



# 2020 Annual Report











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# Chairperson's Report

**Dr Glenda Kickett**

Once again, I am proud to present the Chairperson's report for Glass Jar Australia for my second year as Chairperson. I am incredibly proud to hold this position and for the opportunity to help guide the Program to best empower Aboriginal girls and women.

I would like to take this opportunity to thank the Glass Jar Australia Board for their continued support. We are incredibly fortunate to call on the knowledge and expertise of Dr Richard Walley OAM, Robyn Smith Walley, Dr Rishelle Hume AM, Carol Innes, Simon Taylor and Emma Chinnery. Helen Ockerby joined the Board in late 2020, bringing over 15 years' experience in community development and offers valuable insight into the needs of the on-the-ground staff and their communities from her former role as Kimberley Regional Manager of Shooting Stars. I would also like to thank Dr Rishelle Hume AM and Carol Innes who stepped down from their roles as Directors. Both have been wonderful contributors to the Board, and we appreciate all their work during their tenure.

Whilst 2020 proved to be a challenging year with the impact of COVID-19 felt globally, Shooting Stars continued to grow and develop in all aspects. Broadly, the year saw us continue to foster our relationships with a range of stakeholders from a number of industries, foundations were built to support the Program's expansion both within WA and interstate and the organisation enjoyed fantastic success at a program delivery level. In 2020, we successfully achieved the planned key outcomes and goals for our Strategic Plan for 2016-2021 (revised in 2019) with the new and refreshed Strategic Plan for the next three years to be developed by mid 2021.

Once again, Shooting Stars enjoyed the support of Premier Partner, the Gold Industry Group, enabling us to expand our operations, and further impact the lives of young Aboriginal and Torres Strait Islanders living in remote and regional areas. A number of corporate partners reinforced their commitment to Shooting Stars and our mission including St Barbaras, Saracen and Horizon Power whilst we also welcomed new corporate partners to the Shooting Stars family throughout the year. I would like to thank all of our partners for their support.

In addition to our corporate partners, Shooting Stars was again well supported by the Government, both at a State and Federal level. 2020 saw a new commitment by the South Australian Government reinforcing the quality of our Program and allowing us to grow the reach of the Program's impact.

Shooting Stars now has more than five years of program delivery, affecting genuine change in the lives of over 400 young Aboriginal and Torres Strait Islander women across eight sites with the foundations in place to launch the ninth site in Fitzroy Crossing for Term 1 of 2021. The addition of our Fitzroy Crossing site will allow us to further impact the lives of young girls in the Kimberley region.

Announced as Patron in late 2018, the Hon. Julie Bishop continues to be a wonderful supporter of our Program and its methodology and we are incredibly thankful to her for her advocacy since her appointment. The Shooting Stars Executive Team were hosted by Governor Kim Beazley AC and Ms Bishop early in the year for a lunch at Government House allowing key stakeholders an opportunity to learn more about our organisation.

Our partnership with Netball WA and West Coast Fever continued to flourish, with Shooting Stars again utilising a shared service model to access expertise in commercial partnerships, media and communications and marketing. With the support of government funding secured in 2020, Shooting Stars will expand its media, communications and marketing footprint with an initial dedicated role commencing in 2021, and more to follow to support this space. West Coast Fever athletes Courtney Bruce, Verity Charles, Jhaniele Fowler and Olivia Lewis continued their efforts as Shooting Stars Ambassadors connecting with participants via virtual catch ups until site visits were able to take place again.

I would like to thank the incredible Shooting Stars staff. This talented group of women, led by Fran Haintz, are the foundation to the Program's success. It's inspiring to see their passion, dedication, love and connection to the participants continue to flourish on a daily basis. They are exceptional role models for our participants, and we're truly fortunate to have them delivering the Program and living and demonstrating our values.

Shooting Stars continues to produce fantastic results across the board and is empowering Aboriginal and Torres Strait Islander girls and women in regional and remote communities to make informed choices about their education and employment journey. I am incredibly proud of what we have achieved in 2020 and look forward to future successes in 2021.





ShootingStars

shootingstars.com.au

Shooting Stars Room

DE RESPECT SUCCESS







# Executive Officer's Report

**Fran Haintz**

This report presents me with a wonderful opportunity to reflect on, and celebrate, all that we have achieved in what was an extremely challenging 2020. It has been a significant year for the Program, both operationally and strategically.

Shooting Stars delivered in eight communities across Western Australia including, Halls Creek, Derby, Meekatharra, Carnarvon, Mullewa, Narrogin, Leonora and Laverton engaging with over 400 students, an amazing achievement given the COVID-19 pandemic. Significant development work over 2020 has seen the door open on opportunities for additional sites for 2021 and beyond. Fitzroy Crossing has been confirmed as the ninth site, where activation commenced at the end of the year. The invitation by the Fitzroy Valley women to Shooting Stars to engage with their girls was most pleasing. The demonstration of grassroots support for the program reinforces our ability to stay true to our vision of empowering Aboriginal girls and women, where decision making belongs in and with community.

Our participants have continued achieving outstanding results including improved attendance and attitudes toward their education, whilst demonstrating amazing leadership, resilience, and pride, living the values of Shooting Stars, Pride, Success and Respect. Seeing how proud our participants are in themselves when they set a goal, work hard and then achieve it, is inspiring. Our program continues to provide an environment for our girls to be confident and develop the skills to best achieve success.

