



Indigenous Desert
Alliance Limited
Annual Report
2019 – 2020 Financial
Year

OUR MISSION

The IDA empowers Indigenous People managing Australia's desert country to realise their social, cultural, environmental and economic aspirations.

WHAT MAKES US SPECIAL

INDIGENOUS LED Indigenous People in the desert to define the priorities for the desert.

RELATIONSHIP FOCUSED Our relationships with members, partners and providers is based on trust and respect.

POWER OF TOGETHERNESS We bring together groups from across the desert to share, inspire and act on issues that matter to Indigenous rangers

OUR VALUES

Indigenous Desert Alliance

Leadership in every role

From the top down...Clarity and honesty from the Board and the Executive. We each show leadership in our respective roles.



Committed and Passionate

We are invested in what we do and have a sharp focus on our work.



Accountable

We are accountable to our members and the priorities they set. We set high standards and are also open and accountable to each other.



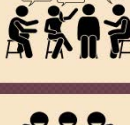
Honest

Transparent, straight up, trustworthy.



Collaborative

We work together and draw on each other.



Fun

We enjoy working together.





Message from our Chairperson

As chair of the IDA, it is my pleasure to share this annual report. The IDA has been on a long journey from the first meeting across borders between 'desert friends' in 2014 to where it is today, a valued and respected representative organisation.

I have had the pleasure to be part of many IDA events and projects prior to my role as the Chair and I know how much it means for us desert rangers to get together, to see past the borders that separate us and to speak as one.

With my fellow directors, I am proud to have overseen the growth of the IDA this year into a well functioning and well led organisation. I am most pleased to see that the organisation has remained committed to coming up with new and creative ways to inspire desert mob and to respond to their needs.

To all of our members and partners, we are honoured to work with you and know that we are with you on the journey ahead.

Keep the desert connected.

Nyaparu Rose





Message from our Executive Officer

2019/20 has been a 'breakout' year for the IDA.

In the first full year of IDA operating as a company, we have taken a measured and purposeful approach to organisational development while remaining focused on delivering meaningful outcomes for our members.

The IDA has continued to put in the hard work to make sure that we are following up on our commitment to deliver outcomes addressing priorities for desert rangers. We have done this mainly through delivering on our promise to co-design and co-deliver high value events and project with and for our members.

In August 2019, the IDA worked 'hand in hand' with the Matuwa and Kurarra Kurarra IPA and the Birriliburu IPA rangers, with support of Desert Support Services to run the 3rd annual Southern Desert Ranger Forum (SDRF). While the SDRF focused on information sharing, skills development and formal training, it further highlighted the demand for rangers to come together on country to build upon their relationships that had were formed at the first event at Ilkurlka in 2017. I think the comment from Ngaangyatjarra Ranger and elder Lala West sums this up well :

"It's about us coming from different places...they are doing their work, we are doing our work – but it's good to know and see each other."

The IDA'S mentoring project is driven by the desire of desert rangers to be involved in professional development and support programs. In its first year, the IDA mentoring project has worked with rangers to think through, develop and lead projects that further their personal and professional development. The IDA sees this as a 'development project' for our members but also for ourselves as an organisation. We are confident that the consultative approach to project development and delivery being applied here will inform best practice approach for the IDA.

In November 2019, we hosted the largest ever gathering of desert Indigenous rangers at Uluru. The IDA could not have coordinated this event without the support of IDA members, and particularly the co-hosts of the event, the Mutiljulu rangers, as well as the incredible support of the team at the Central Land Council. Over 260 people attended the IDA conference which was held over 3 packed days. Rangers took centre stage, co-facilitating the event which involved presentations on fire, threatened species, funding, wellbeing and even tours to visit Great Desert Skink habitats around Uluru. No doubt the highlight of the event was the sunset BBQ at the base of Uluru with all rangers and stakeholders in attendance. The picture says it all:





Message from our Executive Officer



In early 2020, as COVID19 came upon us, the IDA team bunkered down with some plans to ensure that the momentum of the first part of the year could be maintained and that our members knew that we were still here to help. Out of these discussions came our new slogan (and mantra) 'Keeping the Desert Connected' and the strategic direction to go 'online'.

