



Walgett Shire Council

Aboriginal Community Development and Reconciliation Plan

2007 – 2010

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1. Introduction

Walgett Shire Council respectfully acknowledges the Gamilaroi, Yuwaalaraay, Waiylwon and Ngemba nations within the Shire and all other Aboriginal people residing in the Shire.

Council is committed to providing a high quality of service and being responsive to the needs of the Aboriginal community within the Walgett Shire.

Council has developed the Aboriginal Community Development and Reconciliation Plan in order to decrease disadvantage to Aboriginal people and to promote reconciliation throughout the Walgett Shire. This is Council's initial plan and it has been developed in consultation with Aboriginal representatives across the Shire.

The Walgett Shire Council will do this by:

- Forging and facilitating partnerships between Council and agencies through an interagency approach in order to deliver services to the Aboriginal people.
- Acknowledging that the Community Working Parties (CWP) are the peak Aboriginal community governance bodies and consultative mechanism for the Walgett, Lightning Ridge and Collarenebri communities. Council will ensure strong relationships and consultative mechanisms are established with the CWP. Where CWP do not exist, Council will consult with the relevant land council and Aboriginal organisations in those communities.
- Consultation with the CWP and Aboriginal organisations within the Shire. Council will identify areas to develop partnerships and programs to support the reconciliation process.
- Employment of Aboriginal Community Liaison Officers to liaise with the Aboriginal communities of the Shire on Council matters.
- Formalising a Memorandum of Understanding with the local Aboriginal CWP on behalf of Aboriginal people and organisations within the Shire.

Walgett Shire Council has already put in place a number of strategies and policies to commence its commitment towards recognising and celebrating the Aboriginal culture and heritage. These strategies include:

- Acknowledgement of Country
- Welcome to Country
- National Sorry Day
- National Reconciliation Week
- Employment of an Aboriginal Liaison Officer
- Flying the Aboriginal Flag
- School to Work Program
- NAIDOC Week Celebrations
- Harmony Day Celebrations
- Various youth activities and programs
- Cultural Awareness Training

With the adoption of this Plan by Council the above strategies will be reinforced and provide initiatives and strategies that build upon access and equity of service provision by Council to the Aboriginal community.

2. School to Work Traineeships

Walgett Shire Council has implemented a School to Work Traineeship Program in partnership with the Walgett Community College's High School. There are currently four (4) students training in various roles within the council, these areas include; Youth Development, Customer Service, Library Assistant, and Mechanics at the Walgett Shire Council Depot.

The aim of this initiative is to provide young Aboriginal people with responsibility and an exciting venture outside the school environment yet within the school curriculum. It gives students access to formal training to assist them with their future job applications and provide a larger pool of skilled people within the Shire.

This program was developed to raise the level of commitment and employment opportunities for both Aboriginal and non indigenous communities throughout Walgett Shire Council. Council is concentrating its initial efforts on the Aboriginal population of the Shire. All of the current participants are Aboriginal students.

This initiative will be implemented in Lightning Ridge and Collarenebri communities in 2008.

Recommendation 1:

That Council implements a School to Work Program in Walgett, Lightning Ridge and Collarenebri in accordance with the *School to Work Program* adopted by Council on 19 June 2007.

3. Aboriginal Liaison Officer

Walgett Shire Council have a number of Aboriginal community members employed in the field across the Shire and have recently employed an Aboriginal Community Liaison Officer to assist in raising the level of involvement of the Aboriginal communities across the Shire on all council matters. In an attempt to fully comprehend social and cultural mores within the various Aboriginal communities Council will consider employing a male and female Aboriginal Liaison Officer. The current position is a non gender specific position within the staff structure. However the employment of both a male and female specific position will ensure that all Aboriginal issues across the Shire are addressed.

Recommendation 2:

That Council continues to support the employment of an Aboriginal Liaison Officer (ALO) to assist in raising the level of involvement of Aboriginal communities across the Shire on all council matters.

Recommendation 3:

That Council consider the employment of gender specific ALO positions to assist in understanding social and cultural mores within the various Aboriginal communities.

Recommendation 4:

That the ALO actively participates and attends scheduled meetings of Walgett, Lightning Ridge and Collarenebri Interagency Meetings, Working Party Meetings and all organized local meetings addressing Aboriginal issues.

4. Aboriginal Cultural Protocols

Council recognizes all Aboriginal people as the traditional owners of the land and commits to ensuring that it will promote respect for Aboriginal culture. It is essential that protocols used are in consultation with the local Aboriginal CWP to ensure local protocols are adhered to.

Welcome to Country

The traditional Aboriginal owners, usually a recognised Elder or a senior representative of the local Aboriginal community, should be invited to undertake the "Welcome to Country" Ceremony at all official ceremonies.

