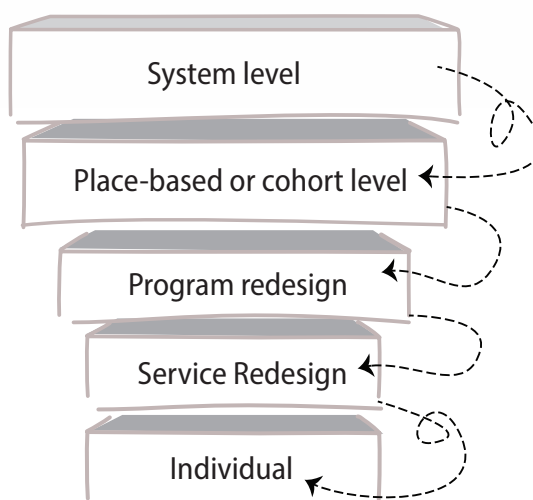
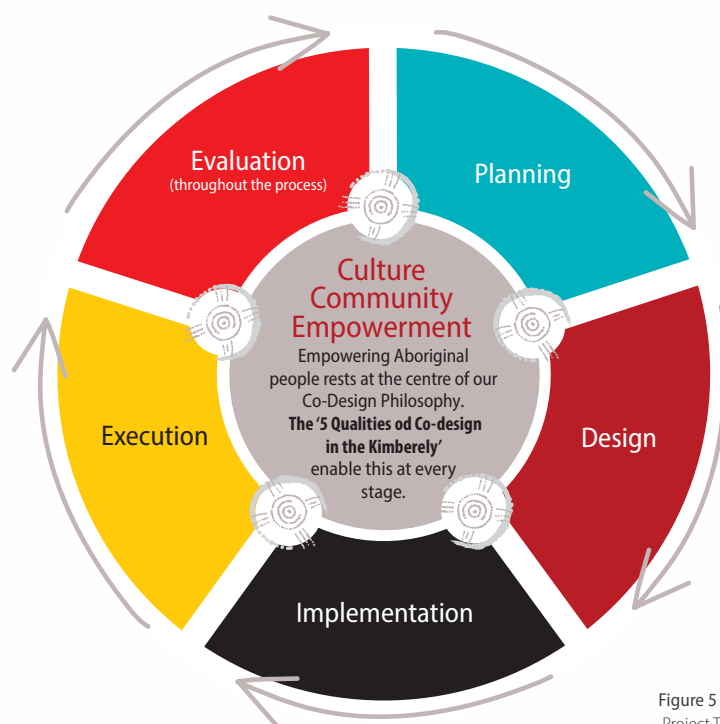


Figure 4  
Levels of Impact adapted from WACOSS (2016)

## 6.2 Project Tool

To ensure the central purpose of empowering Aboriginal people in authentic co-design KALACC has developed the diagram below (Figure 5). This diagram incorporates the Five Qualities as a consistent lens or guide for each stage of KAYW project development regardless of project scale or level (*system, place-based or cohort; program redesign; service redesign; individual*).



**Figure 5**  
Project Tool for turning an idea or need into action using co-design

## 6.3 Co-design Matrix of Actions

The following table sets out possible actions for each stage of the co-design cycle. The actions are aligned with the Five Qualities and each stage of project development. These actions are intended to guide specific co-design of responses to the KAYW workstreams.