The second half of 2020 saw the IDA conducting an IT audit of its members to see if we could address any connectivity issues preventing members from getting together virtually. Through developing our online skills and presence we were able to connect with members regularly. We launched the coordinator to coordinator series of workshops (long a priority for ranger coordinators in the IDA) and became very familiar with video-conferencing (as I'm sure have all of our members).

With the addition of BHP as a new partner in early 2020, the IDA was able to start work on a new project aimed at strengthening recruitment, development and retention of Indigenous staff. We are excited at the prospect of working with our members to develop this project and to produce a truly collaborative and 'ground up' framework for enhancing Indigenous employment outcomes for desert people.

I would like to thank our core partners, the 10 Deserts Project, BHP and NIAA for supporting us in 2019/20. We look forward to continuing the relationship next year.

I would also like to thank our staff and directors. It has been a privilege to work alongside hard working, inspirational people who are committed to seeking our members input and advice, valuing it and ensuring that the IDA remains an organisation that is truly member driven.

Finally, I would acknowledge the hard work of our members in continuing to value the importance of connecting with each other. It is only through coming together and sharing our stories, skills, solutions and ambitions and for the desert that we can ensure it and its people continue to thrive.

Lindsey Langford

HOW DID WE DO IN 2019-2020?

Our strategic priorities

- 1. STRONG RANGER TEAMS ACROSS THE DESERT**
- 2. A STRONG AND UNITED VOICE FOR THE DESERT**
- 3. A STRONG ORGANISATION**



STRONGER RANGER TEAMS ACROSS THE DESERT

Annual Conference and other ranger events and forums

Co-design and deliver events that focus on priority issues and opportunities for Indigenous rangers.

Ranger mentoring

Co-design and deliver a ranger mentoring program.

Recruiting and retaining good land managers

Support the improved recruitment, development and retention of people within desert land management.

Promoting leading practice in land management

Promote best practice by members through facilitating access to expertise, knowledge and information.

OUR MEASURES OF SUCCESS



- Number of Indigenous people/groups that attend IDA events
- Feedback from event participants
- Demand for Indigenous ranger mentor support

How have we done?

Annual Conference and other ranger events and forums

The 2019 annual conference at Uluru was the largest gathering of Indigenous rangers in Australia for the year. It has become one of the most anticipated events on the annual calendar for rangers and it was obvious that participants were fully engaged in development and delivery of the conference over the three days.



STRONGER RANGER TEAMS ACROSS THE DESERT

The evaluation survey of the conference was responded to by 140 participants and a word cloud was produced from responses to the question:

What does being part of the IDA conference mean to you?



After 6 years of coming together in increasing numbers for the annual conference, we understand from the above response that it is 'coming together' that is most important. It tells us about how important it is for the desert to keep connected.

The Southern Desert Ranger Forum took place in August 2019 at Matuwa Kurarra Kurarra IPA and the Birrililburu IPA in the Little Sandy Desert. The IDA worked closely with our hosts the MKK and Birrililburu IPA teams and their support organisation, Desert Support Services, to deliver an event that focused on technical training in mapping and fire management, remote first aid as well as on country relationship building between the teams. This event was attended by 14 ranger teams who travelled from as far away as South Australia to participate in the event.



STRONGER RANGER TEAMS ACROSS THE DESERT

Ranger mentoring

The first year of the Ranger Mentoring Project (RMP) has focused on the development of a mentoring and support model for desert ranger teams. The RMP has worked with rangers across four teams through a series of on-country workshops to map out ranger skills and identify opportunities for ranger led projects. While travel was restricted, IDA staff were able to hold a number of virtual meetings and workshops which have maintained momentum on the project.

Desert Exchange – Inuvialuit lands

The planned exchange between the arctic desert (Inuvialuit lands in Northern Canada) and the Australian desert did not take place during 2019/20 as planned due to COVID19. Nevertheless, the commitment to progress this exchange is strong, planning continues and it will take place once international travel is possible.

