ACKNOWLEDGMENT

Wan-Yaari Indigenous Consultancy Services acknowledges the Boonwurrung People as the traditional owners and custodians of the lands upon which cohealth is based. We also acknowledge the Traditional Owners of the lands over which the Koolin Balit initiative has extended. We pay our respect to Elders past and present. We acknowledge and respect their ongoing cultural and spiritual connections to Country.

Throughout this report we have aspired to respect cultural heritage, protocols and beliefs of all Indigenous People.

Wan-Yaari Indigenous Consultancy Services acknowledges the contribution of Wellness Dreaming messengers, the Advisory Group and Project Lead for their willingness to be interviewed and their valuable input into the evaluation process. Comments, opinion and suggestions gathered from evaluation participants have formed the basis for gauging whether, for the most part, the outcomes of the Wellness Dreaming Project were achieved as well as providing responses to the four key evaluation questions. The evaluation process identified highlights, successes, unintended outcomes and recommendations for improvement.
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EXECUTIVE SUMMARY

This evaluation report outlines the findings from interviews conducted with twenty-eight Wellness Dreaming messengers, eight Advisory Group members and a Project Lead.

Evaluation Purpose:
The evaluation process appraised whether the planned long, intermediate and short term outcomes were realised and what unexpected outcomes emerged, whether stated project outputs were met, whether specified project planning and implementation was carried out, what inputs were realised and to what degree were stated principles affirmed throughout the project phases.

The evaluation summaries will provide a broader perspective on the sustainability of the strength-based rationale underpinning the Wellness Dreaming project as a model for practitioners working with marginalised communities and specifically Aboriginal and Torres Strait Islander communities in the North Western Metropolitan Region (NWMR).

Evaluation Process:
Confidentiality/Data protection

Throughout the evaluation process all reasonable steps were taken to ensure that participants’ were not adversely affected in any way by taking part in the evaluation. Responses will remain confidential. Participants were fully informed as to how their responses were to be used in the evaluation report and were assured that all comments and information provided during the interview would remain confidential. Participants were advised that they were not required to identify themselves unless they wished to do so.

Evaluation Method:
The approach used to evaluate the Wellness Dreaming Project focussed on four Key Evaluation Questions;

1. (Descriptive) Where has the program been delivered and to whom?
2. (Descriptive) What changes have occurred to participants?
3. (Causal) What were the outcomes of the program?
4. (Action) If the program were to continue, what changes should be made?

Both qualitative and quantitative evaluation methods were used to gather information. Qualitative approaches portrayed the ‘subjective point of view, story and personal experience” and quantitative methods where participants were asked to rank questions. Both approaches were aligned to the “methods and target groups” grid and are invaluable for gaining an authentic evaluation of the project.
EXECUTIVE SUMMARY Cont.

**Thematic Analysis:**

Both sets of data were collected and reviewed in relation to the project aims and key evaluation questions. Quantitative information measured cohealth’s records and involved statistical analysis. The qualitative data gathered during interviews included personal stories as narrative (descriptive) data including opinion, experiences and expectations. This qualitative information was assessed to identify recurring and common themes. Each set of data was appraised to produce an evaluation pattern based on the relationships among the two sets of information. The analysis was combined to provide a snapshot of the effectiveness of the project to date. Using this information project results/outputs were measured to identify strengths and areas for improvement.

**Data interpretation:**

Interpretation and analysis of evaluation responses involved a process of linking the quantitative and qualitative data to the aims and four key evaluation questions of the Wellness Dreaming Project. Through this process participant responses to evaluation questions indicated project successes, achievements and effectiveness and provided insight into unexpected outcomes and suggestions for changes to the project if the project were to continue. Data interpretation and findings resulted in valuable feedback to the Advisory Group and Project Leads on project effectiveness, suggested improvements and recommendations for planning and decision in the future.

**Evaluation Report:**

An evaluation report was produced to communicate participant feedback to all Stakeholders. The report includes highlights and positive aspects of the project seen as important to communicate to key stakeholders. The report includes recommendations to support, enhance and extend the Wellness Dreaming Project.

**Evaluation Report Dissemination:**

The evaluation report will be made available to key stakeholders through hard copy or email.
BACKGROUND

Koolin Balit means healthy people in Boonwurrung language and is the name given to the whole of Victorian Government’s strategic directions for Aboriginal and Torres Strait Islander people until 2022 and underpins the health objectives of the Victorian Aboriginal Affairs Framework (2013 – 2018). The Wellness Dreaming Project is a Koolin Balit initiative, developed and implemented by cohealth. Capitalising on cohealth’s leadership of the Healthy Together Victoria (HTV) Health Champions Project – a Department of Health prevention initiative – the Wellness Dreaming Project will draw upon this experience and other strength based models and work in partnership with communities, local agencies and the Aboriginal Community Controlled sector to adapt and create initiatives to improve wellbeing within Aboriginal and Torres Strait Islander communities.

Aims
- Build capacity of Aboriginal and non-Aboriginal workforce in the North West Metropolitan (NWMR) to work in inter-sectoral partnerships to improve outcomes for Aboriginal and Torres Strait Islander community
- Foster the strengths of Aboriginal and Torres Strait Islander community to enable local, community-led, culturally appropriate action for wellbeing
- Develop, train and promote a strengths based approach with all stakeholders

Drivers
- The service gap for the growing Aboriginal population in NWMR, especially in the West with regard to accessing Aboriginal Controlled Community Organisations
- Mainstream organisations have less exposure to Aboriginal community but positive intent and readiness to embrace opportunities and collaborations.
- Strong desire to address holistic wellbeing of Aboriginal community through strength-based approaches and cross-sectoral collaboration and network building
- Build upon the learnings of Healthy Together Victoria’s Health Champions Project

Principles
- Maximum community participation and control
- Working in partnership
- Supports existing and developing leadership
- Enables change
- Strengths focused
PROGRAM OVERVIEW & OBJECTIVES

Wellness Dreaming Advisory Group (WDAG)
An enthusiastic group of thirteen Aboriginal and non-Aboriginal staff from agencies and community members are members of the WDAG. Agencies represented include; cohealth, Care Connect, Dianella Community Health, Western Health, Sunshine Hospital, Australian College of Optometry, Health West, Victoria University, City of Whittlesea, Brimbank City Council and Dept. Environment, Land, Water & Planning. The group will oversee the development of the project’s training program and development of resources in a series of workshops and meetings held between April and October 2015.

Agency Partners
Agencies from health, justice, education, sport, community and Aboriginal controlled sectors will be engaged in the Wellness Dreaming Project to improve their reach and outcomes with Aboriginal and Torres Strait Islander communities in the North West Metro Region, specifically Wyndham, Melton, Sunbury, Hume and Whittlesea. Agencies will commit to resourcing selected staff who have a self-determined level of cultural competence to attend Wellness Dreaming Messenger training and for same staff to be enabled to conduct Deadly Dreaming Circles with clients and community members.

Wellness Dreaming Messengers
Indigenous and non-Indigenous staff from mainstream and Aboriginal controlled organisations will be trained as Wellness Dreaming Messengers which will equip them with knowledge and skills to facilitate Deadly Dreaming Circles in community settings for clients and community members. Wellness Dreaming’s strength-based principles can also inform workplace practice beyond Deadly Dreaming Circles.