The wording or content of a "Welcome to Country" is at the discretion of the Elder or traditional owner who provides the Welcome.

Acknowledgement of Country

An "Acknowledgement of Country" is a way that all people can show respect for Aboriginal culture and heritage and the ongoing relationship the traditional owners has with the land.

Council is committed to Acknowledging Country at all its significant events, meetings or gatherings.

Recommendation 5:

That Council recognises Aboriginal people as the traditional owners of the Land by Acknowledging Country at all its official events, meetings or gatherings and use Welcome to Country at all its official events.

5. Flying the Aboriginal Flag

Walgett Shire Council is committed to the flying of the Aboriginal Flag on a daily basis. A significant mark of respect for the Aboriginal communities throughout the Shire, the flag is also flown at half mast whenever the Council is notified of the death of an Aboriginal community member.

Recommendation 6:

That Council raises the Aboriginal flag alongside other flags at the entrance to Council Chambers located at 77 Fox Street, Walgett.

6. NAIDOC Week Celebrations

NAIDOC Week is celebrated throughout the Walgett Shire Council each year during the weeks of 8th July – 15th July, to coincide with the National NAIDOC Week Celebrations.

NAIDOC Week is a celebration of Aboriginal Culture and Heritage throughout the Shire and Walgett Shire Council are committed and fully support the NAIDOC Week celebrations, which has been evident through their active involvement and participation in the past.

Walgett Shire Council will continue to support and be actively involved in the NAIDOC Week celebrations through out the Shire.

Recommendation 7:

That Council supports NAIDOC Week Celebrations through support with Grant applications and assisting with the co-ordination of the program through Community Services and Youth Services.

7. Seniors Week

Council recognizes that certain services are required for older persons (including Aboriginal older people) within the Shire. These services, whilst not directly provided by Council, are provided by other agencies and Council supports initiatives to meet the demand for facilities and services in aged care including housing, personal care, transport and recreational needs.

Recommendation 8:

That Council in partnership with other agencies organise a morning tea for the seniors of the community to bring community Aboriginal Elders and senior members of the communities together.

8. Youth Development programs

The Youth Development Program within Council offers opportunity to all young people within Walgett Shire striving to achieve positive outcomes for the benefit of all youth. The youth of the Walgett Shire Council now have access to youth related activities on a regular basis, and through these activities provide a foundation for the promotion of health, and being proactive within the Aboriginal community.

Recommendation 9:

That Council provides quality programs to engage and maintain attendance of Aboriginal Youth at Council's Youth Centre's.

Recommendation 10:

That Council endorses and supports the formation of a Walgett Shire Youth Council to provide an opportunity for the youth of the Shire to contribute to planning activities, funding submissions and interagency meetings. That Council supports the designation of two positions specifically for Indigenous young people to participate without restricting the number to two.

Recommendation 11:

That Council conducts an annual Cricket NSW Indigenous Cricket Camp to assist in the development of junior indigenous and non indigenous cricket.

Recommendation 12:

That Council commits to promote and provide Aboriginal art and cultural events throughout the Shire directed at the youth.

9. Walgett Shire Council Open Day

In order for Walgett Shire Council to promote their services and an increased understanding of how local government works. Council holds an open day inviting Indigenous community members to visit the Shire Administration council office and provides an opportunity to speak with staff will be held to allow Indigenous community members to view what is involved in the everyday operations of a Shire Council.

Recommendation 13:

That Council endorse a Walgett Shire Council Open Day inviting indigenous community members to visit the Administrative Office to be held in September 2008.

10. Street Signage

Council produced signs, sponsored by various local businesses, have been placed in the main street of Walgett depicting various animals and the Aboriginal Name for each animal. Council will endeavor to promote the cultural aspect of each of its communities in such ways, and support the ideas that community members may have in promoting the cultural heritage of the communities within the Shire.

Recommendation 14:

That Council considers the upgrade and implementation of Shire wide signage depicting Aboriginal heritage and culture in the Management Plan 2008/2009 – 2013/2014.

11. Harmony Day

Harmony Day is celebrated on an annual basis. This is a time when all of the communities of the Shire are invited to participate, and come together in harmony to raise awareness of intercultural activities.

Recommendation 15:

That Council, in consultation with the CWP supports the involvement of Aboriginal Liaison Officer and Youth Development Officer in Harmony Day Activities and costs are reflected in the Annual Management Plan.

12. National Sorry Day

National Sorry Day provides the opportunity for all Australians to be involved in activities to acknowledge the impact of the policies of forcible removal of Australia's indigenous populations and, then, to celebrate the beginning of a new understanding. It offers every community the chance to shape a ceremony which, by the frankness of its acknowledgement of past wrongs towards the 'stolen generations', and by the sincerity of its commitment to overcome racism, unites the community. Such a ceremony cannot be prescribed. It must come from the hearts of local people, Indigenous and non-Indigenous.

