

WALGETT SHIRE COUNCIL



Innovate Reconciliation Action Plan

December 2020 – January 2025

Prepared by Ms. Reburdah Dennis- Aboriginal Liaison Community Development Officer & Walgett Shire Council
Community Development Team

“Council acknowledges the Traditional Custodians and First People of our lands the Gamilaroi and Yuwaalaraay people. We pay our respect to Elders both past, present and emerging, acknowledging their spiritual connection to the lands and waterways within the Walgett Shire.”

ACKNOWLEDGEMENT

Artists:

Frank Wright (Dhinawan) – Walgett



Frank Wright's is a Gamilaroi local artist who has a great connection with his artwork and culture. He was born in Walgett where the two rivers, Namoi and Barwon meet. He has ancestral ties with the Dunghutti people of Kempsey. He has been involved in a number of community projects and likes to teach about his culture where ever possible. After experimenting with many different techniques of painting he prefers to paint traditional style work with acrylic ochre colours. His artwork has been as far as France, Mexico, and Port-De-Bouc and has exhibited with Nelson Mandela. Over the years this has presented Frank with the opportunity and confidence to push his artwork to be taught in all scales and to all walks of life.

Josh McCormick – Lightning Ridge



Josh is a Murrawarri man from Lightning Ridge, he has been painting for many years and has developed his “own” style of contemporary Indigenous Art. His artwork has been featured on the New South Wales Police Citizens Youth Club Reconciliation Action Plan in 2018. Many of his paintings have been purchased by locals and visitors to our Shire and this emerging Aboriginal artist is gaining notoriety across the State as an accomplished Indigenous artist with his “own” depictive style.

We would like to sincerely thank all those organisations and individuals across our vast Shire for your input and suggestions into this Reconciliation Action Plan and are committed to implementing the strategies within this plan.

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Message from the Mayor

I am pleased to present the Walgett Shire Aboriginal Community Development & Reconciliation Action Plan 2020-2025. Walgett Shire Council remains committed to providing a high quality of service and being responsive to the needs of the Aboriginal community within the Walgett Shire and for that fact all people within our Shire.

The progress over the past ten year period has been positive with many, relationships and partnerships improved with organisations. Together, as an inclusive community we can continue to strive for equality and harmony within our Shire and address the needs of all our residents.

Mayor of Walgett Shire Council: Mr. Ian Woodcock



Message from the General Manager

Councils community development team have spent many days consulting with community, services, organisations and stakeholders in the development of the Aboriginal Reconciliation Action Plan 2020-2025 in a bid and continue to work alongside Aboriginal people, organisations, and agencies for the best outcomes for community, now and into the future.

The Reconciliation Action Plan has been developed in order to decrease social and economic challenges to Aboriginal and Torres Strait Islander peoples and to promote reconciliation throughout the Walgett Shire. This is Councils first Innovate Reconciliation Action Plan supported by comprehensive information and strategies, the result of extensive community consultations by our Community development staff, throughout our unique and diverse demographic of the Walgett Local Government Area.

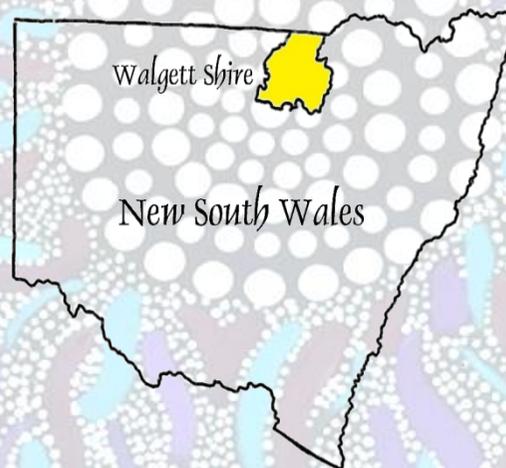
Acting General Manger Walgett Shire Council: Michael Urquhart

OUR SPACE- LOCAL GOVERNMENT AREA:



Population: 7,500

Area: 22,500sq kilometer's



Aboriginal language groups in our LGA: Walgett Shire Council respectfully acknowledges the Gamilaroi, Yuwaalaraay, Waiylwon and Ngemba nations within the Shire and all other Aboriginal people residing in the Shire

Our Vision



“To maximize opportunities for the community to improve their quality of life whilst embracing their own culture and social diversity for the benefit of all”.

The Walgett Shire Aboriginal Community Development & Reconciliation Action Plan review has been developed to guide the work of Council, Police and our community partners to ensure that our community programs reflect the priorities and aspirations of all Aboriginal people living and visiting our communities. We thank the many community members Aboriginal and non-Indigenous, business owners, agencies and service providers across the Walgett Shire that gave their time to help us to review and update the Walgett Shire *Community Development & Reconciliation Action Plan 2020-2025*.