The participants' dedication and hard work is a testament to our wonderful team and their commitment to 'The Shooting Stars Way' and our team values of Integrity, Heart, Respect and our team mantra of 'We Strive Together, We Rise Together!' This team culture continues to ensure

the reputation of our program in community remains strong.

Although a disrupted year, our efforts in the government relationship began to bear fruit with both the Western Australian and South Australian Governments. Funding support from both governments has been achieved laying the platform for program expansion in both states. In addition to this, increased Federal Government support through the National Indigenous Australian's Agency (NIAA) is in the pipeline, further cementing Shooting Stars as a leading deliverer of programs for Aboriginal girls in Australia.

Our research team ably led by Dr Rose Whitau continues to drive exceptional work in our program evaluation and development. The Seven Sisters pilot was a great success in Narrogin and will move into the next two years with implementation across the state with the support of the federal Department of Health, as well as a grant from 100Women. We have also commenced work on the 'Black Diamonds' and 'Art with the Stars' project with an application for funding support and ethics clearance with the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS).

Shooting Stars works to identify and raise community awareness of the barriers to rural and remote Aboriginal women's leadership opportunities and promotes the removal of those barriers; supporting and encouraging girls and women to pursue leadership positions within their school, higher education and employment. Shooting Stars places a big focus on highlighting different career pathways for our participants and instilling confidence in the girls that with dedication and hard work they can achieve that for themselves. Late in 2020, the Shooting Stars Pathways Coordinator role was

created with the full-time position to commence in 2021 thanks to the funding support of Horizon Power. I'd like to thank Horizon Power for their commitment to supporting post school pathways work with a three-year partnership, which will assist in the delivery of this strategy over the next couple of years.

We are well placed to move into 2021 with good structures and plans in place. Essential to these is the very important work in the development of our refreshed strategic plan. I look forward to engaging you all in this process.

I am honoured to continue to build the platform for Shooting Stars and Glass Jar Australia to best impact communities and support the empowerment of Aboriginal girls and women to drive legacy development and change within their communities.









## Our People

Motivated to drive equality for female leaders and generational change, Shooting Stars and Glass Jar have maintained diversity on our Board with 66% of members identifying as Aboriginal. Glass Jar and Shooting Stars strongly believe that we are a program that is guided by Aboriginal women, staffed by Aboriginal women, for Aboriginal young women. The governance structure established firmly supports this, as does our Aboriginal Employment Strategy which has grown to more than 87% Aboriginal staffing. This is a fantastic achievement for us as an organisation, surpassing our

target of 50% ATSI employees, but more importantly it's a wonderful demonstration of the possibilities the future holds for our participants who look up to these inspirational women as role models.

We continue to demonstrate our intention to grow this number even higher with a plan around staff development and training. This approach is a powerful demonstration to the participants who naturally respond better to our Aboriginal staff and community role models. We are incredibly pleased to continue to promote the development of our own people.

Shooting Stars celebrated six successful trainees in completing their Certificate III in Sport and Recreation. These amazing young women living and working in their own communities included two women who were previous Shooting Stars participants and are now full-time employees.





# Our Programs

The Shooting Stars framework that guides our program delivery is simple but effective in ensuring we deliver a program that adheres to good governance practises. 'The Shooting Stars Way' continues to guide our operational and governance practises, with a commitment to living and acting out our values daily.

Shooting Stars continues to take a co-designed approach, working alongside organisations, wherever possible, that operate within a similar space. Our staff, who are on the ground every day, work with local, regional, and national service providers to reduce duplication and to share resources. The overall commitment by each school site has been terrific and reflects the extent that the partnering schools value the Shooting Stars program.

During the year, a review of our business practices ensured we are best placed to be most effective for our participants and truly reflects our *modus operandi* and methodology that is committed to integrating appropriate and effective evaluation tools. The review looked at our business model from an activation, program delivery and program flourishing perspective and included ongoing and extended analysis of how our engagement is different to other programs and why it is impacting the participants.

All activities delivered by the Shooting Stars Program are conducted with the approval of the schools ensuring they do not impact negatively on attendance. Across all sites, the Shooting Stars Program Coordinators meet Department of Education protocols completing documentation for every activity as required, as well as building relationships with the key providers of the Remote School Attendance Strategy (RSAS). In Halls Creek this is with Wunan Foundation, Mission Australia in Meekatharra,

Ngala in Carnarvon and Winan Ngari in Derby. In Mullewa, Laverton, Leonora and Narrogin where there are no RSAS providers, Shooting Stars works closely with the key ATSI organisations (MEEDAC, Pakaanu AC and KEEDAC) to ensure a collaborative and co-designed approach to our program delivery.

As Shooting Stars were advised that Remote School Attendance Strategy were no longer able to continue school pickups in Derby, Shooting Stars decided to fill the void to encourage students to attend school regularly, build relationships with parents and for the participants to get comfortable with Shooting Stars staff. Staff also supported students who needed one-on-one learning during classroom time. If a student was feeling overwhelmed in the classroom, the Shooting Stars room is safe space where they can learn in an environment that is familiar to them.