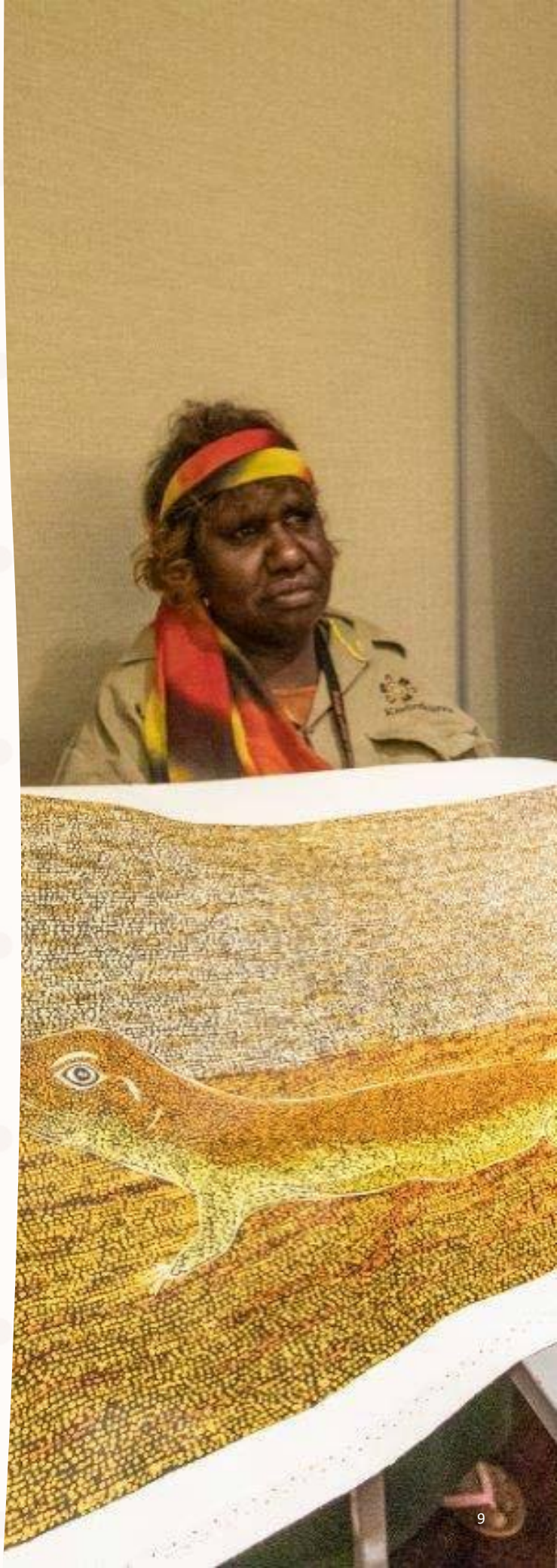
Recruiting and retaining good land managers

Sam Murray has come into the IDA to take on the IDA Development Officer role. Amongst other projects, Sam is working on developing Working in 2 Worlds – A Framework for Recruitment, Development and Retention of Indigenous staff. It is anticipated that this framework will be delivered in 2020/21 in partnership with interested members and organisations.

Promoting leading practice in land management

As part of the IDA schedule of events we have purposefully included session for program managers, rangers and coordinators to get together, network and share information. Additionally, we have run workshops to share best practice approaches to fundraising, project development and remote first aid.

Over the course of the year, IDA has established the coordinator to coordinator network across the IDA which has met virtually several times to discuss matters of importance and to share information.



STRONG AND UNITED VOICE FOR THE DESERT

Engagement planning

Establish a Stakeholder Engagement Plan to inform efforts to advocate for Indigenous rangers and the desert.

Rules of Engagement

Establish 'Guiding Principles' that are supported by all IDA members and directs when and how IDA are able to speak on behalf of all groups.

Capturing the desert story

Develop key messages and capture and tell stories to help engage target audiences on priority ranger issues.

Showing not just telling

Facilitate on-country visits by senior decisionmakers to experience the desert and speak directly with rangers.

OUR MEASURES OF SUCCESS



- Number of on-country visits by Senior Decision-Makers facilitated by IDA
- Social media measure



STRONG AND UNITED VOICE FOR THE DESERT

How have we done?