A ceremony could be accompanied by displays, cultural presentations, theatrical and other events developed together by the local Indigenous and non-Indigenous communities, which bring the history to life, expressing the pain but also the resilience of those who were removed

Recommendation 16:

That Council, in consultation with the relevant CWP, hosts a range of activities to commemorate National Sorry Day.

13. National Reconciliation Week

National Reconciliation Week offers people across Australia the opportunity to focus on reconciliation, to hear about the culture and history of Australia's Indigenous people, and to explore new and better ways of meeting challenges in our

communities.

National Reconciliation Week is a time for us to renew our commitment to reconciliation and to think about how we can help turn around the continuing disadvantage experienced by Aboriginal and Torres Strait Islander Australians.

Recommendation 17:

That Council, in consultation with the relevant CWP, participate in National Reconciliation Week by hosting a range of activities focused on youth and the wider community.

14. Cultural Awareness Training

Council is committed to providing all council staff with cultural awareness training throughout the year, as part of the induction process staff members are required to attend cultural awareness training.

Council staffs are currently in the process of liaising with the Aboriginal Education Consultative Group to redevelop a cultural awareness package for all government staff including police, teachers and nursing staff.

Recommendation 18:

That Council provides Cultural Awareness training to all Council staff on an annual basis as part of its induction processes.

15. Memorandum of Understanding

It is important for Council to develop a Memorandum of Understanding (MoU) with the local Aboriginal community to enable Council to effectively deliver services to the Aboriginal community and comply with the Department of Local Government Best Practice Guidelines.

Recommendation 19:

That Council formalise a Memorandum of Understanding with the local Aboriginal Community through CWP and in those communities where CWP do not exist, with the Land Council.

16. Aboriginal Art Strategy

Council recognizes the cultural significance of Aboriginal art and local artists within the Shire. It is important to promote this art work both within and outside Walgett Shire.

Recommendation 20:

That Council seeks to identify local Aboriginal artists to display and sell their art work at Visitor Information Centre's located at Walgett, Lightning Ridge and Collarenebri to assist in the overall promotion of the local area.

Recommendation 21:

That Council investigate and implement an Indigenous Art Prize that includes displaying Art Work at Gosford City Cultural Centre.

Recommendation 22:

That Council promote and support an annual Aboriginal Arts and Craft Exhibition within the Walgett Shire.

17. Significant Aboriginal Sites

Aboriginal culture has a special place in the Shire with significant historical and cultural sites dotted across the entire region. Some of these sites include Norman Tracker Walford Walkway, Collarenebri Sacred Aboriginal Cemetery, Indigenous Carved Trees at Collarenebri, Goondee Aboriginal Keeping Place, Lightning Ridge Bush Tucker Garden and Two rivers Meeting Site. The growing interest, awareness and desire to experience, Aboriginal culture, art and lifestyle particularly by international visitors provides significant exciting opportunities for Aboriginal people to further develop viable and sustainable tourism ventures and to be more actively involved in the mainstream tourism industry.

Recommendation 23:

That Council recognises significant Aboriginal sites through its Walgett Shire Tourism Destination Strategy and promotes these sites in all promotional material.

18. Aboriginal Employment Strategy

Council is committed to maintaining and/or improving the representation of Aboriginal staff members within it's workforce. Currently, Council maintains a high level of Indigenous employees but with minimal representation in its indoor staff. In order to quantify and assess Council's Human Resource Employment Action in relation to Aboriginal employment, Council must develop and implement an Aboriginal Employment Strategy. It is anticipated that this strategy will be presented to Council at the August 2008 Council meeting.

Recommendation 24:

That Council endorse the development and implementation of an Aboriginal Employment Strategy to be presented to Council in August 2008.

19. Walgett Shire Council Plans and Staff

All Walgett Shire Council planning documents must consider and include specific strategies that would address Aboriginal issues.

Recommendation 25:

That Council includes strategies that address Aboriginal issues in all Council Plans where relevant.

Recommendation 26:

That Council policies and plans are effectively promoted to the Aboriginal communities of the Shire

20. Sister City – Rural Metropolitan Relationship between Walgett Shire Council and Gosford City Council

The Sister City – Rural Metropolitan Relationship between Walgett Shire Council and Gosford City Council was formalized on Wednesday 8th August 2007. This relationship includes exchange programs aimed at the youth of each Shire and the sharing of resources. Gosford City Council has also identified an interest in assisting Council with staff exchange in areas such as enrolling Aboriginal people on the electoral role and staff exchange to assist in staging Aboriginal events.