In Carnarvon, Shooting Stars continued to collaborate and be supported by the Carnarvon community. At a school-based level, our Shooting Stars program continued strengthening our relationships with many services in the school such as Follow the Dream, Clontarf, GOZ, school AEIOs, and the school-based Psychologist. Whilst the Program Coordinator regularly attended meetings with the PCYC, school administration, Follow the Dream and Clontarf Directors, the Ngala Mid-West team, the Stephen Michael Foundation and Carnarvon Medical Services Aboriginal Corporation.





# Our Profile

As the organisation continues to expand its footprint in a delivery sense, it has been a priority for Shooting Stars to grow its profile simultaneously. During 2020, Shooting Stars worked alongside social purpose organisation, UnLtd to grow awareness of the program. These discussions have led to the development of the inaugural UnLtd Leadership Corporate Netball Event, being held at the Gold Netball Centre. This event brought together key members of the media industry, providing a platform to build networks and advocacy within the media industry and will incorporate a Yarning Circle discussion.

The relationship with UnLtd has created conversation with media agency, Initiative. Inspired by the purpose of Shooting Stars, Initiative have proactively commenced discussions with Shooting Stars to develop a Media Strategy to secure media from broadcasters such as SBS, who have outlined their desire to support the program. The media objective through Initiative is to

create a community groundswell of support for the program through storytelling and sharing program successes. The strategy includes audience segmentation of Corporate Partners (246,000), Netball Lovers (132,000), Indigenous (33,000) and Government Agencies (20,000) – West Australian's, as per Roy Morgan data (March 2020). 2021 will see Shooting Stars and UnLtd collaborate to review the campaign timeline, secure media and create a content strategy.

Through the support of our Premier Partner, the Gold Industry Group, Shooting Stars was able to engage with leading Perth brand agency Marketforce to develop a campaign highlighting the work of the Shooting Stars program and aligning the partnership of the Gold Industry Group and West Coast Fever. This saw the development of three commercials, along with additional content for ongoing promotion of the Program.

The development of our Government Relations strategy strengthened significantly throughout the year with the launch of the Parliamentary Friends of Netball which provided a renewed platform of engagement with the WA Government. The launch took place at Parliament House and created an opportunity for Shooting Stars, along with Netball WA and West Coast Fever, to create awareness for our program beyond our existing key government relationships. The group has created increased awareness of Shooting Stars and targeted representatives across all of State Government. This initiative has been supported in its development by Newgate Communications who have recently renewed their commitment to Netball in WA through a new partnership agreement. The support of Newgate has extended to South Australia where we continue to receive pro bono support through their Adelaide office.







## Our Performance

The participants across the organisations eight sites have continued to achieve outstanding results with improved attendance and attitudes toward their education. The Program operates with a minimum target of 80% attendance at school with a goal of increasing this to over 90% for its participants. All individual participants' school attendance data is tracked on a weekly basis and summarised at the end of each term. Program Coordinators analyse the data with the support of the Curriculum Development Officer weekly to both highlight improvements and identify individuals who may require extra support.

In conjunction with the partner schools and RSAS, tailored attendance plans are put in place to support each student. These plans include strategies that address transportation issues, lack of food and inappropriate uniforms to ensure each participant has the foundations needed to succeed.

In a financial performance perspective, Shooting Stars has been successful in attracting additional support from other businesses and government departments, alongside our support from the National Indigenous Australians Agency (NIAA), establishing impactful and meaningful partnerships, whilst diversifying our income streams.

Supporters who have renewed and will continue in the coming years include the Gold Industry Group, Saracen Minerals, Horizon Power, Sandfire Resources, St Barbara Limited, Mineral Resources and Mt Gibson Mining. We are incredibly grateful for the support our partners continue to show and appreciate their ongoing commitment.



# Board Members



## **Dr Glenda Kickett Chairperson**

In her outstanding career working with Aboriginal people in Western Australia, Kickett has played a vital role in developing social work practice and policy to benefit the various Aboriginal sectors with which she has worked. Her professional commitments and community activities are extensive and her work has been recognized by many awards and scholarships. Her achievements also include academic success in social work and history research, undertaken alongside her work and other commitments, and she is a published author. She has been the Chairperson of the National Aboriginal and Islander Observance Day Committee (NAIDOC Perth) since 2008 and along with the Committee has built up NAIDOC Perth as a renowned cultural festival; including reviving the Miss NAIDOC Perth presentation from 2011.



## **Dr Richard Walley OAM**

A proud Noongar man, Walley was born in Meekatharra in 1953 and grew up in bush camps south of Perth. At the age of 23 he was chairing the Aboriginal Advisory Board and was actively involved in the formation or operation of the Aboriginal Housing Board, Aboriginal Medical Service, Aboriginal Legal Service, Aboriginal Alcoholism Committee, Aboriginal Sports Foundation and the New Era Aboriginal Fellowship. In 1991, he was named the NAIDOC Aboriginal Artist of the Year and two years later, he was awarded a Medal of the Order of Australia for his contribution to the arts and promotion of Noongar culture. In 2010, Walley was awarded Citizen of the Year in the Indigenous Leadership category and the following year, he performed a Welcome to Country for the Queen during the Commonwealth Heads of Government Meeting in Perth.



## **Robyn Smith Walley**

Smith Walley is a Noongar woman, with family connections throughout Wilman, Kaneang and Bibbelman regions in Noongar country. For the past 23 years, she has been a Director within her family-owned business Aboriginal Productions and Promotions (APP). Smith Walley has a Degree in Community Development from Murdoch University and has worked within the fields of Anthropology, Adult Education, Events and Production Management.