Engagement planning

A draft stakeholder engagement plan has been developed for the IDA.

Rules of Engagement

A workshop at the IDA conference attended by IDA members focused on establishing a regional approach to speaking with the Australian government. An outcome of this meeting was the recommendation for the IDA to follow up on the development of a strategic approach to enhance regional communication with the National Indigenous Australian's Agency.

Capturing the Desert Story

The IDA Facebook membership has grown significantly this year. It has doubled in size from 505 to over 1110. Activity concentrates around the main IDA events, however with a more active presence on social media we expect even more engagement in 2020/21.

We have continued to produce high quality films detailing the work of the IDA as well as supporting our members to tell their own 'on country' stories through film and promoting the finished products online.

Showing not just telling

On Country events in 2019 have been attended by state and federal ministers, senior corporate managers and CEOs as well as several senior staff from philanthropic organisations.



A STRONG ORGANISATION

Leadership and governance

Establish and support a well-functioning, Indigenous led Board.

People

Establish and implement for all staff a performance review and development plan process.

Systems and procedures

Ensure core systems and procedures are appropriate and effective, including for: finance, risk management, human resources, safety and document control.

Funding

Establish and implement a fundraising plan that delivers an annual increase in funds secure

OUR MEASURES OF SUCCESS



- Delivery (%) of work program against planned
- Amount (\$) and diversity of funding secured
- Annual external financial audit result

How did we do?

Leadership and Governance

This first full year of functioning as a company has been about getting to know each other and learning to work together as a board.

The IDA board participated in leadership and governance training sessions in 2019 .

Initial founding chair, Regina Ashwin, resigned in 2019/20 and was replaced by Benjamin Kenny who served until the AGM in November 2019. Nyaparu Rose became the chair of the IDA from this date. We expect the board to settle into their roles in 2020/21 under the guidance of our experienced and visionary chair, Nyaparu.



A STRONG ORGANISATION

People

The IDA team have increased by 50% in 19/20 from 2 to 4 permanent staff.

As at June 30 2020, the IDA team are:

Executive Officer – Lindsey Langford

Coordinator – Emmanuel Hondros

Development Officer – Samantha Murray

Senior Project Officer – Ebony Humble

As small organisation, staff have been working in a team environment with direct contact, support and supervision from the Executive Officer. It is envisaged that formal review and development plan process will be developed in 20/21.



Systems and Procedures

The senior management team of the IDA have worked solidly to establish key policies and procedures needed for the organisation to ensure that it is not only compliant but that it is seen as best practice.

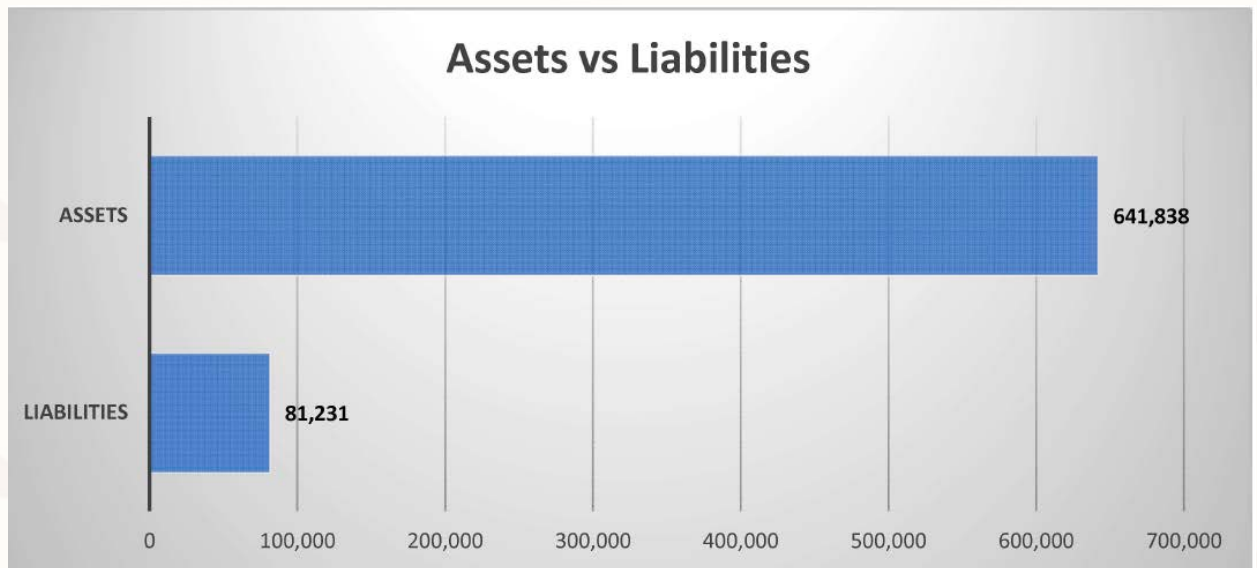
A successful audit of the IDA was completed by McLeod who were appointed auditors for 2019/20.