Our Business

BACKGROUND

The purpose of the project was to provide community input into the development of this Reconciliation Plan 2020-2025

Throughout May - September 2018, April - November 2019 and January-May 2020 organisations, Aboriginal Working Parties, Aboriginal Health Services, Key Aboriginal Elders, Aboriginal Land Councils, Aboriginal Housing providers, Aboriginal and non - Aboriginal youth and community members were invited to have their say on what they value most about reconciliation, what they would like to see improved or changed and what they wanted for the future.

Council's community services team staged and implemented a "whole of community" approach in first informing and consulting community then seeking feedback from individuals, groups and community.

Through a strategic consultation process, backed by an endorsed community engagement strategy Councils community services team set out to engage and offer as many community members as possible a voice and opportunity to provide feedback on the current Reconciliation Plan feelings and concerns and aspirations they may have relating to living in the Walgett Shire.

- **Council community development staff facilitated fourteen individual information sessions with key organisations and community groups facilitated “the review” workshops at youth meetings, Community Working Parties, Aboriginal Medical Services, Indigenous Villages, and Local Disability Services. Staff also planned and implemented a “going to the people” approach, visiting Aboriginal villages within communities**
- **Council supported the campaign by undertaking a campaign with local media and radio and print. Council is well placed and connected to the broader community and in-turn utilized its extensive community contact list with over 300 local emails to residents, organisations, business owners receiving information on the ARAP review.**
- **The consultation list included many Government and non - Government departments at all levels to seek feedback from those departments working throughout our communities on how their operations may value add to Councils service and the role it plays.**

Methodology

With a current ARAP-CD in place, participants were asked to comment where we (Council) had addressed actions and strategies of the previous ARAP and where we could:

- ❖ Improve in meeting targets
- ❖ Should there be further actions within this Plan
- ❖ What actions were relevant and what actions are non-existent.

The following list identifies services, organizations and members who participated in the review of the Plan.

**Walgett Aboriginal Medical Service
Barriekneal Housing and Community Ltd
Walgett Local Aboriginal Land Council**

Walgett TAFE

Walgett Shire Youth Council

Walgett PCYC

Mission Australia

Collarenebri Land Council

Murdi Paaki Representatives

Lightning Ridge Community Working Party

NSW POLICE

**Aboriginal Community Liaison Officers
Local schools and Aboriginal Education Officers
Local Aboriginal Elders from across the Shire**

Our RAP

Introduction

This is Council's first Innovate Reconciliation Action Plan and we have endeavoured to create opportunities to all of community to have input into this review. The review of this plan involved a series of consultations with organisations, agencies, individual and visitors to the Walgett Local Government Area.

The consultation phase took many hours to implement and we believe we have a reflective, relevant, updated Plan that is supported by community – for community.

The ARAP 2020-2025 will guide the operational works of Council departments through its information and be supported by our Aboriginal Liaison and Community Development Officer.



Priority Areas

The Walgett Shire Council will do this by:

- **Forging and facilitating partnerships between Council and agencies through an interagency approach and working group methodology in order to better 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.**

- **Formalizing a Memorandum of Understanding with the local Aboriginal Community Working Parties, Land Councils and Aboriginal providers of services to Aboriginal people.**
- **Continue to work alongside and support Aboriginal people, services, business by means of striving to develop and maintain respectful relationships with external and internal, stakeholders and Aboriginal and Torres Strait Islander communities by promoting greater Council awareness and understanding of Aboriginal and Torres Strait Islander cultures.**
- **Continue to offer good-will through recognising the importance of reconciliation and creating a workplace that is welcoming to Aboriginal and Torres Strait Islander peoples and communities.**



Supporting strategies

Walgett Shire Council Community Strategic Plan 2017-2027 was created by the community and provides a long term vision for our Shire. The Community Strategic Plan informs Council's Delivery Program and Operational Plan, which set out Council's role in achieving the community's vision. Other Council plans and documents relevant to the *Walgett Shire Aboriginal Reconciliation Action Plan/Community Development* include:

- ✓ **Walgett Shire Crime Prevention and Safety Plan 2016-2020**
 - ✓ **Community Strategic Plan 2017-2027**
 - ✓ **Community Consultation Policy**
 - ✓ **Work Health & Safety Policy**
- ✓ **Walgett Shire Disability Access & Inclusion Action Plan 2017-2021**
 - ✓ **Equal Employment Opportunity Policy**
 - ✓ **Walgett Shire Youth Strategy (to be reviewed)**

Walgett Shire Council has already put in place a number of strategies and policies to commence its commitment towards recognizing, celebrating and acknowledging Aboriginal and Torres Strait Islander different cultures present in Australia today.