## **Rishelle Hume**

Hume has over 25 years' experience in Aboriginal engagement ranging from employment, education, justice and health, and is actively involved in the Aboriginal community within the Perth region. She is also the Co-Chair and Co-Founder of the Western Australian Aboriginal Leadership Institute and was awarded the 2016 Western Australian of the Year – Aboriginal Category Winner.





### **Emma Chinnery**

Chinnery is a partner at Jackson McDonald with 15 years legal experience. Her clients include government and corporate organisations, the not-for-profit and charities sector, Aboriginal trusts and corporations and private family organisations. Emma's legal experience brings a wealth of knowledge and expertise to the Netball WA Board, particularly in relation to governance, compliance and commercial issues. A netballer herself for 30 years, Emma is a life member of the UWA Netball Club. She has held club coaching and committee positions and is currently on the selections committee. Emma's passion for sports development is further reflected in her role on the UWA Sports Advisory Council.



### **Helen Ockerby**

A proud Bardi-Jawi and Noongar woman from Western Australia, Ockerby has over 15 year's experience in community development working remotely across the state in grassroots sports, recreation and education. Ockerby was the former Kimberley Regional Manager of Shooting Stars and offers valuable insight of the needs of the on-the-ground staff and their communities helping Shooting Stars to continue to empower young Aboriginal girls and women.



### **Fran Haintz Company Secretary**

With over 30 years' experience in rural and remote Aboriginal communities, non-government organisations, educational institutions, small business and corporate Australia, Haintz has extensive experience in community development, success in program innovation and delivery, strategic and financial planning in Australia and the Pacific.



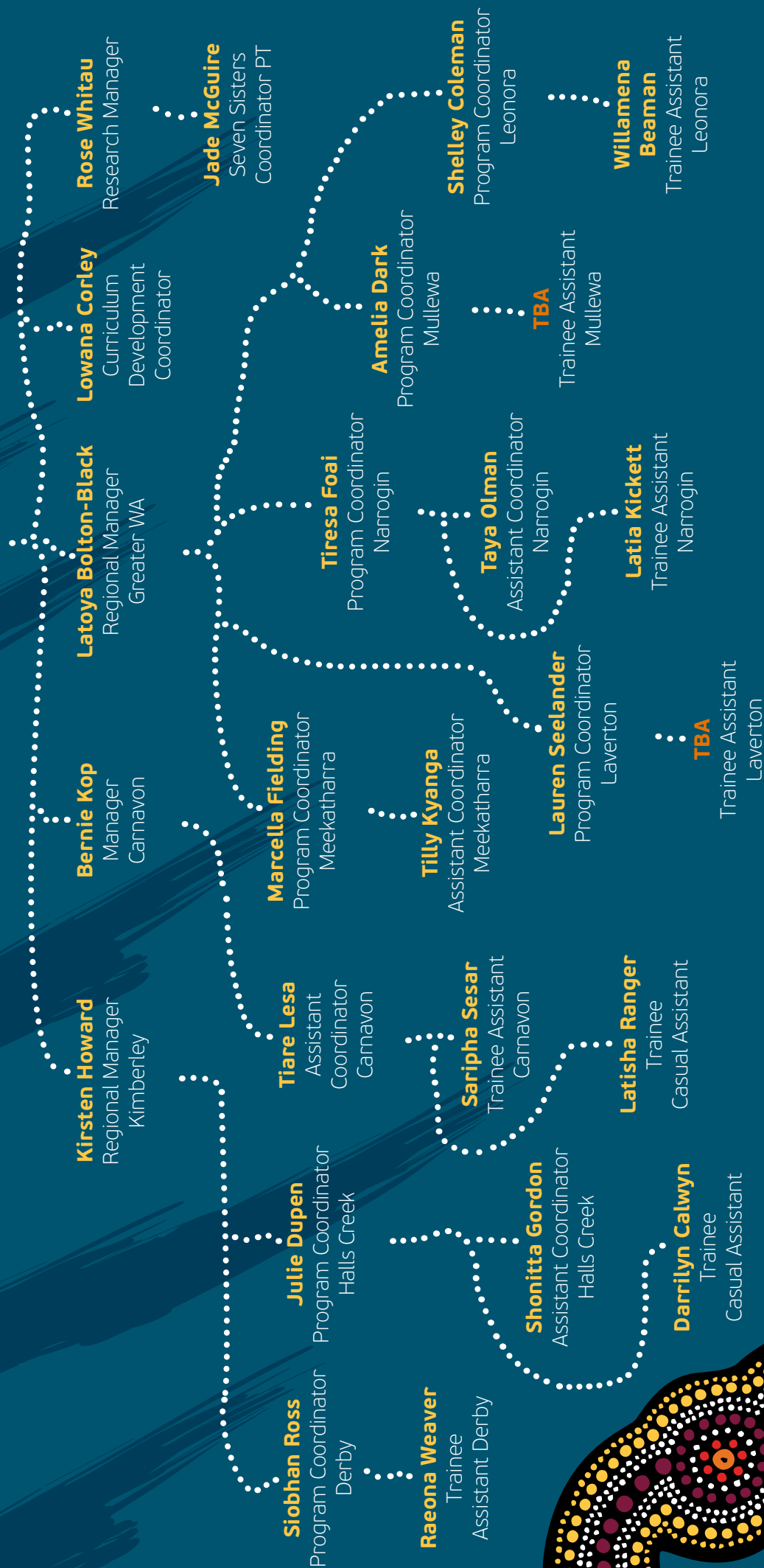


ShootingStars

## 2020 Staff Structure



**Fran Haintz**  
Executive Officer









# Research

The Research Arm of the organisation, led by the Research Manager Rose Whitau, is instrumental in guiding not only our Program but also the different projects Shooting Stars launches to help empower young Aboriginal girls and women.