Table 1: Co-design matrix of actions

	Two-way Understanding	Authentic Relationships	Aboriginal-Led	Equitable Resourcing	Ongoing Evaluation
Planning	<ul style="list-style-type: none"> <li>» <b>Define</b> shared understandings of co-design – what co-design is (and isn't)</li> <li>» <b>Co-create</b> shared values and principles for the process</li> <li>» <b>Describe</b> clearly articulated motivations for co-design for all parties</li> <li>» <b>Participate</b> in capacity building workshops for co-design skills and processes, and authentic engagement practices (for both parties)</li> <li>» <b>Demystify</b> complex mainstream and cultural governance systems through shared dialogue and mapping exercises</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Create</b> opportunities for government stakeholders to learn about the Aboriginal cultures, histories, governance structures, communities and countries within which the process is taking place. This must include spending time on-Country with community.</li> <li>» <b>Develop</b> a shared governance structure to guide the process</li> <li>» <b>Decide</b> on key people and roles, including internal or external facilitators, membership of core codesign team and other participants</li> <li>» <b>Identify and make explicit</b> needs for representation versus direct participation</li> </ul>	<ul style="list-style-type: none"> <li>» Government parties <b>learn</b> important cultural protocols for engagement</li> <li>» <b>Listen</b> to the perspectives of service-users (ie Kimberley Aboriginal people) as to their needs and aspirations</li> <li>» <b>Support</b> ACCOs to take on a leadership role</li> <li>» <b>Conduct</b> engagement and planning activities on-Country</li> <li>» <b>Identify and map</b> stakeholders of importance</li> <li>» <b>Identify</b> appropriate facilitators to support co-design processes</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Map</b> existing partnerships, skills and resources</li> <li>» <b>Ensure</b> long-term, bi-partisan, whole-of-government commitment</li> <li>» <b>Identify</b> resources needed for facilitation, coordination and logistics, participation by community stakeholders</li> <li>» <b>Execute</b> funding agreements and contracts</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Co-create</b> shared vision of successful process and outcomes</li> <li>» <b>Outline</b> draft short, medium and long-term goals</li> <li>» <b>Establish</b> a system for Measurement, Evaluation and Learning (MEL) for the process</li> <li>» <b>Establish</b> agreed governance processes to oversee and be responsible to co-design process</li> <li>» <b>Reflect</b> on the process so far (What? So What? Now What?)</li> </ul>
Design	<ul style="list-style-type: none"> <li>» <b>Establish</b> shared understandings about how traditional knowledge and practices can inform the design of the process, building on cultural and community strengths</li> <li>» <b>Establish</b> shared understanding of the agendas driving government and community participation in the process</li> <li>» <b>Communicate</b> progress in transparent, plain language</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Determine</b> the who, what, where, when and how of the program</li> <li>» <b>Seek</b> Elder and community feedback and input</li> <li>» <b>Establish</b> shared understanding of essential and desirable elements of the program</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Fine-tune</b> outcomes to be achieved by the co-design process, ensuring Aboriginal priorities are privileged</li> <li>» <b>Detail</b> processes and procedures to achieve the outcomes, ensuring that Indigenous ways of knowing, being and doing are privileged</li> <li>» <b>Emphasise</b> place-based thinking</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Establish</b> scope for the proposed co-design process – Is co-design to be at the service, program, place or systems (multi-program/agency) level?</li> <li>» <b>Prepare</b> a robust, scalable budget for specific co-design activities</li> <li>» <b>Establish</b> processes for iterating and reviewing use of resources</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Develop</b> a reporting template to measure outcomes</li> <li>» <b>Reflect</b> on the process so far (What? So What? Now What?)</li> <li>» <b>Identify</b> potential lessons learnt from the process and design systems to capture this data</li> <li>» <b>Communicate</b> outcomes of process evaluations to broader stakeholder groups</li> </ul>