Recommendation 27:

That Council continues the Rural Metropolitan Relationship between Walgett Shire Council and Gosford City Council and stages annual Youth Exchange Programs and Staff Exchange Programs aimed at Aboriginal communities and issues.

Recommendation 28:

That Council accepts Gosford City Council's offer of assistance in enrolling Aboriginal people on the electoral role prior to the 2008 local government elections.

21. Aboriginal Heritage Items

The Indigenous cultures of Australia are the oldest living cultural history in the world - they go back at least 50,000 years and some argue closer to 65,000 years. It is imperative that the Aboriginal heritage and way of life before contact with non indigenous people is identified, recorded and conserved.

A community based heritage study was recently developed for Walgett Shire Council. One of the key aspects of this study was the recommendation that "Council consult with the Aboriginal community and undertake a study of Aboriginal heritage in the Shire." Following this study it was also resolved by Council that it would consider funding a study of Aboriginal heritage in the Shire to be undertaken in consultation with the Aboriginal community.

Recommendation 29:

That Council support and develop a study of Aboriginal heritage in the Shire in consultation with the Aboriginal community.

22. Aboriginal Employment Strategy

The Aboriginal Employment Strategy (AES) specialises in placing and mentoring Aboriginal people into employment and includes a School Based Traineeship Program for Indigenous high school students. Council has recently held a meeting with representatives from AES to discuss the possibility of opening an AES office in the Walgett Shire. This type of service is vital in the Walgett Shire community and the service needs to expand across all businesses within the community.

The AES is based on relationships and gives employers better understanding of Aboriginal people and the issues they face in today's society. It provides the community the opportunity to engage Aboriginal people in local employment to ensure the viability of the Shire and to build self esteem within the Aboriginal community.

The AES is operational in Regional Centre's such as Dubbo, Moree and Tamworth and has very successfully placed Aboriginal people into a wide range of different industries. The initial set up costs and on going operational costs would be minimal compared to the benefits that would ensue.

Recommendation 30:

That Council commit to attempting to secure an Aboriginal Employment Strategy office in the Walgett Shire.

23. Aboriginal Engagement in Local Government Elections and the Elected Council

Information from the NSW Electoral Office and the Australian Bureau of Statistics indicates that at the 2004 Walgett Council election:

- Only 80% of persons entitled to be enrolled were in fact enrolled
- Only 70% of those who were enrolled actually voted.

In short, only approximately 57% of persons aged 18 years and over, voted.

Many of those who were not enrolled and who did not vote were Aboriginal. It is understood that in the 100 year history of Walgett Shire Council there has been no more than three Aboriginal Councilors. An essential element of self determination is involvement in the institutions of Government.

Council can assist in engaging Aboriginal people in local government elections in a number of ways. Some areas of assistance include:

- encouraging Aboriginal enrolment on the Voter Roll
- educating prospective Aboriginal voters about Local Government
- encouraging Aboriginal people to stand for election on Council
- assisting Aboriginal people who are transport disadvantaged to attend at polling booths on election days
- assisting Aboriginal people with literacy limitations to vote.

Recommendation 31:

- a. **That Council undertakes a program to encourage and assist Aboriginal involvement in Council which, among other things, would involve: encouraging Aboriginal enrolment on the Voter Roll.**
- b. **Educating prospective Aboriginal voters about Local Government.**
- c. **Encouraging Aboriginal people to stand for election on Council.**
- d. **Assisting Aboriginal voters who are transport disadvantaged to attend at polling booths on election days.**
- e. **Providing appropriate assistance at polling booths for Aboriginal people who have literacy limitations.**

Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status-outcomes
<p>1. That Council implements a School to Work Program in Walgett, Lightning Ridge and Collarenebri in accordance with the School to work program adopted by Council on 19 June 2007</p>	<p>School to Work Program fully operational in Walgett, Lightning Ridge and Collarenebri</p>	<p>Fully implemented in Walgett, Lightning Ridge and Collarenebri by June 2008 with targets as identified in the School to Work Policy achieved</p> <p>Seek support /options/ JSA and others onboard with a collaborative approach</p>	<p>Community Liaison Officer / ALO</p> <p>Manager Community Development</p>	<ul style="list-style-type: none"> • Program has engaged 85 + young people in the three larger communities of Shire since implementation in 2007, sustaining outcomes. • Currently there are 8 young people participating in 2016. • S2W has assisted several youth into employment positions within Council • An innovative sustainable long term Employment Strategy is being developed with the Walgett Community College and local business houses, organisations and agencies. • This will be a pilot initiative and if feasible to be rolled out in other communities.
<p>2. That Council continues to support the employment of an Aboriginal Liaison Officer (ALO) to assist in raising the level of involvement of Aboriginal communities across the Shire on all council matters</p>	<p>ALO position maintained on WSC staff structure</p>	<p>ALO holds monthly meetings with Aboriginal communities to discuss Council matters</p>	<p>General Manager</p>	<ul style="list-style-type: none"> • ALO position current since 2007 Position remains within organisational structure and current in 2016/On going • Position involves being pro-active meeting community on regular basis/ as needed.