- 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

**Please see individual strategies throughout this document for more information*



FORGING AHEAD WITH MEANINGFUL RELATIONSHIPS AND RECONCILIATION

RESPECT: Aboriginal culture and heritage as the First Peoples of this land, respect traditional values and beliefs of our first peoples.

OPPORTUNITIES: Work with Aboriginal organisations and agencies for equality and opportunities for all people in our Shire.

RELATIONSHIPS: Strive and initiate respectful communication and collaboration in a vision to make this Shire a harmonious place for all



Artwork by Frank Wright (Dhinawan)



“Working together for a common goal seems achievable, it just takes commitment from all quarters”

Reconciliation Australia: What is Reconciliation?

For Aboriginal and Torres Strait Islander peoples, Australia's colonial history is characterised by devastating land dispossession, violence, and racism. Over the last half-century, however, many significant steps towards reconciliation have been taken.

Reconciliation is an ongoing journey that reminds us that while generations of Australians have fought hard for meaningful change, future gains are likely to take just as much, if not more, effort.

In a just, equitable and reconciled Australia, Aboriginal and Torres Strait Islander children will have the same life chances and choices as non-Indigenous children, and the length and quality of a person's life will not be determined by their racial background.

Our vision of reconciliation is based and measured on five dimensions: historical acceptance; race relations; equality and equity; institutional integrity and unity.

These five dimensions do not exist in isolation, but are interrelated. Reconciliation cannot be seen as a single issue or agenda; the contemporary definition of reconciliation must weave all of these threads together. For example, greater historical acceptance of the wrongs done to Aboriginal and Torres Strait Islander peoples can lead to improved race relations, which in turn leads to greater equality and equity.

Our vision of reconciliation is based and measured on five dimensions: historical acceptance; race relations; equality and equity; institutional integrity and unity.

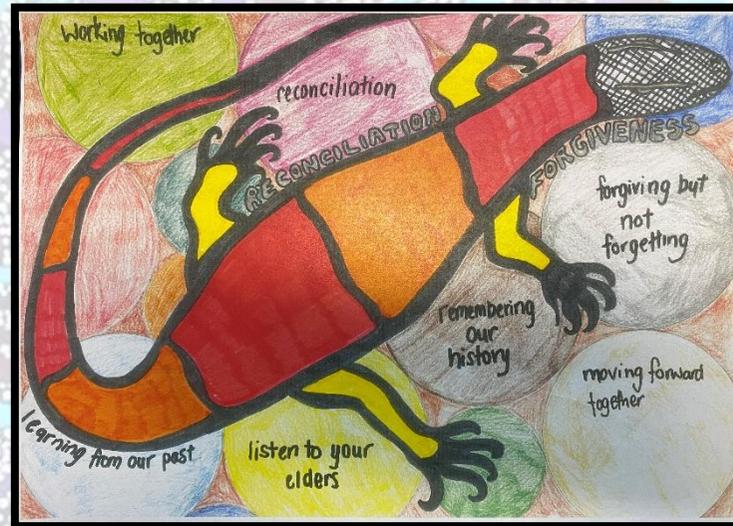
Note above "Information supplied by Reconciliation Australia"



ACTION PLAN – 2020/2025

RELATIONSHIPS

1. Build relationships through celebrating National Reconciliation Week



2. 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 1:

That Council formalize a Memorandum of Understanding with the local Aboriginal Community through, Walgett Aboriginal Medical Services, Local Land Councils, and CWP.

3. 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 2:

That Council, in consultation with Aboriginal organizations, Walgett, Lightning Ridge and Collarenebri Land Councils, Inter agency groups, CWP and supports the involvement of Aboriginal Liaison and Community Development Officer and Youth Development Officer in Harmony Day Activities and costs are reflected in the Annual Operational Plan

4. Aboriginal Liaison & Community Development Officer

Walgett Shire Council have a number of Aboriginal community members employed in the field across the Shire and have recently employed an Aboriginal Liaison/Community Development Officer to assist in raising the level of involvement of the Aboriginal communities across the Shire on all council matters. This position is responsible for organizing and implementing Reconciliation events across the Shire and working with Aboriginal people on a daily basis. The position value adds to a team of community practitioners seeking to build and support capacity within the communities across our Local Government Area.