Deadly Dreaming Circles
Deadly Dreaming Circles will be held within existing groups and networks in community based settings in the NWMR. Trained Wellness Dreaming Messengers will support community members to explore and improve holistic wellbeing of themselves and their families by drawing upon their culture, knowledge and experiences.
Wellness Dreaming Project Step by Step Plan - May 2015

Goal:
Local Aboriginal and Torres Strait Islander people in the North West Metropolitan Region are supported to become active in the holistic health and well-being of their communities.

Long Term Outcomes:
Participating agencies have increased commitment and capacity to use strength based and empowerment approaches to:
- Support Aboriginal and Torres Strait Islander people to become active in the holistic health and well-being of their communities.
- Provide culturally responsive services to the Aboriginal and Torres Strait Islander community.

Intermediate Outcomes:
WDMs identify opportunities to facilitate Wellness Dreaming sessions in community and workplaces
Cross sector networks formed & strengthened
WDMs influence change in their home agencies
Increase in agencies working together inter-sectorally

Short Term Outcomes:
WDMs have increased knowledge and skills in strength based approaches
WDMs have understanding of the impact of sectoral service provision on the community
WDMs have increased knowledge & understanding of the Aboriginal and Torres Strait Islander community in the NWMR
Inter-sectoral relationships developed between agency staff
Connections are made between WDMs and community members
WDMs have greater understanding & connection to land and culture
Short-term outcomes TBC based on learning outcomes from training

Outputs:
Wellness Dreaming model determined and training developed
Agency staff trained as Wellness Dreaming Messengers (WDM)
Wellness Dreaming materials, resources and branding developed

Activities:
Form advisory group
Advisory group oversees model development
Develop Wellness Dreaming materials and resources
Recruit agency staff to participate in Wellness Dreaming
Deliver 1-2 iterations of Wellness Dreaming Messenger training
Support Wellness Dreaming Messengers

Inputs:
2 Project officers
DHHS Funding
Commitment from agencies
Agency staff time
Advisory Group

Principles:
Maximum community participation and control
Works in partnership
Supports existing and developing leadership
Enables change
Strengths focussed
PARTICIPATION SUMMARY

66 people registered their expression of interest to take part in the Wellness Dreaming Training which exceeded expectations, and the desired maximum number of 40 training places available.

A criteria for participants was set by the WDAG and Project Team to achieve a broad representation across sectors including;
- Aboriginal Community Controlled Organisations and mainstream agencies
- Fair representation of Aboriginal and non-Aboriginal staff
- Currently working in the North West Metropolitan Region, and
- Attended Aboriginal Cultural Awareness Training, preferably in the past two years.

Of the 44 participants that were enrolled in the Wellness Dreaming Training 57% identified as being Aboriginal and 43% identified as Non Aboriginal.

82% of participants were female and 18% were male.

The largest number of enrolled participants came from health organisations, followed by Aboriginal Community Controlled Organisations. Federal government, housing and Mental Health all had one representative who took part in the training, despite 6 applications from Mental Health (5 had not undertaken any cultural awareness training).
Evaluation Report - Wellness Dreaming Project - Feb 2016

PARTICIPATING ORGANISATIONS

- Aborigines Advancement League
- Brotherhood of St Laurence
- Care Connect
- Department of Education & Training
- Department of the Prime Minister & Cabinet
- Dianella Community Health
- Health West
- Hearing Australia
- ISIS Primary Care
- Job Co Employment Services
- Launch Housing
- Melbourne Primary Care Network
- Mullin Mullin Indigenous Gathering Place
- NEAMI National
- Plenty Valley Community Health
- Royal Dental Hospital
- St Vincent’s Dementia Management Advisory Service
- St Vincent’s Hospital
- Sunbury Community Health
- University of Melbourne Murrup Balluk
- Victorian Aboriginal Child Care Agency (VACCA)
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Victorian Aboriginal Health Service (VAHS)
- Wathaurong Aboriginal Cooperative

Calling Aboriginal and Torres Strait Islander staff and non-Aboriginal staff in community controlled organisations and the health, justice, government, employment, education, housing, community, sport and recreation sectors

free training opportunity

Wellness Dreaming Messenger Training
9am – 5pm Wednesday 2 & 9 September

Designed for people who are:
- Invested in the holistic wellbeing of Aboriginal and Torres Strait Islander people in Melbourne’s northwest inner city area
- Working in service provision, policy, planning, advocacy, liaison, as a MACC worker, case worker, educator or community support worker.

Topics covered include:
- Connection of culture with wellbeing (including a Wanampa Vision session)
- Strength based practices
- Communities, relationships and leadership
- Communication
- Health Literacy
- Peer support
- Incorporating art/storytelling as part of learning

Intended audience includes:
- Improved relationships with Aboriginal and Torres Strait Islander communities, extended networks
- Innovative practice, crosssector collaboration

In cohealth’s 2015-16 initiative, cohealth Wellness Dreaming project is piloting this strength-based training program informed by a range of models including Healthy Together Victoria’s Health Champions project.

WANT-YAARI
Indigenous Consultancy Services
EVALUATIONS
WAN-YARRI EVALUATION METHODOLOGY

In order to evaluate the success and potential of the Wellness Dreaming Program, a range of different research methodologies were used to fully understand the participants experience, what they learnt and how they have applied it.

Step 1 - Session Evaluations
Session Evaluation Surveys were conducted at the end of each day of the program and asked participants to rate each individual session on a 5 point scale and provide any comments about the sessions. 30 participants completed surveys on the first day and 23 completed them on the second day. We collated the results for the purpose of understanding which sessions were most appreciated by the participants and which sessions could be improved.

Step 2 - Post Workshop Evaluation
Following the workshops the Wellness Dreaming Project Team prepared an anonymous online survey to evaluate how participants felt about the training and how they had implemented skills and knowledge gained from the training into their work, as well as future directions and what supports where needed to enable participants to facilitate Deadly Dreaming Circles. 11 participants completed the survey. Results of this survey have been outlined in section 2.

Step 3 - Wan-Yaari Deep-dive Evaluation
Approximately four weeks after the workshops, Wan-Yaari Consultancy conducted in-depth qualitative and quantitative phone interviews with 28 of the 44 participants. The evaluation covered the four key evaluation areas set out in the Wellness Dreaming Project evaluation plan:

1. (Descriptive) Where has the program been delivered and to whom?
2. (Descriptive) What changes have occurred for participants?
3. (Causal) What were the outcomes of the program?
4. (Action) If the program were to continue, what changes should be made?

Step 4 - Wan-Yaari Advisory Group Evaluation
Wan-Yaari Consultancy conducted interviews with 8 members of the Wellness Dreaming Advisory Group. They were asked to rate a set of 5 questions on a Strongly Agree, Agree, Disagree, Strongly Disagree scale, and provide feedback in the following key evaluation areas
- Context Indicators,
- Process Indicators,
- Resource indicators, and
- Outcome indicators.