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<p>3. That Council consider the employment of gender specific ALO positions to assist in understanding social and cultural mores within the various Aboriginal communities</p>	<p>WSC staff structure reviewed (in conjunction with financial restraints) to include gender specific ALO</p>	<p>Gender specific ALO positions included on WSC staff structure</p>	<p>General Manager</p>	<ul style="list-style-type: none"> ALO position - Aboriginal Liaison Officer has been reviewed – position title updated in 2016 to AL&CDO Aboriginal Liaison & Community Development Officer.
<p>4. That the ALO actively participates and attends scheduled meetings of Walgett, Lightning Ridge and Collarenebri Interagency Meetings, Working Party Meetings, and all organized local meetings addressing Aboriginal issues.</p>	<p>AL&CDO attends local meetings addressing Aboriginal issues</p>	<p>AL&CDO attends a minimum 80% Interagency Meetings and Working Party Meetings. Quarterly reports presented to Council notifying Council of Aboriginal issues</p>	<p>Director, Corporate and Community Services</p>	<ul style="list-style-type: none"> AL&CDO attends all relevant meetings which include, CDAT, DV Meetings, WGACWP, Youth Council, Walgett LALC and all other relevant community organisations groups/ meetings. Reports to Council quarterly.

Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status – outcomes
<p>5. That Council recognises Aboriginal people as the traditional owners of the Land by Acknowledging Country at all its official events, meetings or gatherings and use Welcome to Country at all its official events</p>	<p>Acknowledgement of Country and Welcome to Country used at all official events in consultation with local Aboriginal CWP</p>	<p>Elder or senior representative invited to undertake Welcome to Country at all WSC official events</p> <p>Acknowledgement of Country at all official events</p>	<p>General Manager</p>	<ul style="list-style-type: none"> Council have endorsed the Traditional Owners by Welcome to Country or Acknowledging Country by a local Aboriginal person from the local Aboriginal clan group member at all relevant meetings, gatherings or events. Youth Council also follow same procedure in acknowledgement of traditional custodians of the land in which meetings take place.

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<p>6. That Council recognise the symbolic significance of the Aboriginal flag along with other flags at the entrance to the Council Chambers located at 77 Fox Street, Walgett</p>	<p>Raise Aboriginal flag at WSC offices</p>	<p>Council raises the Aboriginal flag along with other flags at the entrance to the Council Chambers.</p>	<p>General Manager</p>	<ul style="list-style-type: none"> • Council have endorsed flag raising and the Aboriginal Flag is half-mast when an Aboriginal person's funeral is being held. • Need to introduce a method in being informed so this can happen.
<p>7. That Council supports NAIDOC Week Celebrations through support with Grant applications and assisting with the co-ordination of the program through Community Services and Youth Services.</p>	<p>NAIDOC Week celebrations held annually.</p>	<p>Council assists with Grant Applications for funding for NAIDOC week activities.</p> <p>Annual programs and activities held Shire wide to celebrate NAIDOC week.</p>	<p>Aboriginal Liaison & Community Development Officer AL&CDO</p> <p>Manager Community Development</p>	<ul style="list-style-type: none"> • Council have supported and driven NAIDOC Week events and have outstanding community participation in all of their NAIDOC Week Events have been a leader in delivery of meaningful NAIDOC Week events. • NAIDOC Week is a regular event on the Council calendar.
<p>8. That Council in partnership with other agencies organise a morning tea for the seniors of the community to bring community Aboriginal Elders and senior members of the communities together.</p>	<p>Morning Tea for Aboriginal Elders and senior members held during Seniors Week.</p>	<p>Morning Tea held annually in April to celebrate Seniors Week.</p>	<p>Aboriginal Liaison & Community Development Officer AL&CDO</p>	<ul style="list-style-type: none"> • Council in partnership with others Local Agencies have supported Seniors Week and bringing the Community together, working collaboratively with other services. • Successful events staged annually