Between September 2016 and December 2020, Shooting Stars staff have facilitated 94 yarning circles, with over 700 non-staff member contributions. In 2020 the facilitation of yarning circles was disrupted by restrictions following

the COVID-19 pandemic; however, Shooting Stars staff still managed to facilitate 24 yarning circles, including the first Glass Jar Australia Board yarn, which was conducted via Zoom. Additionally, Glass Jar Australia's Research Manager facilitated thirty one-on-one yarns via Zoom with Shooting Stars staff, Glass Jar Australia Board members, West Coast Fever Ambassadors, and Netball WA's shared services team. These one-on-one yarns were part of an amendment approved by AIATSIS which also included the expansion of

the Yarning with the Stars project to include broader "open community" yarning circles across the sites.

There were initially four yarning topics for 2020: success, challenges, Shooting Stars program feedback, and leadership projects. Leadership project yarns were cancelled in 2020 to alleviate staff workload following COVID-19 disruptions. Analysis of each of these themes will provide direction for local and pan-program changes, including the Shooting Stars Strategic Plan review (2021 to 2025).

## Success

Everyone has a different definition of success. We want to find out what our participants, our steering committees, and our communities think success is, and how we can empower our participants to grow into their own definition of a successful young woman. Rather than us, or our funding bodies, telling the participants what success is and expecting them to strive for goals that they may not want to achieve, we want to give our participants the power to choose their success for themselves.

### Questions included:

What is success/what is your definition of a successful young woman?

Is success different for boys and girls?

When do you feel successful?

## Challenges

We asked our participants and steering committees about the challenges that girls face at school and before school. Similar to the barriers questions we asked from 2016 through 2018, these questions were requested by the Derby steering committee in 2019.

### Questions included:

What challenges do you/girls face before school?

What do you like about school?

What challenges do you/girls face at school?

## Shooting Stars Program Feedback

We also asked each group a couple of questions about what the Shooting Stars program is doing well and how we can improve.

### Questions included:

What do you like about Shooting Stars/ what is Shooting Stars doing well?

How can Shooting Stars improve?





## RESEARCH OUTPUTS AND OUTCOMES

The results of the yarning circles help to identify different barriers and challenges our participants face in their communities and help guide different resources and projects that Shooting Stars implements to alleviate these barriers and challenges. Below are a number of projects/resources Shooting Stars developed in 2020:

### Academic publications

A paper which explored the barriers and facilitators to school attendance at Narrogin Senior high school has recently been accepted, with (pending) revisions by the Australian Journal of Indigenous Education. The abstract of the paper reads as follows:

The barriers to school attendance that affect young Aboriginal people in Australia are diverse, immense, and well-documented; however, with the exception of a handful of studies, Aboriginal students are often the object of research, and their voices receive no platform for policy makers to hear them. In this paper we present results from yarning circles about barriers to school attendance conducted with young Aboriginal women that participate in an education engagement program called Shooting Stars at Narrogin Senior High School. The results from these participant yarning circles were discussed with the Shooting Stars Narrogin localised steering committee, and this discussion is presented here, alongside the outcomes, both achieved and projected, to which committee stakeholders have committed. For the most part, the participants and the steering committee discussed relationships and how the lack of positive relationships and negative relationships were barriers to participant attendance, engagement, and success at school. Moving forward, the steering committee aims to build strong relationships between school staff and students and to create a more cohesive social environment at Narrogin Senior High School. This paper showcases the power of the yarning circle as a tool for collaboration in that it provides a space to create cohesion through conversation, through contention, and through sharing.

A paper which explores participant and community definitions of success will be written next year. This paper will be delayed until all success yarns have been completed, by the end of term 2 2021 at the latest.

### Internal staff values

We facilitated two staff yarns in 2020. The first yarn at the January staff training revisited internal staff values. During the yarn staff reached consensus on respect, integrity, heart, and we strive together we rise together. The second staff yarn explored staff definitions of personal and professional success, with staff talking to a photograph that they selected which represented success for them at their Shooting Stars site in 2020. Data from this yarn will be included in publications about success and the Shooting Stars Strategic Plan Review (2021 to 2025).

### Graphic novel

The Research Manager facilitated one-on-one yarns with thirty women who are involved with the Shooting Stars program, including its staff, GJA Board representatives, Ambassadors from West Coast Fever, and members of Netball WA's shared services team. There were three parts to these yarns – the women shared their stories, their definitions of success, and their vision for the Shooting Stars program. The women's vision statements and definitions of success will inform the Shooting Stars Strategic Plan review and the success paper described above, respectively. The women's stories have been edited, collated, and condensed, and are currently being illustrated by Rose, Jilalga, and Allyra Murray, three Aboriginal artists from three generations of the same family. These illustrations and the women's stories will be produced as a printed book in a graphic novel format and online. Shooting Stars participants are the target audience, with the central purpose of this initiative to demonstrate how there are many different paths to success.