Table 1: Co-design matrix of actions

	Two-way Understanding	Authentic Relationships	Aboriginal-Led	Equitable Resourcing	Ongoing Evaluation
Implementation	<ul style="list-style-type: none"> <li>» <b>Encourage</b> participation, empowerment and ownership within the broader community through reference groups or similar</li> <li>» <b>Communicate</b> progress in transparent, plain language</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Negotiate</b> land, community and cultural access as required</li> <li>» <b>Protect</b> cultural knowledge and intellectual property</li> <li>» <b>Maintain</b> communication between stakeholders regarding timeframes, iterations and progress</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Ensure</b> that cultural protocols are being honoured and followed</li> <li>» <b>Empower</b> ACCOs to be co-pilots to lead the way</li> <li>» <b>Check in</b> with community to find out if their needs are being met in the design</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Engage</b> human and capital resources</li> <li>» <b>Prepare</b> service contracts and agreements</li> <li>» <b>Check in</b> through governance models that contracts and resourcing align with values and goals</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Gather</b> ongoing quantitative and qualitative data about process and outcomes</li> <li>» <b>Reflect</b> on the process so far (What? So What? Now What?)</li> <li>» <b>Integrate</b> outcomes of process evaluations into implementation processes</li> <li>» <b>Communicate</b> outcomes of process evaluations to broader stakeholder groups</li> </ul>
Execution	<ul style="list-style-type: none"> <li>» <b>Review</b> the 'recognition space' for mutual benefit and understanding across community and government</li> <li>» <b>Communicate</b> progress in transparent, plain language</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Check in</b> on levels of trust in the co-design partnerships</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Deliver</b> a program that incorporates, promotes or otherwise draws upon traditional knowledge and culture</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Monitor</b> expenditure</li> <li>» <b>Scale up</b> successful pilot programs</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Monitor</b> and manage program performance, reflecting back on vision and goals</li> <li>» <b>Integrate</b> outcomes of process evaluations into execution processes</li> </ul>
Evaluation	<ul style="list-style-type: none"> <li>» <b>Translate</b> and <b>disseminate</b> results in accessible, transparent, plain language</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Reflect on</b> the overall shared governance arrangements, including levels of trust and power dynamics</li> <li>» <b>Reflect on</b> whether all stakeholders have been given a voice</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Uphold</b> principles of data sovereignty</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Review</b> budgets and timeframes</li> <li>» <b>Establish</b> lessons learnt from this process that may be used for broader systems-change</li> </ul>	<ul style="list-style-type: none"> <li>» <b>Evaluate</b> the outcomes and/or impact of programs</li> <li>» <b>Critically</b> reflect on lessons learnt from the co-design process and 'where to from here' (What? So What? Now What?)</li> </ul>

## 6.4 Assessing Readiness to Enter Co-design

Prior to embarking on co-design processes government departments and agencies and other partners should assess their readiness for this new way of working. To aid this, self-reflection questions have been developed for partners to work through to prepare for co-design processes (Appendix 2). Assessing readiness can help identify aligned understandings of co-design, matters of divergence and non-negotiables. Each partner's expectations, capacities and contexts can be better understood, and potential challenges can be identified and mitigated.

## 6.5 Training

Building of a coherent, representative and engaged cohort to drive co-design processes and lead implementation of KAYW actions is crucial. To support this a four-part modular Co-design Learning Program is showcased at Appendix 3.

The program aims to build collective capacity and shared understanding of co-design across partners and interconnected workstreams. The four-part process is directly linked to the 'The Five Qualities of Co-design in the Kimberley' through the following modules:

- Module 1 – Introduction to co-design
- Module 2 – Co-design in practice
- Module 3 – Co-design enablers and constraints
- Module 4 – Co-designing in our context

The program looks to embed a collaborative approach to support and action the collective impact of interconnected workstreams for the long-term benefit of the Kimberley community now and into the future.

## 7. Next Steps

The next steps in the process will be to use this Guide to support actions outlined in the Implementation Plan that is to be developed with the Partnership Agreement. However, in order to realise the overarching vision and successful co-design processes and outcomes, the KAYW partners must work together to find a 'recognition space' and:

- Clarify models and processes for ongoing collaboration with diverse stakeholders, including transparency and timing associated with government and ACCO processes.
- Identify the scope of what can and cannot be co-designed for the wellbeing framework and, where not possible, the level of engagement available to all parties given the relevant constraints.
- Clarify design parameters that are already established within existing policy and knowledge ensuring final decision-makers are involved and informed at all steps of the co-design process.
- Articulate a focussed and actionable co-design process for the KAYW partnership with specific phases for development, implementation and continued evaluation.<sup>4</sup>

<sup>4</sup> Undertaking the self-evaluation/readiness questions (Appendix 2) and the modular learning program (Appendix 3) can facilitate progressing aspects of these next steps.