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<p>10. That Council endorse and support the formation of a Walgett Shire Youth Council to provide an opportunity for the youth of the Shire to contribute to planning activities, funding submissions and interagency meetings. That Council supports the designation of two positions specifically for Indigenous young people to participate without restricting the number to two.</p>	<p>Walgett Shire Youth Council formed.</p>	<p>At least two (2) indigenous youth on the Walgett Shire Youth Council.</p> <p>Members of Youth Council regularly attend interagency meetings.</p> <p>Youth Council assist with planning activities for youth across the Shire.</p>	<p>Youth Development Officer / AL&CDO</p>	<ul style="list-style-type: none"> • <i>Walgett Shire Council continues to facilitate Youth Council</i> • <i>Youth Council operating and achieving outcomes.</i> • <i>The Youth Council is made up of over 60% Aboriginal Youth.</i> • <i>One of the most successful youth council in NSW re: Sustainability and outcomes.</i> • <i>modelled by other LGA's in NSW</i> • <i>On going</i> <i>(difficult to align with school commitments)</i> • <i>Youth and young people play the lead role in planning of Holiday programs and Youth across the Shire. Utilizing the Youth Council as the driver of this action.</i>

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Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status- outcomes
<p>11. That Council conducts an annual Cricket NSW Indigenous Cricket Camp to assist in the development of junior indigenous and non indigenous cricket.</p>	<p>Annual Cricket NSW Indigenous Cricket Camp held in Shire.</p>	<p>Funding from Cricket NSW secured to hold Indigenous cricket camp.</p> <p>Cricket Camp held annually in Walgett Shire</p>	<p>Youth Development Officer / AL&CDO</p>	<ul style="list-style-type: none"> • <i>This initiative has ceased due to breakdown of funding from NSW Cricket. Continue to look for other opportunities.</i>
<p>12. That Council commit's to promote and provide Aboriginal art and cultural events throughout the Shire directed at the youth.</p>	<p>Arts and cultural events included in Youth programs.</p>	<p>Successful grant applications for various arts and cultural activities at youth centres.</p>	<p>Youth Development Officer</p>	<ul style="list-style-type: none"> • <i>Aboriginal art and cultural events have been established throughout the Shire with very good outcomes.</i> • <i>VIC. Displays and sells art for local artists</i>
<p>13. That Council endorse a Walgett Shire Council Open Day inviting Indigenous community members to visit the Administrative Office to be held in September 2008.</p>	<p>Walgett Shire Council Open Day.</p>	<p>Open Day to be held in September 2008.</p>	<p>AL&CDO</p>	<ul style="list-style-type: none"> • <i>Open day at Walgett Shire is staged during Local Government Week offering Indigenous community member insight into Council's roll ongoing initiative</i>
<p>14. That Council considers the upgrade and implementation of Shire wide signage depicting Aboriginal heritage and culture in the Management Plan 2008/2009 – 2013/2014.</p>	<p>Investigation and installation of Aboriginal heritage and cultural signage.</p>	<p>Aboriginal heritage and culture signage included in Management Plan 2008/2009 – 2013/2014.</p> <p>Aboriginal signage upgraded by January 2010.</p>	<p>Tourism Officer/ AL&CDO</p> <p>EDO</p>	<ul style="list-style-type: none"> • <i>This is progressing and a number of Aboriginal heritage and cultural sights identified.</i> • <i>Signage completed in some communities</i> • <i>Ongoing</i>

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Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status- Outcomes
<p>15. That Council, in consultation with the CWP supports the involvement of Aboriginal Liaison Officer and Youth Development Officer in Harmony Day Activities and costs are reflected in the Annual Management Plan.</p>	<p>Harmony Day activities held annually.</p>	<p>Costs for Harmony Day Activities included in Management Plan 2008/2009 – 2013/2014.</p> <p>Programs and activities held Shire wide to celebrate Harmony Day.</p>	<p>Director Corporate and Community Services</p> <p>Youth Development Officer / AL&CDO /</p>	<ul style="list-style-type: none"> • <i>Harmony Day budgeted for annually</i> • <i>AL&CDO and Youth Development Officer continue to be involved with the Harmony Day activities across the Shire / all communities.</i> • <i>Events have recorded with outstanding attendance and participation from community.</i>
<p>16. That Council, in consultation with the relevant CWP, hosts a range of activities to commemorate National Sorry Day.</p>	<p>National Sorry Day activities held annually.</p>	<p>Costs for National Sorry Day Activities included in Management Plan 2008/2009 – 2013/2014.</p> <p>Programs and activities held Shire wide to celebrate National Sorry Day.</p>	<p>AL&CDO / Director Corporate and Community Services</p>	<ul style="list-style-type: none"> • <i>National Sorry Day events have been successful organised in consultation with CWP members in a range of Activities throughout the Shire.</i> • <i>Actions need further development around supporting delivery of this.</i>