Step 5 - Project Lead Feedback
Evaluation interviews were conducted with Wellness Dreaming Project Lead, Karen Ingram to provide feedback on whether the project has achieved/is achieving what it is set out to do. The evaluation interviews consisted of three interview questions for the Project Lead to provide descriptive comments about what worked, what needs to be re-worked, potential improvements and overall thoughts and feedback.
EVALUATIONS: STEP 1
EVALUATION STEP 1: SESSION EVALUATIONS

At the end of each day participants were asked to rate each session in terms of ‘Cultural Relevance’, ‘Engaging’ and ‘Understanding’ on a five point scale with 1 being a low/negative score and 5 being a high/positive score.

Overall Scores
Overall the sessions received an average score of 4.4 out of 5. The average ‘Cultural Relevance’ and ‘Engaging’ scores were 4.4 out of 5 and the average ‘Understanding’ score was 4.5 out of 5.

Day One Scores
The average score across all sessions on the first day was 4.3. The first day rated 4.2 for ‘Cultural Relevance’ and ‘Engaging’ and 4.4 for ‘Understanding’.

Day Two Scores
The average score across all sessions on the second day was 4.5 and once again the ‘understanding’ score (4.8) was stronger than the ‘Cultural Relevance’ and ‘Engaging’ scores which were both 4.6.

Overall Scores by Day: Average of all Sessions

Source: Session Evaluation Surveys n=30 on Day One and n=23 on Day Two
EVALUATION STEP 1: SESSION EVALUATIONS

Below is the overall average ratings taken from the participant feedback evaluations completed at the end of each training day. The individual sessions were rated on a 5 point scale covering 3 key evaluation areas, being: Cultural Relevance, Engagement, and Understanding.

Wayapa Wuurrk was the highest rating session across all 3 key areas. Welcome to Country and Smoking Ceremony also rated very highly for cultural relevance with average ratings of 4.9 and 5, and also rated highly across the other two key areas. The Tree of Life was rated third highest with an average of 4.8.

Reflection and close, decisions and resources, and Tree of Life all rated highly with an average of 4.8 in terms of Engagement.

In the area of Understanding; Reflections and Close scored an average of 4.9. Decisions/Resources, and Leadership followed at 4.8.

<table>
<thead>
<tr>
<th>Program</th>
<th>Cultural Relevance</th>
<th>Engagement</th>
<th>Understanding</th>
<th>Average</th>
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Source: Session Evaluation Surveys n=30 on Day One and n=23 on Day Two
Wayapa Wuurrk and Welcome to County were the sessions that scored the highest overall average ratings. Feedback from participants identified that these sessions provided a strong cultural grounding to begin the training.

Despite “Gifts” scoring an average overall rating of 4.3, feedback from participants during the Deep-dive evaluation indicated that it was a very useful and empowering session that they were able to implement in the work after the training and found the concept of the sessions strengths-based approach to be empowering and easily transferable to work with Aboriginal communities.

**Average Session Ratings: High to Low Scores**

<table>
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<th>Session Evaluation</th>
<th>Average Rating</th>
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<tr>
<td>Wayapa Wuurrk (Jamie)</td>
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<tr>
<td>Reflections &amp; Close (Nellie)</td>
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<td>Tree of Life (Nellie)</td>
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<tr>
<td>Lyn Morgain EO Cohealth</td>
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</tbody>
</table>

**Source:** Session Evaluation Surveys n=30 on Day One and n=23 on Day Two
PHOTOS FROM TRAINING SESSIONS
(As a Wellness Dreaming Messenger, I will need to have....)

Aboriginal voice
Vision
Integrity
Passion
Ancestral wisdom
Strong in culture
Ask what the community wants
Positive attitude, positive messaging
Motivation/Drive
Empowerment
Patience
Healthy Body

Leadership
Acceptance
Connection
Courage
Reciprocity
Empathy
Creative
Caring
Support

Strengths – Start here, acknowledge the gifts of others, use gifts to assist

Openness
Love
Build a skill set
Good communication – listening and speaking

Willingness to learn
Dynamic thinking
Focus
Non-judgemental

Knowledge
Self-esteem
Health
Information rich

Clear purpose
Tolerance
Hope
Strong

Commitment
Involvement
Understanding
Facilitation skills

Involvement
Guidance
Creating safe space
Interaction

Resources
Sharing
Praise
Education

Welcome

Evaluation Report - Wellness Dreaming Project - Feb 2016
DEADLY DREAMING CIRCLE CARDS

SUGGESTED DEADLY DREAMING CIRCLE

- Introduction
- Reflection and Celebration
- Stepping Stones and One Commitment
- Wellness Dreaming Cards
- Group Agreement

Explain why you are here and what a Deadly Dreaming Circle can be
Explain what the group will be doing and how
Get to know people in the group with introductions
EVALUATION STEP 1: SESSION EVALUATIONS

Day One Word Cloud: Participant Comments

Day Two Word Cloud Participant Comments

Source: Session Evaluation Surveys n=30 on Day One and n=23 on Day Two. Word clouds display common words that were used in the participants comments as larger and less common words as smaller.
EVALUATIONS: STEP 2
EVALUATION STEP 2: POST WORKSHOP EVALUATION

Communication & Support from Manager

Have you discussed the Wellness Dreaming Messenger Training with your manager and/or co-workers?

- Yes, 64%
- Not yet, but will, 36%

Do you have support from your manager and organisation to use your skills as a Wellness Dreaming Messenger?

- Yes, 45%
- Unsure, 36%
- I’m working on it, 19%

How confident are you in facilitating a Deadly Dreaming Circle in a community setting?

- Need time to reexamine the resources, 10%
- Not at all confident, 20%
- Confident and ready to go within the next few months, 30%
- I need more encouragement or support to do this in the next few months, 40%
Group discussion, networking and the Wellness Dreaming cards were seen as the most useful approaches. Participants said they would use them again in their work with Aboriginal clients, community and if they facilitated a Deadly Dreaming Circle.

36% of participants interviewed named the Tree of Life as an activity that they would use again in future work and training. However, this activity rated very highly in overall feedback about the training and was received very well in terms of being Engaging and participants having a good understanding of the meaning and purpose of the activity.

Which of the following approaches are you likely to use again?

<table>
<thead>
<tr>
<th>Approach</th>
<th>Likelihood</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group discussion</td>
<td>82%</td>
</tr>
<tr>
<td>Networking</td>
<td>82%</td>
</tr>
<tr>
<td>Wellness Dreaming Cards</td>
<td>82%</td>
</tr>
<tr>
<td>Balits</td>
<td>55%</td>
</tr>
<tr>
<td>Reflections</td>
<td>55%</td>
</tr>
<tr>
<td>Tree of Life</td>
<td>36%</td>
</tr>
<tr>
<td>Visual diary</td>
<td>27%</td>
</tr>
<tr>
<td>Group landscape picture</td>
<td>18%</td>
</tr>
<tr>
<td>Working with clay</td>
<td>9%</td>
</tr>
<tr>
<td>Working with pictures and glue</td>
<td>9%</td>
</tr>
</tbody>
</table>

Participants Post Workshop Ideas

- Men’s support with Mental Health
- Set up a brand new intranet page for our organisation with lots of online resources for our staff
- Community Kitchen
- Work with small groups of existing clients to bring out their strengths and build confidence
- Gaining contacts from different programs and being included on open days where possible
- Bringing community together
- Correspondence with other attendees
- Sharing with my team
- Host Wellness Dreaming meetings and include other orgs and spread the message
- Create a Facebook page
How would you describe the aims of the Wellness Dreaming Project?