Funding

The IDA raised significant additional funding 2019/20 with donations from a range of sources as well as obtaining multi-year project funding from National Indigenous Australians Agency and establishing a long-term partnership with BHP.

The IDA successfully completed the majority of its annual workplan 2019/20. Delays in delivery of some activities were unavoidable due to COVID19 travel restrictions however all funders have been satisfied that any delays are temporary.

SUMMARY OF FINANCIALS 2019-2020



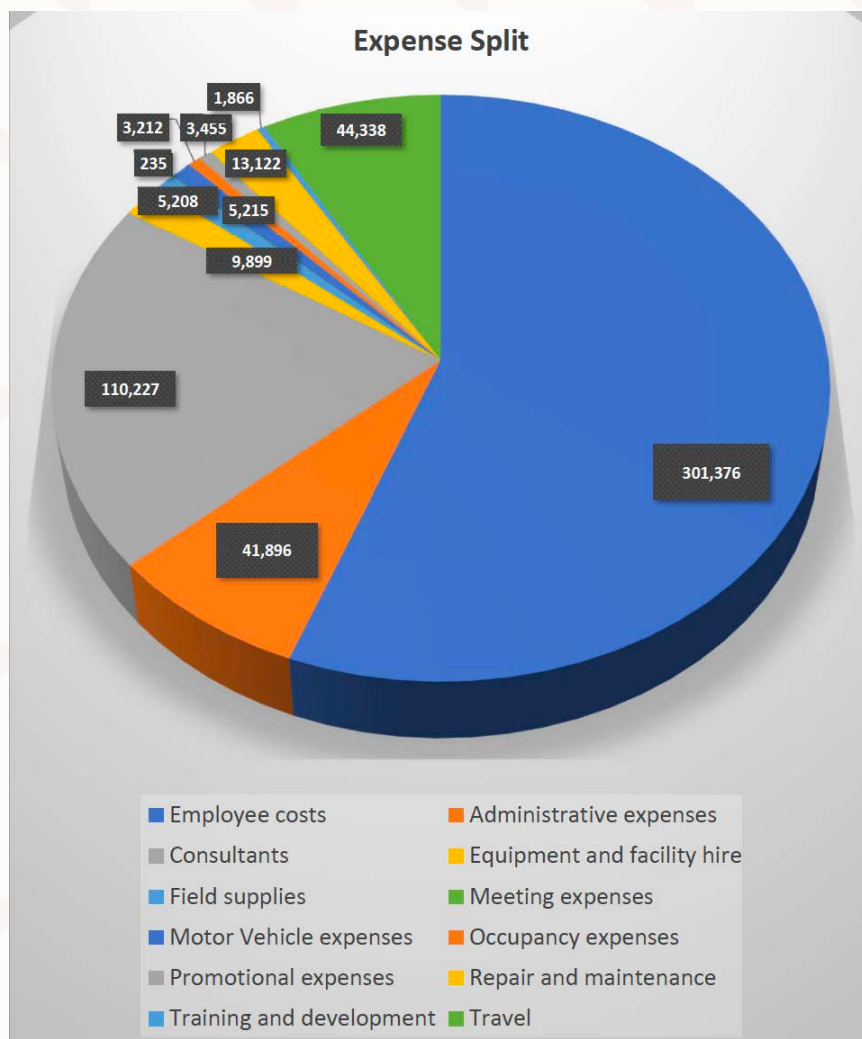
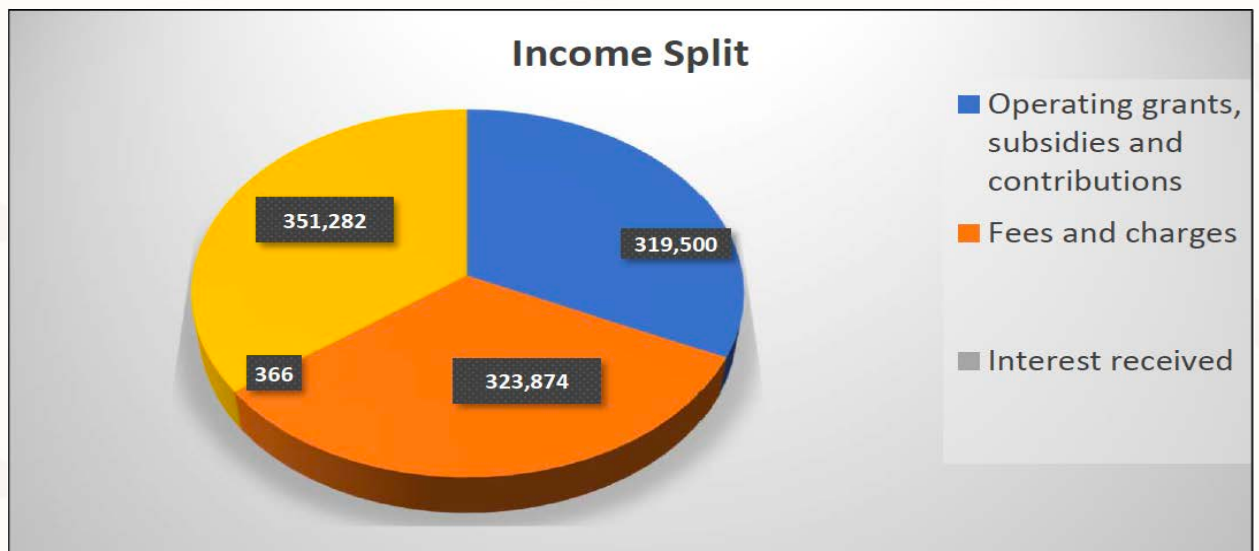
The IDA is in a good financial position.