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<p>17. That Council, in consultation with the relevant CWP, participate in National Reconciliation Week by hosting a range of activities focused on youth and the wider community.</p>	<p>National Reconciliation Week activities held annually.</p>	<p>Costs for National Reconciliation Week Activities included in Management Plan 2008/2009 – 2013/2014.</p> <p>Programs and activities held Shire wide to celebrate National Reconciliation Week.</p>	<p>Director Corporate and Community Services</p> <p>Youth Development Officer / AL&CDO</p>	<ul style="list-style-type: none"> • <i>Budgeted for in annual budget</i> • <i>Council, in consultation with relevant Elders, Aboriginal groups and local services CWP, participates host a range of activities focused on Youth and the wider community.</i> • <i>(Undertaken) Grant application in for 2017</i>
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Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status- Outcomes
<p>18. That Council provides Cultural Awareness training to all Council staff on an annual basis as part of its induction processes.</p>	<p>Cultural Awareness Training held annually.</p>	<p>All staff members provided Cultural Awareness Training.</p>	<p>Human Resources Officer</p>	<ul style="list-style-type: none"> • <i>Council provides Cultural Awareness Training to all staff on biannual basis as part of its induction process.</i>
<p>19. That Council formalise a Memorandum of Understanding with the local Aboriginal Community through CWP and in those communities where CWP do not exist, with the Land Council.</p>	<p>Memorandum of Understanding developed.</p>	<p>Memorandum of Understanding with CWP in Walgett, Lightning Ridge and Collarenebri formalised and adopted by June 2009.</p>	<p>AL&CDO / Director Corporate and Community Services</p>	<ul style="list-style-type: none"> • <i>Council is making good progress with MOU's across the Shire with Aboriginal Organisations and will continue with the MOU's until all relevant Aboriginal Organisations have an MOU with Local Council.</i>
<p>20. That Council seek to identify local Aboriginal artists to display and sell their art work at Visitor Information Centre's (VIC) located at Walgett, Lightning Ridge and Collarenebri to assist in the overall promotion of the local area.</p>	<p>Local Artists identified to discuss consignment at local Visitor Information Centres.</p>	<p>Aboriginal Art available for sale at Walgett, Lightning Ridge and Collarenebri VIC by February 2009.</p>	<p>AL&CDO / Tourism Development Officer</p>	<ul style="list-style-type: none"> • <i>Council have displayed a number of local Aboriginal Art work across the Shire through the visitor's information centres and continues to promote.</i>
<p>21. That Council investigates and implement an Indigenous Art Prize that includes displaying Art Work at Gosford City Cultural Centre.</p>	<p>Indigenous Art Prize included as part of Walgett Show Activities.</p>	<p>Indigenous Art Prize held at Walgett Show in May 2009.</p> <p>Successful Art Prize/s displayed at Gosford City Cultural Centre in June 2009.</p>	<p>AL&CDO</p>	<ul style="list-style-type: none"> • <i>Break-down of Sister City relationships with Gosford City Council- not ongoing</i> • <i>Cessation of partnership</i>

Walgett Shire Council Aboriginal Reconciliation Plan

Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status – Outcomes
<p>22. That Council promotes and support an annual Aboriginal Arts and Craft Exhibition within the Walgett Shire.</p>	<p>Aboriginal Arts and Craft Exhibition held in Walgett Shire.</p>	<p>Costs for Aboriginal Arts and Craft Exhibition included in Management Plan 2008/2009 – 2013/2014.</p> <p>Aboriginal Arts and Craft Exhibition held annually.</p>	<p>AL&CDO</p>	<ul style="list-style-type: none"> • <i>Ceased from 2014</i> • <i>Working forwards re-introducing with community support(Café 64) Library promote Aboriginal art works and promote during NAIDOC week</i>
<p>23. That Council recognises significant Aboriginal sites through its Walgett Shire Tourism Destination Strategy and promotes these sites in all promotional material.</p>	<p>Aboriginal sites included in Walgett Shire Tourism Destination Strategy.</p> <p>Promotional material developed identifying local Aboriginal sites.</p>	<p>Walgett Shire Tourism Destination Strategy reviewed by December 2008 in consultation with CWP to identify Aboriginal sites.</p> <p>Promotional material developed by June 2009 identifying Aboriginal sites.</p>	<p>AL&CDO / Tourism Development Officer</p> <p>EDO</p>	<ul style="list-style-type: none"> • <i>Ongoing works.Council now has a EDO employed to work with relevant parties in due course</i> • <i>Ongoing and some in place</i>
<p>24. That Council endorse the development and implementation of an Aboriginal Employment Strategy to be presented to Council in August 2008.</p>	<p>Aboriginal Employment Strategy developed.</p>	<p>Presented to Council in August 2008.</p>	<p>AL&CDO / Human Resources Officer</p>	<ul style="list-style-type: none"> • <i>Currently School To Work program implemented and developed / outcomes to expectations</i> • <i>As mentioned in No. 12</i> • <i>Council encourages and displays local artworks promoting to the general public and tourists.</i>