- “As a facilitator of group discussion/work, assisting individuals and groups with consolidating strengths and working together”
- “Because I am not Aboriginal my role would be to support an individual, a community group or organisation”
- “Being educated, knowledgeable and have the skills to join forces and either facilitate or work with Deadly Dreaming Circles in our Community”
- “Facilitate the culturally sensitive wellness program”
- “Great experience”
- “Networking and connection”
- “Run through the program and allow them to ask questions”
- “Share the resources and knowledge learned from the workshop”
- “To promote networking and community togetherness”

How would you describe the aim of a Deadly Dreaming Circle?

- “A place to share how you feel”
- “A way that everyone can work together to benefit community”
- “Group discussion/exercises that help us look at our strengths and how we can work together for our own well-being and community”
- “Like a working group aiming to bring about an initiative or initiatives in Aboriginal Health”
- “Run through the program and activities”
- “The aim of the Deadly dream circle is to promote, support, explore and improve the wellbeing of firstly themselves, family and the rest other community”
- “This would vary with the target audience”
- “To engage and further make progress to reunify communities”
How would you describe the aim of a Deadly Dreaming Circle?

“As a facilitator of group discussion/work, assisting individuals and groups with consolidating strengths and working together”

“Because I am not Aboriginal my role would be to support an individual, a community group or organisation.”

“Being educated, knowledgeable and have the skills to join forces and either facilitate or work with Deadly Dreaming Circles in our Community”

“Facilitate the culturally sensitive wellness program”

“Great experience”

“Networking and connection”

“Run through the program and allow them to ask questions”

“Share the resources and knowledge learned from the workshop.”

“To promote networking and community togetherness”
EVALUATIONS: STEP 3
EVALUATION STEP 3:
WAN-YAARI DEEP DIVE EVALUATION

Did the program goals meet your expectations and needs?

![Pie chart showing the distribution of responses to the question: Did the program goals meet your expectations and needs?]

Yes, 71%
No, 21%
Not applicable, 7%

What new skills did you learn?

- Understanding: 21%
- Networking: 21%
- Empower Community/Strengths Based Approach: 21%
- Protocols/Ways to do things: 14%
- None/No new skills: 11%
- How to engage participants: 11%
- Helping identify gifts: 7%
- Wayapa: 7%
- Teamwork: 7%
- Activities: 7%
- Tree of Life: 4%
- Learnt a lot but can’t apply it: 4%
- Event Structure: 4%
- Develop Programs: 4%
- Deal with Issues: 4%
- Visual Assessment: 4%
Do you feel confident to apply the skills you learned in the program?

What changes will you make to your work with community and other organisations?

<table>
<thead>
<tr>
<th>Change</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share information and or update organisation</td>
<td>39%</td>
</tr>
<tr>
<td>Communication</td>
<td>32%</td>
</tr>
<tr>
<td>More contact/networking with community</td>
<td>29%</td>
</tr>
<tr>
<td>Raising Awareness</td>
<td>18%</td>
</tr>
<tr>
<td>Empower Community</td>
<td>11%</td>
</tr>
<tr>
<td>Not able to implement due to management</td>
<td>11%</td>
</tr>
<tr>
<td>Training Staff</td>
<td>7%</td>
</tr>
<tr>
<td>Engage / Assess People</td>
<td>7%</td>
</tr>
<tr>
<td>Support Others</td>
<td>7%</td>
</tr>
<tr>
<td>Management Discussion</td>
<td>4%</td>
</tr>
<tr>
<td>Use tools/models taught</td>
<td>4%</td>
</tr>
<tr>
<td>Not able to implement due to lack of time</td>
<td>4%</td>
</tr>
<tr>
<td>Not Sure</td>
<td>11%</td>
</tr>
</tbody>
</table>

Source: Wan-Yaari Deep Dive Evaluation Telephone Interview Survey n=28
EVALUATION STEP 3:
WAN-YAARI DEEP DIVE EVALUATION

What new practices will you use as a result of this program?

![Bar chart showing responses to new practices](chart1.png)

What immediate steps/actions have you taken as a result of this program?

![Bar chart showing responses to immediate steps/actions](chart2.png)
What was the group reaction from your Wellness Dreaming Messenger peers?

- “Co-worker really enjoyed the training”
- “Encouraging, Supportive. Looking for ways to work together and stay connected.”
- “Everyone happy and quite liked it (the dreaming circle)”
- “Everyone receptive and on the same page”
- “Good reaction, organisation are not fully committed”
- “Increase number of Aboriginal Clients”
- “Inspired/safe/happy to open up. Comfortable enough to question presenters”
- “Lots of conversation, such a buzz afterwards, People wanting to share, Emotions were high.”
- “Optimistic and supportive. All in all positive and sharing new ideas and stories”
- “Positive”
- “Positive reactions from everyone, happy with everyone presenting”
- “Positive, team Building, listening to people in your team”
- “Pretty open with communications”
- “Really Supportive, liked the idea, really liked Wayapa”
- “Some enthusiastic and positive. Some were confused and had also heard that non Aboriginal people should not facilitate sessions”
- “That it was a very valuable learning experience. Got to network with a lot of people. Being mindful of community values and respect”
- “Trainee I work with very interested”
- “Very interested in it and pleased with the information they received”
- “Very positive, roles more valued”
- “Well received, some felt uncomfortable, some ladies “full on”
EVALUATION STEP 3: WAN-YAARI DEEP DIVE EVALUATION

List 3 outcomes from the program

Rate your level of program/workshop enjoyment/satisfaction
EVALUATION STEP 3: WAN-YAARI DEEP DIVE EVALUATION

Level of your overall program/workshop experience.

What challenges did you experience in the program?

<table>
<thead>
<tr>
<th>Challenges Experienced</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strong Personalities/ personal conflict</td>
<td>32%</td>
</tr>
<tr>
<td>Other participants issues/cultural issues</td>
<td>25%</td>
</tr>
<tr>
<td>Conflict with beliefs/personally challenging</td>
<td>21%</td>
</tr>
<tr>
<td>Engaging with Community</td>
<td>14%</td>
</tr>
<tr>
<td>Felt uncomfortable/not confident</td>
<td>14%</td>
</tr>
<tr>
<td>Time commitment required</td>
<td>11%</td>
</tr>
<tr>
<td>Communication</td>
<td>7%</td>
</tr>
<tr>
<td>Felt forced to be active/didn't want to get involved</td>
<td>7%</td>
</tr>
<tr>
<td>The content</td>
<td>4%</td>
</tr>
<tr>
<td>Too much content</td>
<td>4%</td>
</tr>
<tr>
<td>Hard to pay attention/tiring</td>
<td>4%</td>
</tr>
<tr>
<td>Group too large</td>
<td>4%</td>
</tr>
<tr>
<td>Felt Guilty about History</td>
<td>4%</td>
</tr>
<tr>
<td>None</td>
<td>25%</td>
</tr>
</tbody>
</table>

Source: Wan-Yaari Deep Dive Evaluation Telephone Interview Survey n=28
If the program were to continue, what changes should be made?

