





How well are we following our principles?

This rubric describes what the principles of the Barkly Regional Deal look like and feel like at different stages. It is a tool for evaluating how well we are following them. It has been co-designed by the Measuring Change working group with input from diverse groups and sources.



Community Led	<p>Ground Zero</p> <p>Business as usual. No change in our way of working</p>	 <p>Community priorities have been agreed. Community members have been consulted about the project and have a voice in the process</p>	 <p>More and diverse community members are participating in the project. Members feel heard and part of decision making.</p>	 <p>Projects are aligned with community priorities. Community members including Elders and young people are involved in design to evaluation stage</p>	 <p>'Wumpuarni people are telling the story' Aboriginal leaders direct the work and there are broad community benefits. Data sovereignty</p>
Middle Space	<p>Business as usual. No change in our way of working</p>	<p>Meetings/consultations take place on Country and in communities. 'Papulanji people sit and listen and learn about Wumpurani systems'. Truth telling about the past is included in projects.</p>	<p>We are looking at the whole system and from many lenses. We are trauma informed and responding to the local context. KPIs are co-designed with communities. We are building trust with each other</p>	<p>We are making changes in the system. Time frames are adapted to community needs We are brave, come out of our comfort zones and feel our skills and resources are valued</p>	<p>Better systems/projects meet community and funder priorities. We leave our assumptions, positions and biases behind. There is less racism 'we sit as equal human beings'</p>
Build capability	<p>Business as usual. No change in our way of working</p>	<p>We identify local skills/knowledge. We provide skills/training opportunities for local people; Cultural inductions and good handovers are in place</p>	<p>We use and build on past reports, local knowledge, existing evidence. We support those already doing the work. We address gaps and seek partnerships</p>	<p>We are mentoring/ supporting others into projects/leadership roles; Everyone leaves something behind: reciprocity; Less use of external consultants</p>	<p>Local people and knowledge are strong and sustainable. Collaboration is strong across sectors 'No more silos'</p>
Accountable to community/ each other	<p>Business as usual. No change in our way of working</p>	<p>Project partners attend and participate in meetings and discussions. Communication, roles and expectations are becoming clearer</p>	<p>We follow up on actions and communicate with our sectors. We share responsibility for the work. 'We are walking the talk' We align our work with Closing the Gap</p>	<p>We report back to the groups impacted by our work; Recommendations from past RCs and reports are being implemented</p>	<p>We are in regular dialogue with stakeholders. Strategies and plans we develop are implemented and monitored. 'No more broken promises'</p>
Reflect, learn, improve	<p>Business as usual. No change in our way of working</p>	<p>We have co-designed with the community what good looks like and how we measure it. Evaluation data is being collected</p>	<p>We acknowledge and share responsibility for mistakes. We use data and stories to reflect, learn and make changes. Local people collect data and we store it on a local platform</p>	<p>Data sharing agreements are in place between orgs; We are having hard, honest respectful conversations.</p>	<p>Regular reflection sessions using data and stories are leading to change.</p>