# Research

## Black Diamonds:

### Aboriginal and Torres Strait Islander Netball in Western Australia

During one-on-one yarns, many participants talked about their vision for the Shooting Stars program including the development of Aboriginal netball pathways for Shooting Stars participants. While all women mentioned the importance that netball or sport had played in their own journeys, many lamented the lack of Aboriginal representation at the elite levels of sport and talked about where and how the system fails Aboriginal athletes. At the same time, the outbreak of COVID-19 and the disruptions that the pandemic caused to sport across all levels of delivery led to Netball Australia undertaking a “State of the Game” review, a research piece which would explore how netball could better service its stakeholders across the country. During the conception phases of this review, Netball Australia met with Glass Jar Australia’s Executive Officer and Research Manager to discuss Aboriginal and Torres Strait Islander engagement and the research that Glass Jar Australia is already conducting in this space. Following this discussion, the Research Manager drafted a two-page proposal, which would later form the basis of the Black Diamonds project. The Research Manager has applied for funding and ethics clearance from AIATSIS in support of this project, that later was approved in December 2020. The following provides an overview of the Black Diamonds project:

The Black Diamonds (working title) project is a joint initiative of NWA and GJA, with assistance from partner organisations Garnduwa Amboorny Wirnan, Geraldton Sporting Aboriginal Corporation, and the Institute of Indigenous Wellbeing and Sports. The Black Diamonds project is an overdue strategic review of netball engagement and retention across Western Australia, across all aspects of netball engagement (athlete, umpire, coach, administrator, family support, community member). The first of its kind, the Black Diamonds project will not only review netball service delivery, but through collaboration between Glass Jar Australia and NWA, its Aboriginal and Torres Strait Islander stakeholders, and its clubs

and associations, will ensure that the delivery, policies, and systems of netball in Western Australia are transformed to better facilitate the engagement and retention of Aboriginal and Torres Strait Islander girls and women to the sport of netball.

In Australia, the systems, policies, and procedures that netball has in place do not nourish and support Aboriginal and Torres Strait Islander athletes, coaches, umpires, and administrators from the grassroots level through to the elite. The aims of the strategic review and development are to:

1. Listen and gather the stories and experiences of Aboriginal and Torres Strait Islander people who have engaged with netball across Western Australia, whether as athletes, coaches, umpires, administrators, family supports, or community members, to understand both the facilitators and barriers to their participation in, and engagement with, the sport
2. Collaborate between NWA (including Clubs and Associations) and Aboriginal and Torres Strait Islander stakeholders to develop a strategic vision that aims to increase Aboriginal and Torres Strait Islander engagement and retention across all aspects (athlete, umpire, coach, administrator) of the netball pathway in Western Australia
3. Implement the policies and procedures as outlined by the new strategy from 2023 onwards (the current NWA strategic plan expires in 2022)

The purpose of the Black Diamond project is to build a foundation for stronger, healthier relationships between Netball WA and its Aboriginal and Torres Strait Islander communities by bringing inequities around inclusion to light and developing a collaborative strategy to improve Aboriginal and Torres Strait Islander engagement and retention across all pathways within the sport. The aims of project implementation then, are to:

1. De-centre the white Australian experience within netball across Western Australia and decolonise netball delivery (beginning with implementation of an Indigenous methodology for the Black Diamonds project)
2. Increase the number of Aboriginal and Torres Strait Islander girls and women who play, coach, umpire, administer, and support the sport of netball in Western Australia
3. Increase the number of Aboriginal and Torres Strait Islander girls and women engaged with the sport of netball at the elite levels across athlete, coach, and umpire pathways in Western Australia (and for the next Aboriginal and Torres Strait Islander Diamonds player to come through the Netball WA pathway—Finnan-White OAM and Ella-Duncan OAM are both from NSW)





Netball WA and Glass Jar Australia's vision statements are that netball is the sport of choice in Western Australia, and that Aboriginal communities are empowered to drive local change, respectively. The Black Diamonds project serves both visions by aiming to increase Aboriginal and Torres Strait Islander participation in the sport in Western Australia, while empowering local communities to identify and determine changes to netball service delivery and policy. At the same time, because Netball WA is

uniquely placed to deliver the Black Diamonds project in partnership with Glass Jar Australia, we also hope that the project can serve as a case study for how Aboriginal and Torres Strait Islander engagement can be improved across Australia, in netball and other sports, with the aim for Netball WA to become a leader in collaboration and engagement between state and national sporting bodies and their Aboriginal and Torres Strait Islander communities.