- Handle strong personalities
- Be more specific, linked to champions network, direct mentoring support
- Don’t push people to join in activities
- Space program over three days, more regular meetings
- Real issues to be addressed in community. Very soft approach. Education needs to be top priority, then culture and identity to follow. Start now don’t wait for your culture and identity. Education is a must.
- Really good. More confident Koorie facilitators.
- Bigger venue
- More clarity about the workshop intentions. Had to seek out information.
- Giving a clearer idea of what is involved and who could use and with what groups
- Role play train the trainer workshops. Success stories about other trainers.
- Treating people with more respect. We were adults so let’s get on with it.
- Better/clearer explanation of what the program was and following expectations
- Give scenarios of how to implement strategies and get groups together
- A bit more explanation upfront as to what the commitment was. Not being Aboriginal makes it hard.
- Training felt rushed and needed to be slowed down
- A little bit more about how to facilitate the yarning sessions to build confidence
- No need to recommend any changes
- Some changes to improve program
- Adapt training for hospitals
- Marketing - what program is about. Overview - workshop aims explained
- Smaller groups. More time to interact

Average ratings by Demographic:

<table>
<thead>
<tr>
<th>Ratings out of 4</th>
<th>New knowledge/skills/confidence</th>
<th>Enjoyment/Satisfaction</th>
<th>Overall Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total All Responders</td>
<td>2.5</td>
<td>3.2</td>
<td>3.0</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>2.5</td>
<td>3.1</td>
<td>3.1</td>
</tr>
<tr>
<td>Non Aboriginal</td>
<td>2.5</td>
<td>3.3</td>
<td>2.8</td>
</tr>
<tr>
<td>Male</td>
<td>2.3</td>
<td>3.3</td>
<td>3.2</td>
</tr>
<tr>
<td>Female</td>
<td>2.6</td>
<td>3.2</td>
<td>2.9</td>
</tr>
</tbody>
</table>
### Suggestions to improve the program or program outcomes

<table>
<thead>
<tr>
<th>Course Content</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentoring support/follow up meetings/refresher of what was covered</td>
<td>11%</td>
</tr>
<tr>
<td>More specific/more direct</td>
<td>7%</td>
</tr>
<tr>
<td>More examples from people who have run dreaming circles</td>
<td>4%</td>
</tr>
<tr>
<td>More emphasis on how to use it in the workplace</td>
<td>4%</td>
</tr>
<tr>
<td>More online resources/pre-reading</td>
<td>4%</td>
</tr>
<tr>
<td>Customised to workplaces - eg hospitals</td>
<td>7%</td>
</tr>
<tr>
<td>Follow up meetings/programs/refresher course</td>
<td>11%</td>
</tr>
<tr>
<td>More detail about running deadly dreaming circle</td>
<td>7%</td>
</tr>
<tr>
<td>More activity types sessions</td>
<td>4%</td>
</tr>
<tr>
<td>Improve the train-the-trainer aspects to make it suit more people</td>
<td>4%</td>
</tr>
<tr>
<td>Review the way the program is delivered</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Marketing &amp; Planning</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better planning</td>
<td>4%</td>
</tr>
<tr>
<td>More clarity upfront</td>
<td>18%</td>
</tr>
<tr>
<td>Better targeted to right participants</td>
<td>7%</td>
</tr>
<tr>
<td>More information about program prior to training/advertise as Train the Trainer program</td>
<td>4%</td>
</tr>
<tr>
<td>More champions/more information for employers and other agencies</td>
<td>7%</td>
</tr>
<tr>
<td>Include employers</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Format &amp; Timing</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>One day program or shorter days</td>
<td>25%</td>
</tr>
<tr>
<td>Three day program/less intensive</td>
<td>4%</td>
</tr>
<tr>
<td>Run over consecutive days</td>
<td>4%</td>
</tr>
<tr>
<td>More discussion time</td>
<td>7%</td>
</tr>
<tr>
<td>More time for some activities</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Facilitators</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More of the good presenters</td>
<td>4%</td>
</tr>
<tr>
<td>More experienced facilitators</td>
<td>4%</td>
</tr>
<tr>
<td>More facilitators</td>
<td>4%</td>
</tr>
<tr>
<td>Presenters to be better briefed</td>
<td>4%</td>
</tr>
<tr>
<td>Use only indigenous facilitators</td>
<td>7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group Size and Venue</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smaller group</td>
<td>7%</td>
</tr>
<tr>
<td>Larger/better venue</td>
<td>14%</td>
</tr>
<tr>
<td>Smaller group size or larger venue</td>
<td>14%</td>
</tr>
<tr>
<td>Location/closer to Geelong to open up to Warrnambool</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Personal Issues</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More respect for participants</td>
<td>4%</td>
</tr>
<tr>
<td>Don't force people to join in</td>
<td>4%</td>
</tr>
<tr>
<td>More empowering</td>
<td>4%</td>
</tr>
<tr>
<td>Better ways of dealing with challenging participants</td>
<td>4%</td>
</tr>
<tr>
<td>Too much conflict/defensiveness</td>
<td>4%</td>
</tr>
<tr>
<td>Less focus on black pride</td>
<td>4%</td>
</tr>
<tr>
<td>Encourage/Inspire everyone to lead</td>
<td>4%</td>
</tr>
</tbody>
</table>
EVALUATIONS: STEP 4

(Above) - Drawing by Deb Cole “reflections”
The overall feedback received from the Wellness Dreaming Advisory Group evaluation interviews indicates that participants felt the Advisory Group was a safe and welcoming environment. All members interviewed stated that they felt safe to share their opinions and raise their views amongst the group.

All Advisory Group members either ‘Strongly Agreed’ or ‘Agreed’ that the group fairly represented the Aboriginal community and organisations influenced by the project. There were split responses from the group when asked to rate ‘Time and Resource’ and Project Objectives’ aspects of the project.

### Average Rating out of 4

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Felt Safe to Share my Opinion</td>
<td>4.0</td>
</tr>
<tr>
<td>Felt Welcome at AG Meetings</td>
<td>3.9</td>
</tr>
<tr>
<td>Advisory Group Representative of Communities</td>
<td>3.8</td>
</tr>
<tr>
<td>Program Content</td>
<td>3.6</td>
</tr>
<tr>
<td>Confidence in Achieving Project Objectives</td>
<td>3.6</td>
</tr>
<tr>
<td>Program Planning Implementation</td>
<td>3.3</td>
</tr>
<tr>
<td>Project Objectives Achieved</td>
<td>3.0</td>
</tr>
<tr>
<td>Time and Resources</td>
<td>3.0</td>
</tr>
</tbody>
</table>

Source: Wan-Yaari Advisory Group Telephone Interviews Survey n=8
Terms of Reference

Wellness Dreaming Advisory Group

Background

cohealth works to strengthen community and make a difference to the lives and wellbeing of people, particularly of those who experience stigma and are at risk of marginalisation. Our commitment to Reconciliation guides our work to improve service access and outcomes, strengthen partnerships and actively engage with the Aboriginal and Torres Straits Islander community.