Walgett Shire Council Aboriginal Reconciliation Plan

Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status / Outcomes
<p>25. That Council includes strategies that address Aboriginal issues in all Council Plans where relevant.</p>	<p>Aboriginal strategies included in Council Plans.</p>	<p>Community Consultation form CWP and Aboriginal community sought for Council Plans.</p> <p>Aboriginal issues addressed in all Council Plans.</p>	<p>AL&CDO / General Manager</p>	<ul style="list-style-type: none"> • Council continue to include strategies that address Aboriginal people issues in all social plans and those that are relevant
<p>26. That Council policies and plans are effectively promoted to the Aboriginal communities of the Shire.</p>	<p>Council Plans distributed among Aboriginal community.</p>	<p>Plans effecting Aboriginal community presented to CWP meetings.</p> <p>Council Plans placed on public exhibition.</p>	<p>AL&CDO / Director Corporate and Community Services</p>	<ul style="list-style-type: none"> • Council plans and policies are effectively promoted to the Aboriginal communities throughout the Shire.
<p>27. That Council continues the Rural Metropolitan Relationship between Walgett Shire Council and Gosford City Council and stages annual Youth Exchange Programs and Staff Exchange</p> <p>Programs aimed at Aboriginal communities and I issues.</p>	<p>Annual Youth Exchange Programs and Staff Exchange Programs aimed at Aboriginal communities developed with Gosford City Council.</p>	<p>Annual Youth Program held annually.</p> <p>Staff Exchange programs developed with Gosford City Council.</p>	<p>AL&CDO</p>	<ul style="list-style-type: none"> • Refer 6- No. # 11 <i>Cessation of partnership</i>

Walgett Shire Council Aboriginal Reconciliation Plan

Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status – Outcomes
<p>28. That Council accepts Gosford City Council's offer of assistance in enrolling Aboriginal people on the electoral role prior to the 2008 local government elections.</p>	<p>Gosford City Council ALO assists with enrolling Aboriginal people on electoral role.</p>	<p>Assistance in enrolling Aboriginal people on electoral role completed by July 2008.</p>	<p>AL&CDO</p>	<ul style="list-style-type: none"> • <i>Was implemented at time of intent.</i> • <i>Completed</i>
<p>29. That Council support and develop a study of Aboriginal heritage in the Shire in consultation with the Aboriginal community.</p>	<p>Aboriginal Heritage Study developed.</p>	<p>Funding for Aboriginal heritage study included in Management Plan 2008/2009 – 2013/2014.</p> <p>Aboriginal Heritage Study completed by December 2009.</p>	<p>Director, Planning and Regulation</p>	<ul style="list-style-type: none"> • <i>Ongoing: Council liaises through its Aboriginal Liaison and Community Development Officer works with local groups.</i>
<p>30. That Council commit to attempting to secure an Aboriginal Employment Strategy office in the Walgett Shire.</p>	<p>Continued meetings held with AES representatives.</p> <p>Support for AES sought from local government agencies and local employers.</p> <p>Funding sought for set up and operation of AES in Walgett.</p>	<p>AES operational in Walgett Shire by June 2010.</p>	<p>AL&CDO</p>	<ul style="list-style-type: none"> • <i>Ceased</i> • <i>Council has developed and supported a selection of employment initiatives across the Shire: focusing on Employment Aboriginal people.</i> • <i>16 /17: Currently working with schools in School 2 Work initiative & Walgett Local Employment strategy/ plan</i>

Walgett Shire Council Aboriginal Reconciliation Plan

Recommendation	Activity	Measurement, Method and Target	Responsible Manager	Status – Outcomes
<p>31. That Council undertakes a program to encourage and assist Aboriginal involvement in Council which, among other things, would involve:</p> <ul style="list-style-type: none"> a. Encouraging Aboriginal enrolment on the Voter Roll. b. Educating prospective Aboriginal voters about Local Government. c. Encouraging Aboriginal people to stand for election on Council. d. Assisting Aboriginal voters who are transport disadvantaged to attend at polling booths on election days. e. Providing appropriate assistance at polling booths for Aboriginal people who have literacy limitations 	<p>Program developed to encourage and assist Aboriginal involvement in Council and Local Government.</p>	<p>Increase in the enrolment numbers in Walgett Shire recorded at September 2008 Local Government elections.</p> <p>No less than two (2) Aboriginal people stand for election on Council.</p> <p>Assistance provided at polling booths for Aboriginal people with literacy limitations.</p> <p>Transport made available to Aboriginal voters to attend polling booths.</p>	<p>AL&CDO / General Manager</p>	<ul style="list-style-type: none"> • <i>On going</i>