# Research

## Seven Sisters

From 2016 to 2018 we yarned with our participants and their communities about barriers to school attendance, barriers to staying in class, and what their solutions were. Three common themes across our sites were:

1. Relationships: Where positive relationships with friends and teachers are reasons to come to school, and negative relationships are a reason to not come to school
2. Emotional regulation: When participants feel triggered in class or before school, leaving or not attending are often their method for managing their emotions
3. Teasing and bullying

Based on these common pan-program responses, Shooting Stars and Netball WA developed a program called Seven Sisters, which aims to address these three barriers on court, while learning netball skills. We chose the name Seven Sisters with seven characters for three reasons:

1. The Seven Sisters, which are known in western astronomy as the Pleiades, has significance to many Aboriginal groups in Australia
2. There are seven aspects of connection for Aboriginal and Torres Strait Islander social and emotional wellbeing (Gee et al. 2013), and
3. There are seven players on a netball team



The Seven Sisters program runs over ten weeks, or a school term, and consists of on court sessions that include netball skills, emotional regulation strategies, connection, building healthy relationships, mitigating bullying behaviours, and an accompanying activity booklet. The ten-week program ends with a community netball match where mental health service providers are invited to come and speak with the girls about their services. We evaluate the program using pre- and post-program surveys and have ethics approval from the Western Australian Aboriginal Health Ethics Committee (WAAHEC).

In 2020 Shooting Stars and Netball WA developed a Seven Sisters program for year 5 and 6 participants. Following completion and feedback from the pilot program in Narrogin in term 3 and 4 2020, we have adapted this program, and plan to train Shooting Stars staff to implement the year 5 and 6 program across Shooting Stars sites in 2021, with the hope to launch an adapted version for Shooting Stars high school participants the following year and then open the program up to regional Netball WA clubs and Associations. After each phase of implementation, we will gather feedback from participants and facilitators and adapt the program before we roll out the next phase. Substantial funding from the Department of Health as well as a smaller grant from 100Women will support Seven Sisters implementation, including a full-time dedicated Seven Sisters Program Coordinator until December 2022.





# Feature Story

## Shooting stars launches holistic wellbeing program

Shooting Stars launched its Seven Sisters program which provides Aboriginal girls and women with opportunities to develop positive social and emotional wellbeing skills and preventative mental health strategies.

The ten-week program uses netball as a space to teach participants emotional regulation strategies. Participants will learn how to recognise and name their emotions, develop strategies for cheering themselves up or calming down and learn how to build healthy relationships, both on and off the court.

The program has been developed in line with Aboriginal concepts of health, which applies a holistic model of connection to seven different spheres of life: culture, land, physical self, mental self, community, family/kinship and ancestors/spirituality.

The program was piloted with 16 participants in Narrogin across the two primary schools and run by three Noongar women, Seven Sisters Coordinator Jade McGuire, Narrogin Program Assistant Taya Olman and Narrogin Trainee Latia Kickett.

Shooting Stars Research Manager, Rose Whitau said it is great to see this project come to fruition.

"Through our Yarning Circles, our organisation was able to recognise that bullying was a recurring theme as a barrier for school attendance across our sites and that our participants struggled with regulating their emotions," said Whitau.

"The Seven Sisters program was developed to equip our participants with the skills to respond and adapt to emerging challenges as they progress through the life course."

*"The program incorporates seven characters who personify a connection to each of the seven spheres. Whilst participants will affiliate with at least one character, the program works to ensure they develop strategies to connect with every aspect on the sphere wheel."*

*"We are so grateful to the two primary schools in Narrogin for enabling us to launch the pilot program and wish to acknowledge Wiradjuri artist Charlotte Allingham for her beautiful representation of our characters."*

Shooting Stars plans to implement the Seven Sisters program to all primary school Shooting Stars sites in 2021, with the hope to launch an adapted version for Shooting Stars high school participants the following year and then open the program up to regional Netball WA clubs.





# Research

## Art with the Stars Project

Conceived within the intersection of Indigenous and Arts-based methodologies, the Art with the Stars Project aims to strengthen the cultural identity of Aboriginal girls and women associated with the Shooting Stars program through art and performance, provide diverse platforms for their stories and experiences of cultural strength and resilience to be shared, and provide a measure of cultural wellbeing for the Shooting Stars program that complements the Yarning with the Stars project (Whitau and Ockerby 2019).

Arts-based research is highly complementary to Indigenous research. Both disciplines are holistic, interdisciplinary, and transformative, refusing to sit neatly within the confines of western paradigms (Conrad and Beck 2015; Smith 1999). Practitioners of both disciplines are committed to democratic, ethical, and beneficial research that acknowledges multiple ontologies (Finley 2011; Grierson and Brearley 2009; Kenny 1998; Rogers 2017; Smith 1999). Methods of data collection for arts-based and Indigenous research practice overlap. Arts-based research tools, such as photovoice, are increasing in popularity amongst Indigenous researchers. Similarly, Indigenous methods such as storytelling and yarning, are also arts (e.g. Barton 2004; Lawson et al. 2019; Van den Berg 2005). Art making was and is a fundamental part of Indigenous ways of being, knowing, and doing:

*"Art-making feeds us and gives us a place and a way of knowing whilst being deeply embedded in the cultural legacies of Australia's First Peoples" Lawson et al. (2019: 93)*

Making art can be a powerful source of healing (Lawson et al. 2019). By providing Shooting Stars participants and staff with access to Aboriginal artists, we hope that project participants will not just learn new skills, but will develop and explore new ways to (re)connect with themselves, their communities, and their country (Grierson and Brearley 2009).