The Wellness Dreaming Project forms part of the Department of Health and Human Services Koolin Balit Initiative and will engage community members and relevant stakeholders to advise on:

- adapting the ‘health Champions’ strengths-based community development model
- the co-design of a training package for Indigenous and non-indigenous workforces in North West Metropolitan Region (NWMR)
- the co-design on community-led, culturally appropriate initiatives and resources to improve the spiritual, mental and physical health and wellbeing of families and communities

Wellness Dreaming is the name of an artwork by artist and colleague Ngardarb Francine Riches which commissioned by cohealth to mark the significance of the merger between North Yarra Community Health, Douutta Galla Community Health and Western Region Health Centre. The name and images will be represented throughout cohealth’s Koolin Balit project.

Purpose

The cohealth Wellness Dreaming Advisory Group will provide strategic direction and leadership to ensure Aboriginal and Torres Straits Islander people are active participants in their own wellbeing and that of community and will draw upon community and agency expertise and input as required.

Terms

The Terms of Reference is effective from 30 March 2015 and continues until the 28 February 2016.

Membership

Membership of the Koolin Balit Wellness Dreaming Advisory Group will be inclusive of representation from the Aboriginal and Torres Strait Islander community who live, work or study in the NWMR as well as agencies from the health, education, housing, justice, sport and Aboriginal Community Controlled Organisations who are invested in service delivery in the NWMR. Further, membership will aim to be representative and inclusive of gender, age and ability. Membership will not exceed 12 members.

In accordance with the cohealth honorarium policy, community representatives will receive payment for attendance at each meeting.
<table>
<thead>
<tr>
<th>Date &amp; Time</th>
<th>Location</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday 31 March 2015</td>
<td></td>
<td>YARN&lt;br&gt;Introductions&lt;br&gt;Overview of project&lt;br&gt;Governance (reporting &amp; evaluation)&lt;br&gt;Meeting Schedule&lt;br&gt;Preparation for planning&lt;br&gt;Communication preferences&lt;br&gt;Activity (strengths audit?)&lt;br&gt;Outputs:&lt;br&gt;  a) Advisory Group Schedule&lt;br&gt;  b) Communication Strategy&lt;br&gt;  c) Photos</td>
</tr>
<tr>
<td>Tuesday 28 April 2015</td>
<td></td>
<td>TRAINING WORKSHOP (facilitated)&lt;br&gt;Stakeholder update ie. Agencies on board&lt;br&gt;Presentation of training models&lt;br&gt;Decision making tool introduced&lt;br&gt;Training schedule defined&lt;br&gt;Communications strategy update&lt;br&gt;Budget&lt;br&gt;Evaluation (Yvette)&lt;br&gt;Outputs:&lt;br&gt;  a) Shortlist of approved training models&lt;br&gt;  b) Resources required identified&lt;br&gt;  c) Training schedule&lt;br&gt;  d) Process evaluation points</td>
</tr>
<tr>
<td>Tuesday 23 June 2015</td>
<td></td>
<td>RESOURCES WORKSHOP (facilitated)&lt;br&gt;Stakeholder/project update&lt;br&gt;Presentation on resources&lt;br&gt;Decision making tool&lt;br&gt;Testing audiences identified&lt;br&gt;Communications strategy update&lt;br&gt;Budget&lt;br&gt;Evaluation (Yvette?)&lt;br&gt;Outputs:&lt;br&gt;  a) Resources required identified&lt;br&gt;  b) Testing schedule&lt;br&gt;  c) Process evaluation points</td>
</tr>
<tr>
<td>Tuesday, 28 July 2015</td>
<td></td>
<td>YARN/MEETING UPDATE / FEEDBACK&lt;br&gt;Agencies engaged&lt;br&gt;Recruitment of staff&lt;br&gt;Facilitators engaged for training sessions&lt;br&gt;Training session outline&lt;br&gt;Training schedule&lt;br&gt;Resources pilot outcomes&lt;br&gt;Communications&lt;br&gt;Budget&lt;br&gt;Evaluation&lt;br&gt;Outputs:&lt;br&gt;  a) Refined training outline&lt;br&gt;  b) Refined training schedule&lt;br&gt;  c) Refined stakeholders/participants list</td>
</tr>
<tr>
<td>Tuesday 6 October 2015</td>
<td></td>
<td>YARN &amp; CELEBRATION&lt;br&gt;Overview of achievements&lt;br&gt;Update on facilitator training&lt;br&gt;Recognise gaps and learning outcomes&lt;br&gt;Next steps&lt;br&gt;Evaluation (Most significant change interviews)</td>
</tr>
</tbody>
</table>

Evaluation Report - Wellness Dreaming Project - Feb 2016
COMMENTS FROM ADVISORY GROUP

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SOURCE: Wann-Yayaari Advisory Group Telephone Interviews Survey n=8

---

Have really enjoyed being a part of such a wonderful project, with so many positive messages to empower our community. Looking forward to seeing everyone take part in the training and becoming Darnk Dreamers!

---

May the stepping stones journey be a long positive one...

---

It’s been a pleasure to be a part of the beginning of the journey.

---

Our legacy is in what we do, but also the connections we share.

---

Dreams of deadliness... Well... amazing people make it happen...

---

Source: Wan-Yaari Advisory Group Telephone Interviews Survey n=8
Comments about the Wellness Dreaming Training from the Advisory Group;

- More training time (over 3 sessions)
- Bigger venue
- Ongoing networks to enable participants to keep in contact
- 2 day retreat
- Indigenous leadership
- Time management for participants
- Messengers to remain in contact
- Not so much flexibility

Comments about the experience on the Advisory Group;

- Training programs for leadership capacity building
- Maintain continuing momentum
- Look at Indigenous projects overseas for extra ideas
- Advisory Group attendance irregular
- New attendees at each meeting caused a bit of uncertainty in creating trust and relationship issues
- Overall project aims—long term, Immediate and short term to be made very clear to the Advisory Group
EVALUATIONS: STEP 5
The following feedback was provided by the Wellness Dreaming Project Lead during a face to face interview based on 3 key interview questions. Overall the Wellness Dreaming Project Lead had very positive feedback about the Projects achievements and progress to date, and provided feedback on areas for potentials improvements and reworking.

What worked?

- Appropriate spread of participants from across sectors.
- Elder Aunty Nellie Flagg’s standing in community helped attract and recruit Aboriginal participants to the training from across sectors from both Aboriginal organisations and mainstream.
- The advisory group researched training models and selected most appropriate - which was based on Health Campions model, to be used for the Wellness Dreaming training.
- Tested the resources and training model with a group of Aboriginal and Torres Strait Islander co-workers, community member, community development and health promotion officers.
- Criteria to participate ensured that participants that went into the training were all prepared because they had to have had Aboriginal Cultural Awareness Training in the last two years.
- During the workshops there were positive decisions about the strengths of Aboriginal people in communities.
- Aboriginal and non Aboriginal people indicating that they wanted to work together moving forward.
- To nurture the positive feeling amongst participates, to continue the momentum the project has gathered, and to strengthen communication and network, “The Loop”- a regular email was developed and circulated.
- Feedback from the Wellness Dreaming Messengers indicated positive relationships and training experience.
- ‘Great feeling’ after the first session, lots of enthusiasm and eagerness amongst participants.
What needs to be reworked?