The Directors are provided with regular financial reports. The IDA works with its financial services provider Paxon to make sure that the IDA's money is being properly budgeted for and properly accounted for. The IDA has policies and procedures about financial management to make sure money is handled properly.

The Auditors for 2019-2020 were McLeod and gave the IDA a clean, unqualified audit.



SUMMARY OF FINANCIALS 2019-2020



THE IDA BOARD

The IDA board has 9 Directors. The Board is made up of representatives of the IDA wards, plus 2 Independent Directors .

Directors are responsible for liaising with IDA members in their wards and ensuring their views are represented at IDA board meetings. They are also responsible for setting the strategic direction of the organisation.

IDA's board met 5 times in 2019/20 which was the first full year of IDA operating as a company. In its first full year of operations, the IDA board and executive have worked hard to ensure that the IDA has well established policies and procedures, that its finances are sound and that its strategic plan is developed and being implemented.

Important decisions included:

- Endorsement of Strategic Plan;
- Decision to change financial providers to ensure the most efficient and timely financial reporting;
- Approval of key policies;
- Approving the 10 Deserts Transition Plan; and
- Responding to changed conditions because of cCOVID19.

Region	Director
NW (f)	Nyaparu Rose
NW (m)	Andrew Minyardie
SW (f)	(VACANT)
SW (m)	Ethan Hansen
SE (f)	Hilary Williams
SE (m)	Jacob Mckenzie
NE (f)	Josephine Grant
NE (m)	Boyd Elston
ID	Rob Carruthers
ID	Stephen Moloney





IDA

Indigenous Desert Alliance

KEEPING THE DESERT CONNECTED

www.indigenousdesertalliance.com
ACN 632 257 964