The Art with the Stars project will comprise three cycles of art creation, exhibition, and evaluation:

1. Story-telling and art production:
  - a. Aboriginal artists (local where possible) will be engaged across each of the eight Shooting Stars sites (pilot in Carnarvon, Derby, and Halls Creek in 2021) to produce an artwork with Shooting Stars participants that explores their cultural identity
  - b. Aboriginal artists (local where possible) will be engaged to produce artworks with Shooting Stars staff, GJA Board Members, and WCF Ambassadors that showcase stories of cultural strength and resilience
2. Exhibition: Works will be exhibited at local, regional, and state levels, and curated into both printed and online formats
3. Evaluation: Participants will engage in yarning circles both before and following the completion and/or exhibition of their work where they discuss the art-making process and how their piece explores their cultural, Aboriginal, and local identities

Embedded within the Yarning with the Stars project methodology (Whitau and Ockerby 2019), which has been operating successfully since 2016, the evaluation component of the Art with the Stars project will provide a case study for how organisations and governments can measure cultural indicators of wellbeing. A grant from ULTED has enabled the Art with the Stars project to pilot in Carnarvon in 2021.







# Feature Story

## Tilly and Taya tick off Traineeship

Shooting Stars celebrated two of its trainees successfully completing their Certificate III in Sport and Recreation in 2020.

These amazing young women living and working in their own communities are Tilly Kyanga and Taya Olman.

Tilly Kyanga a Yamatji woman from Meekatharra, has been with Shooting Stars since mid 2018 as our Assistant Coordinator. Tilly expressed her desire to grow her practical skills more formally through this certificate.

In Narrogin, Assistant Coordinator, Taya Olman enjoyed the challenge of combining work and study whilst working with Shooting Stars. Taya, a 2016 Year 12 graduate from Narrogin Senior High School is a well-known member of her Noongar community.

The girl's traineeships were completed in a full-time capacity with on-the-job training and support provided by Shooting Stars and Royal Lifesaving.

Narrogin Assistant Coordinator, Taya Olman shared her passion for Shooting Stars.

"What I love the most about this job is guiding our young Aboriginal girls into their futures and giving them motivation to do better and encourage them to chase after their dreams," said Olman.

Shooting Stars Executive Officer Fran Haintz said what a fantastic achievement this was for both Tilly and Taya as well as the Organisation.

"Shooting Stars Staff provided mentoring to Tilly and Taya throughout the duration of the traineeship," said Haintz.

*"This support has been pivotal and ensured that both Tilly and Taya were well supported in their study and work commitments and able to complete their traineeship requirements successfully."*

*"Both Tilly and Taya have shown fantastic commitment to their studies and their professional development. They have continued to support the delivery of the Shooting Stars program at their respective sites and home communities and have taken the opportunity to develop and deliver Health & Wellbeing sessions and Sporting engagement sessions with our Primary school aged participants."*

Shooting Stars congratulates the women on their hard work and fantastic achievement and look forward to watching their growth and development continue in the future.









## Feature Story

### Shooting Stars creates pathways for its participants

Shooting Stars participant Nicole Taylor finished her Certificate II in Business in 2020 after scoring a traineeship with the Narrogin National Australia Bank (NAB).

A Year 11 student last year, Nicole spent one day per week working at the Narrogin NAB where she received hands-on work experience alongside completing her schooling.

Having been part of Shooting Stars since 2018, Nicole attributed her achievements to the Shooting Stars program.

*"Shooting Stars has helped me so much. When I first started the*

*program, I was very shy and quiet and now I can talk to people with confidence and assertiveness," said Taylor.*

*"Not only has Shooting Stars helped my confidence it has also helped me believe I can accomplish the things I set my mind to."*

*"Working at a bank is so much more than just handling money, there's a lot of behind the scenes work and it's really helped develop my customer service skills. Working in a Bank can open so many pathways for you."*

Shooting Stars Executive Officer Fran Haintz explained the role Shooting

Stars plays in creating pathways for young indigenous women.

*"There is nothing more rewarding than seeing first-hand the transformation of our participants from shy young girls to confident leaders in their community," said Haintz.*

*"Shooting Stars places a big focus on highlighting different career pathways for our participants and instilling confidence in the girls that with dedication and hard work they can achieve that for themselves."*









## Feature Stories

### Shooting Stars smashed attendance streaks

Term 2 was outstanding for Shooting Stars with a number of participants across the state reaching above 80% in their attendance for the term.

Our Meekatharra site held a morning tea for 19 of its participants who achieved 80% and above, with Bobbie-Jo, Shontae, Tenya and Kylieshia achieving 100% for their attendance for term 2.

In Narrogin, Isabella and Chelsea continued their 100% attendance streak for the term and were recognised on their achievement.

Sarah in Derby had an above 90% attendance rate and is among Derby's high attendees along with Jazmaree who achieved 100% for Term 2.

Over in Mullewa, Rahleah was celebrated for continuing her 90% streak, whilst Taelarni achieved 100% and has plans to be a doctor when she grows up.

*Shooting Stars Executive Officer Fran Haintz said these attendance numbers are a testament to the participants' dedication and hard*

*work as well as the Program Coordinators' commitment.*

*"There is nothing more inspiring than watching our participants education journey and their achievements along the way," said Haintz.*

*"Seeing how proud our participants are in themselves when they set a goal, work hard and then achieve it, is heart-warming."*

*"The Shooting Stars program provides an environment for our girls to be confident and develop the skills to best achieve success."*





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