- An efficient and appropriate recruitment to replace Aunty Nellie Flagg after she left her role as Wellness Dreaming Officer.
- Participants to complete a registration/attendance form for each session
- Ensure all facilitators have attended cultural awareness training in the last two years.
- More Aboriginal presenters
- Training to be held over three days to allow more time for participation, content delivery and networking.
- Interruptions to participants attendance at the training sessions due to work demands
- Gaps in training due to non attendance need to be filled/caught up.
- Greater capacity to meet the demand of people interested in training including people beyond the north-west metro region.
- Venue was too small for the number of participants who attended, some who had not registered came on the day of the training.
- A number of Mental Health workers who registered for the training had to be turned away due to lack of Cultural Awareness Training in the last two years, indicating there is a high level desire and low level readiness to reach the potential of service delivery within the mental health sector.

Is the project Sustainable?

- “Very confident” that the project will meet its aims and objectives
- Funded for another 12 months
- It is a work in progress
- Training and support for Wellness Dreaming Messengers will continue so they can apply their new skills and knowledge in facilitating Dreaming Circles and also to continue to assist them to develop their networks will enable project goals to be achieved.
- Continue to support the network of Wellness Dreaming Messengers to enable project goals to be achieved.
KEY FINDINGS & RECOMMENDATIONS
KEY FINDINGS

Key Findings Summary

Introduction:

It is very clear from documented planning processes, stated project rationale and importantly participant feedback that from the very inception of the Wellness Dreaming Project – cohealth’s Koolin Balit initiative, there was a strong focus on building relationships with Aboriginal and Torres Strait Islanded communities, agency staff and health practitioners and networks across cohealth’s footprint to empower and build capacity through strength-based holistic health and wellbeing practices. These principles are clearly evident by the strong direction given by the Project Leads, Advisory Group and workshop presenters.

As the project is a “work-in-progress” it may be too premature at this point to definitively decide whether the Long Term Outcomes and goals have all been achieved. The degree to which long term outcomes have been achieved is problematic as the goals and long term outcomes are extremely broad and are universal rather than specific.

On the other hand of the four Intermediate Outcomes have shown progress and acceptance as Wellness Dreaming Messengers have identified opportunities to facilitate Wellness Dreaming Circles in community settings and workplaces, several cross-sector networks have formed either personally or by accessing “The Loop” newsletter. Several Messengers indicated that they have influenced change in their agency and there is an obvious increase in stakeholders and agencies working together across agency areas.

All seven Short Term Outcomes appear to have been achieved.

Project Outputs have all been achieved as the Wellness Dreaming Model has been determined and training developed, agency staff have been trained as Wellness Dreaming Messengers and Wellness Dreaming materials, resources and branding has been developed.

All six of the projects Activities were completed. The Advisory Group was formed and monitored the development of the Wellness Dreaming Project model, project materials and resources were developed, agency staff were recruited to participate in workshops and Wellness Dreaming Messengers have been supported in many ways.

The project Inputs were realised. Two project officers were appointed, DHHS funding was received, there was a strong commitment from agencies, agencies allocated time for staff to attend training sessions and the Advisory Group was formed and convened regularly.

Underlying principles of the project appear to have grounded and guided processes through all stages of planning, implementation and interactions. There is evidence of strong community participation and control, robust partnerships, enhanced leadership, stimulus towards change in practices and emphasis on a strengths-focussed model.

The Wellness Dreaming Training program was delivered to a fair representation of participants both Aboriginal and non-Aboriginal, from a broad range of cross sectoral agencies from throughout the north west of Melbourne. The program was delivered over two separate days at the Laverton Community Hub. The demand for the training exceeded the allocated training places available.
KEY FINDINGS

Key Finding 1 – Celebration of Success.

The overall majority of feedback from Wellness Dreaming participants interviewed suggests that skills and knowledge learnt from the training was very beneficial and empowering. A high percentage of participants indicated that the training was a very positive experience and that they would take part in future training if they had the opportunity.

Information gathered during the evaluation process validated that there has been a significant increase in overall enhancement of skills, knowledge and understanding by Wellness Dreaming Messengers that they are able to apply to their work. Comments also confirmed that their new skills sets are a direct result of the Wellness Dreaming Training and will enable them to deliver more culturally responsive services.

The overall positive response to the training can be summed up by the following Messenger quotes;

“It was the most generously ran program that I have ever been to. From the food, the venue, the resources and gifts and materials were all so generous….a very unique program they are definitely on to something.”

And

“The resources and materials supplied to participants at the training were outstanding. So much time, thought and effort went into providing Messengers with branded bags, diaries, pens, activity cards, USBs and special stepping stones to keep. Well done to Karen and Aunty Nellie on an absolutely wonderful program.”

Overall, feedback from participants identified that the general feeling amongst the group during and after the training was optimistic and enthusiastic, and lots of momentum gained during discussions about next steps, moving forward and networking. Comments include;

“Optimistic and supportive. All in all, positive and empowering by sharing of new ideas and stories.”

“there is so much negativity in Indigenous culture and the ‘Gifts’ session helped me have an understanding of what special gifts people have. You have to understand the past to change the future.”

Key Finding 2 – Project Sustainability.

Elements of the Wellness Dreaming Training that Messengers liked most were networking, group discussions, respectful communication, sharing experience and stories, gaining new/more knowledge about working with Aboriginal community and clients, and taking away activities and resources such as the Wellness Dreaming cards.

The extended funding of this project by cohealth’s Prevention and Population Health team will further contribute to the sustainability of the program by supporting the Wellness Dreaming Messengers to facilitate Deadly Dreaming Circles in community settings throughout 2016. Increasing the confidence levels of the Wellness Dreaming Messengers will be enabled by fostering a community of practice and networks whereby experiences, knowledge and skills can be shared in a meaningful cross-sectoral collaboration.
KEY FINDINGS

According to the overall feedback from participants the highlights and most beneficial and useful aspects of the training were the cultural based activities such as the Wayapa Wuurrk workshop. The strengths-based approach activities such as the ‘Gifts’ activity were key sessions that participants indicated they were able to implement in their work directly after taking part in the training. Many participants also identified that they found the training empowering for themselves on a personal level.

“Really supportive, liked the idea, really liked Wayapa”

A high level of participants indicated that sharing information with their organisations, networking with other participants at the training, better communication with Aboriginal clients and community and identifying strengths and skills of Aboriginal clients and community groups were the main changes and outcomes that occurred for them after taking part in the training.

“Looking at working with other participants, built more connections and felt supported.”

“I used the skills a lot, the ‘gifts’ activity and strengths approach has helped me better understand and work with clients to identify their own personal gifts and strengths.”

Key Finding 3 - Additional Support.

Although participants indicated they have applied their new skills and knowledge to their work with Aboriginal communities and clients and extended networking with other organisations, it would appear that to date only one Wellness Dreaming Messenger has conducted a Deadly Dreaming Circle within the workplace.

It is acknowledged that it is only the early stages of the project and too premature for Wellness Dreaming Messengers to be confident enough and sufficiently prepared to facilitate their own Deadly Dreaming Circles.