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## Appendix One: Synthesis of Co-design Key Points, Enablers and Principles

### Qualities

### Key Points

### Enablers

### Principles



**Aboriginal-Led**

- Co-design focuses on what the community and users value
- Co-design must be decolonised and indigenised
- Successful co-design is place-based and country-centred

- Equalise power of all stakeholders by increasing the visibility, voices and experiences of service users
- Decolonise and indigenise the process
- Knowledge is often dispersed, thus multiple layers of engagement will be required

- Honouring Aboriginal customs and protocols
- Decolonisation (Aboriginal-led processes)
- Supporting Aboriginal community-controlled organisations
- Emphasise place-based thinking



**Equitable Resourcing**

- Co-design is an ongoing work in progress, so needs adequate time

- Invest in shared power and build on existing resources, partnerships and skills
- Ensure adequate time to agree definitions, principles and parameters early
- Give adequate time for all stages factoring in context-specific timeframes

- Resourcing



**Two-way Understanding**

- Co-design is a developmental process
- Co-design is a continuum of mutual learning, understanding and capacity-building

- Ensure two-way learning through cultural awareness and capacity-building
- Cater for different worldviews, ways of communicating and languages

- Respecting different ways of knowing
- Understand historical and political context
- Accessibility of language and processes



**Authentic Relationships**

- Co-design means understanding the drivers of government and other stakeholders

- Emphasise relationships, trust, transparency and inclusion
- Create community-led, authentic, long-term relationships and communication
- Engage in an open mindset, challenge the status quo, listen and try new things

- Relationships and genuine partnership
- Governance and capacity
- Protecting cultural knowledge and intellectual property



**Ongoing Evaluation**


- Co-design stems from defining a collective purpose
- Co-design is data-driven
- Co-design is evaluative

- Embed iterative evaluation
- Build in strategies to embed reflection and mediated discussion on points of difference

- Accountability and evaluation

## Appendix Two: Readiness Assessment Questions

Each of these questions can assist in guiding organisations to consider their readiness for co-design in relation to the Five Qualities of Co-design in the Kimberley:



### Two-way Understanding

How are multiple perspectives, ways of communicating and knowing being supported throughout the process?

- How can the process be made more accommodating of diversity, in terms of form, timing, language and modes of participation?
- How are people with the authority to share this kind of cultural and organisational knowledge being included in the process?

How is increased understanding of the relevant cultures and systems a valued outcome of the process? How is this being evaluated and learnings shared with others?

- "What cultural protocols exist within their group/s, and how would they like to engage with those within your shared relationship?" (Hromek 2020, p 49)
- "What does it mean to respect cultural traditions, knowledges, values and practices?" (Hromek 2020, p 49)



### Authentic Relationships

What are the political and social drivers that lead community, government and other agency stakeholders to participate?

- "Who am I?", "Who are you?", "Who are we?" (Akama et al 2019, p70)
- What are our individual motivations and how do these cross-over or diverge from others and why?
- What roles are we each playing in this process?

Who is considered /included as being part of the core co-design team? How are different stakeholders sustainability represented by this group?

- What groups or interests are individuals representing in the process, and how is it being made clear when people are representing others rather than speaking as individuals?

What expectations for collaborative governance exist within the communities and organisations involved in the process?

- "[W]ho is the dominant party? Who has the power? Who is making the decisions?" (Akama et al 2019, p71)
- "How, where and with whom [would collaborators] like to share? (i.e. do not assume everyone wants to share or people can just "come along" to listen to what they are sharing)" (Hromek 2020, p49)
- "Who is considered a valued speaker and by whom? [...] Who is considered an expert in research and by whom?" (Riley 2021, p26)
- "Is there a clear agreement on a collective responsibility for who has the rights to be the person who has the cultural knowledge and where does this come from?" (Riley 2021, p27)

How will the capacity of all group members and their constituents be developed through the process to increase effective participation, representation of stakeholder perspectives and communication about co-design process?

## Appendix Two: Readiness Assessment Questions



### Aboriginal-Led

**Where are the places and Country of focus for the co-design initiative?**

- Who is speaking for Country in the design processes? Is this role being made explicit?
- Where will collaborative design activities occur?
- Of the places where the designed 'products' or 'services' will operate, who has the authority to act and speak for these? How are they being included?

**What are the Aboriginal customs and protocols of the place where this activity is occurring?**

- How are these customs and protocols being acknowledged and incorporated into design processes and activities?
- Whose language is being used to record material and how will material be translated to ensure it reflects Indigenous peoples' knowledge and it isn't being 'Westernised'?" (Riley 2021, p26)

**What is important? local? relevant? accessible? actionable? sustainable? etc. for the community, as 'end-users' of policies, programs and services value?**

- How are end-users and the communities in which they are embedded actively involved in co-design processes?
- How are materials from previous consultations and reports being integrated into the design process?