The following points have been identified as considerations;

• Additional support and training.
• Further resource allocation.
• Enhanced networking.
• Organisational commitment and support.
* Capacity within Messenger employment positions to conduct. Deadly Dreaming Circles.

However, it is also clear that there are several opportunities for changes to strengthen, build and revisit learnings achieved to date. Below are comments to support this key finding. Participant remarks on suggested improvements include the following:

“Need to refresh knowledge and skills, and time to dedicate to doing that.”

“More activity type sessions.”

“Maybe a one day program instead of two.”

“Two consecutive days would be better than one day a week.”

“Online refresher course.”
KEY FINDINGS

Key Finding 4 – Misunderstanding of Project Outcomes.

Although the majority of participants agreed that the training met their expectations, some identified that the training was not appropriate for them or their organisation, and that greater clarity was needed in the initial stages of the training as there appeared to be some misunderstanding as to the exact aims, outcomes and expectations of the training and that expectation that participants would be trained and then facilitate their own Deadly Dreaming Circle with Aboriginal community groups was unclear. The following comments support this key finding;

“More simple overview was needed as to what it is about and more detailed and clear message about aims and outcomes of the program.”

“Needs a very clear up front explanation of what it’s all about.”

“More explanation upfront about what is expected after the training.”

Further to this, a small number of participants were under the impression that they were registering for Aboriginal Cultural Awareness Training to enhance their own cultural knowledge and competence whilst working with Aboriginal clients and communities. Nevertheless, they still indicated that the training was a great benefit to them and they were able to go on to achieve many of the project outcomes around networking and strength-based approaches when working with Aboriginal communities.

Key Finding 5 – Barriers to Participation.

Some participants identified work pressures and time limitations as barriers to their attendance, and capacity to ultimately conduct their own Deadly Dreaming Circles. Certain participants also indicated that in practice their work roles and duties did not enable them the capacity or access to Aboriginal community groups and they would find it difficult to facilitate their own Deadly Dreaming Circles.

“My organisation needs to be more committed to Indigenous Health Outcomes.”

“I felt helpless in my current role and felt like I was taking someone’s place that would have been more appropriate for the training.”

“Need specific time to dedicate to this program and to be able to align it to my work priorities.”

“Too busy, don’t have capacity in my current role. I couldn’t make the second day.”
KEY FINDINGS

Key Finding 6 – Cultural Diversity

Several non-Aboriginal participants mentioned a feeling of being out of place and uncomfortable because of the cultural overlay of the program. They sensed and suspected that the training was more directed and more appropriate for Aboriginal people only, particularly as the outcome of the training was to facilitate Deadly Dreaming Circles with Aboriginal clients and community. The following observations illustrate these perceptions.

“To a certain extent I felt the training was centred to Aboriginal people, didn’t relate to us.”

“Felt awkward not being Aboriginal, weary of expressing my view because of not wanting to offend.”

“Wasn’t sure if non-Indigenous people were to implement or facilitate the program. I didn’t realise how many Indigenous people were going to be there.”

Also some non–indigenous participants felt challenged by the cultural content of the training and some group discussions that took place as the following comments reflect;

“Felt overwhelmed at times, felt there was some cultural aggression and that conflict should arise at times.”

“I felt like I was the odd one out. The historical stuff that was brought up made me feel bad and guilty.”

These experiences felt by the non-Aboriginal participants may influence the level of confidence and participation in the Wellness Dreaming Project and thereby the sustainability of the program.

Key Finding 7- Partnerships

It was also identified that the Wellness Dreaming Training provided an opportunity for Aboriginal and non-Aboriginal participants to build networks, make connections, identify ways of working together and improving communication between Aboriginal and non-Aboriginal participants from various agencies.

The willingness, desire and need for Aboriginal and non-Aboriginal Wellness Dreaming Messengers to buddy up is very important and could also address some of the barriers and confidence levels as mentioned in the Cultural Diversity section above.

“It was great to be able to create new contacts with Aboriginal people working in the same sector as me. We have kept in touch since the training and have been discussing ways that we can partner up and work together with Aboriginal clients.”
RECOMMENDATIONS

Recommendations made in this evaluation report are based on feedback from Wellness Dreaming Messengers, Advisory Group members and Project Lead conducted during January/February 2016.

Recommendation 1: Recruitment and Promotion

a) Clearly stated project aims and outcomes
b) Clarity as to whether the project is a train-the-trainer program
c) Clarity of the main outcome for Wellness Dreaming Messengers is to conduct Deadly Dreaming Circles in their workplace or community setting.
d) Training more directly targeted to agencies and practitioners who have the capacity within their work roles to conduct Deadly Dreaming Circles following the training.

Recommendation 2: Wellness Dreaming Training Sessions

a) Consider the size of training group and size of venue to enable greater interaction and enhance relationships between participants and between participants and facilitators.
b) Investigate the duration and frequency of training sessions to improve attendance rates
c) Conduct catch-up training sessions for Messengers who are unable to attend both training days. Investigate possibility of on-line training course/podcast.
d) Engage more Aboriginal facilitators to ensure cultural integrity of content
e) An experienced Aboriginal facilitator or mentor to be engagement for the training sessions to mediate and resolve any cultural conflicts or tensions that may arise.

Recommendation 3: Deadly Dreaming Circles

a) Secure commitment from agencies to provide dedicated time and support for their staff trained as Wellness Dreaming Messengers to conduct Deadly Dreaming Circles.
b) Further training and support for Wellness Dreaming Messengers to increase confidence and readiness to conduct Deadly Dreaming Circles
c) Create teams and/or partnerships of Wellness Dreaming Messengers to conduct Deadly Dreaming Circles together. Deadly Dreaming Circles to consist of at least one Aboriginal Wellness Dreaming Messenger for every Deadly Dreaming Circle.
d) Assist Wellness Dreaming Messengers to identify and plan opportunities with Aboriginal community groups to conduct Deadly Dreaming Circles.
RECOMMENDATIONS

Recommendation 4: Cultural Integrity

a) Applicants who were non-successful for the Wellness Dreaming Training due to not having completed Cultural Awareness Training in the last two years should be referred to an appropriate training organisation.

b) All Non Aboriginal facilitators must have completed Aboriginal Cultural Awareness Training in the last two years.

c) Wellness Dreaming Training to be made available to Aboriginal and Torres Islander people only.

Recommendation 5: Wellness Dreaming Project Outcomes

a) Create specific and measureable intermediate and long term goals of the Wellness Dreaming project to provide clarity of project outcomes and avoid universal statements that are problematic to evaluate.

b) Specific and achievable number and time frame for Deadly Dreaming Circles to made clear and publicised.

c) Identify potential Aboriginal community groups where there is a need or want for Deadly Dreaming Circles to be conducted to address common/identified issues.

Recommendation 6: Support

a) Strengthen existing support and develop additional support for Wellness Dreaming Messengers focusing on increasing engagement in The Loop, Wellness Dreaming Facebook page and online networks.

b) Promote and strengthen ongoing communication between Wellness Dreaming Messengers, Cluster Groups, Teams and Communities of Practice.

c) Explore the possibility of implementing a mentor or buddy system to assist and support Wellness Dreaming Messengers to identify Aboriginal community groups and conduct Deadly Dreaming Circles.