**How are their values being centred and used to frame evaluations of possible solutions and actions?**

- How is analysis and meaning making taking place? Are Aboriginal perspectives being foregrounded in the analysis process?
- "Who can speak, learn and teach the material being given and researched? [...]" (Riley 2021, p26).



### Equitable Resourcing

**What resourcing is being allocated to ensure participation by diverse stakeholders throughout the process, from commissioning to implementation and evaluation?**

- How do we ensure the sharing of time, knowledge and experiences is valued and paid for?
- Where are the places that best enable accessible and appropriate participation by Indigenous stakeholders and their representatives?
- How can we connect with existing partnerships, resources, programs and skills?

**How is sufficient time ensured and protected for reciprocal learning and relationship-building?**

- How will these processes be carried out and developed?

## Appendix Two: Readiness Assessment Questions



### What establishes the need for any co-design process to occur?

- "Is this based on ongoing community crises and needs to solve or resolve a local community issue?" (Riley 2021, p34)
- "[W]hat are the ... political drivers that lead governments and policymakers to establish collaborative governance mechanisms?" (Dillon 2021, p13-14)

### What are the sources of data which are influencing the policy/program space?

- How are these being made visible and accessible to the co-design team and diverse stakeholders?
- How is data about previous actions and analyses being shared with participants?

### What are the agreed criteria for success in this project or initiative?

- How will processes and outcomes be collaboratively evaluated?
- "Is there a clear understanding of who has the right to veto or acquiesce to the material collected?" (Riley 2021, p27)
- "How will the research/project be carried out with clearly articulated benefits for the community?" (Riley 2021, p35)



## Appendix Three: Co-Design Modular Learning Program

### Future framing

In order to realise the overarching vision, building on the voices of the Kimberley Aboriginal community shared through numerous past processes, the initiative needs to actualise what is already known, needed and has been promised. Integrated within the development of the framework, a modular process builds capacity of all involved in codesign (as outlined in the Co-design Matrix of Actions, section 6.3). This commences by bringing all parties on a shared journey to build capacity and shared understanding about processes of co-design to address challenges.

### A shared collaborative learning and planning program

Most of the activities listed in the planning stage of the Co-design Matrix of Actions can be explored through a four-part modular Co-design Learning Program.

The modular Co-design Learning Program below is drawn from an existing program developed for the ACT Government by Nicole Deen of Kasama Consulting in collaboration with Dr Maya Haviland and the Scaffolding Cultural Co-Creativity project at the Australian National University.

#### Module 1 – Introduction to co-design

- Co-design and co-production definitions and the spectrum of participation
- Co-design principles and purpose
- Co-design mindsets, attitudes and practices

#### Module 2 – Co-design in practice

- Outline what co-design might look like at each stage in the process for the respective projects
- Identify at which level/s co-design needs to happen (government, service provider and service user)

#### Module 3 – Co-design enablers and constraints

- Co-design scope of work and design constraints for Action Plan project
- Key enablers and constraints in co-design phases
- Feasibility and possibilities of co-design within the context

#### Module 4 – Co-designing in our context

- Understand and articulate the key steps to effectively establish their co-design team and process
- Develop a plan to start the co-design process in collaboration with key stakeholders
- Map building blocks of resources and timelines needed to enable effective participation

Through this modular collaborative learning and planning process, a specific preparatory process of establishing capacity within the existing Kimberley networks could be facilitated. In doing so the facilitator can specifically map and identify essential stakeholders and phases in future co-design agendas, including:

- Clarifying models and processes for ongoing collaboration with these diverse stakeholders.
- Identifying scope of what can and cannot be co-designed for the wellbeing framework.
- Clarifying design parameters that are already established within existing policy and knowledge.
- Articulating a focused and actionable design of a process for co-designing that wellbeing framework with specific phases for development, implementation and continued evaluation.

The integrated collaborative approach proposed here can support and action collective impact across interconnected streams for the long-term benefit of the Kimberley community now and into the future.



# KIMBERLEY CO-DESIGN GUIDE

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