Recommendation 3:

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

Recommendation 4:

That the ALCDO actively participates and attends scheduled meetings of Walgett, Lightning Ridge and Collarenebri Interagency Meetings, Working Party Meetings and all organized local meetings raising awareness matters and challenges championed by Aboriginal and Torres Strait Islander peoples within the community.

5. Walgett Shire Council Plans and Staff

All Walgett Shire Council planning documents must consider and include specific strategies that would provide solutions to matters, or challenges, as raised by Aboriginal and Torres Strait Islander community/staff members.

All relevant strategies, plans and agreements relating to Community, Environment, Infrastructure and Heritage.

Recommendation 5:

That Council includes strategies that address Aboriginal issues in all Council Plans where relevant and that Council policies and plans are effectively promoted to the Aboriginal communities of the Shire



6. Youth Development Programs - Youth Empowerment

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. In 2007 the Shire Youth Development team took the mantle as the lead agency across communities. The youth of the Walgett Shire 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. Council will continue to lead the way working with local organizations (PCYC, sporting Groups) and peer groups for the betterment of our youth and young people.

Recommendation 6:

That Council provides quality programs to engage and maintain attendance of Aboriginal Youth at Council's Youth Centre's, continues its leadership initiatives.

Recommendation 7:

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.



7. Community Events- Sorry Day- Seniors Week – Youth Week - People with Disabilities and National Days of Recognition

Council recognizes that 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.

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

Council also plays a key role in developing, implementing, promoting and support many initiatives across the Shire to all groups of people within our Local Government Area. The groups within our Shire are seen as our strengths and we work with all for a connected, harmonious community.

Council's Aboriginal Liaison & Community Development Officer will work in collaboration with Councils Community Development team to assist and deliver a meaningful event to the broader community.



Recommendation 7:

That Council in partnership with other agencies continue to collaborate and play a vital role in supporting and implementing events and opportunities targeting community connection, social capacity building and celebration in reference to specific events across communities within the Walgett Shire.

RESPECT

1. 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 challenging experienced by Aboriginal and Torres Strait Islander Australians.



Recommendation 1:

That Council, in consultation with the relevant Aboriginal Organisations, Walgett, Lightning Ridge and Collarenebri Land Councils and Inter agencies groups, CWP, participate in National Reconciliation Week by hosting a range of activities focused on youth and the wider community.

2. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning



3. 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 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 providing Acknowledgement of Country at all its significant events, meetings or gatherings.

Recommendation 2:

That Council recognises Aboriginal people as the traditional custodians of the land, waterways and stories by providing Acknowledgement of Country at all its official events, meetings or gatherings and use Welcome to Country through a local Elder or Youth representative of the Language Group (Nation) at all its official events.

4. 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.

Established Aboriginal organization i.e.: Walgett Aboriginal Medical Service, Aboriginal Land Council, Dharrivaa Elders Group or another reputable Aboriginal organization / agency will inform Council of the need to carry out this undertaking.

Recommendation 3:

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



5. NAIDOC Week Celebrations

NAIDOC Week is celebrated throughout the Walgett Shire Council each year during the first week of July, to coincide with the National NAIDOC Week Celebrations.

NAIDOC Week is a celebration of Aboriginal Culture and Heritage throughout the Shire. Walgett Shire Council is 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 throughout the Shire.

Recommendation 4:

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.



6. Aboriginal Heritage

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 (https://en.wikipedia.org/wiki/History_of_Indigenous_Australians). 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 5:

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

7. Cultural Awareness Training

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

Council staff 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.

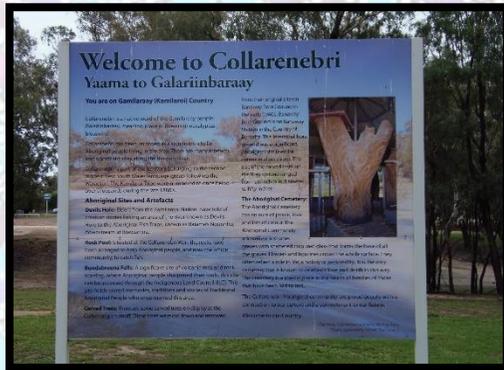


Recommendation 6:

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

8. Community Aboriginal Signage

Council produced signs, sponsored by various local businesses, have been placed in the main street of Walgett depicting various animals and the Gamilaroi and Yuwaalaraay 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 7:

That Council considers the upgrade and implementation of Shire wide signage depicting Aboriginal heritage and culture in Council planning.

OPPORTUNITIES

1. School to Work Program and Traineeships

Walgett Shire Council has implemented a School to Work Traineeship Program in partnership with the Walgett Community College, Lightning Ridge and Collarenebri High Schools. Students train 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.

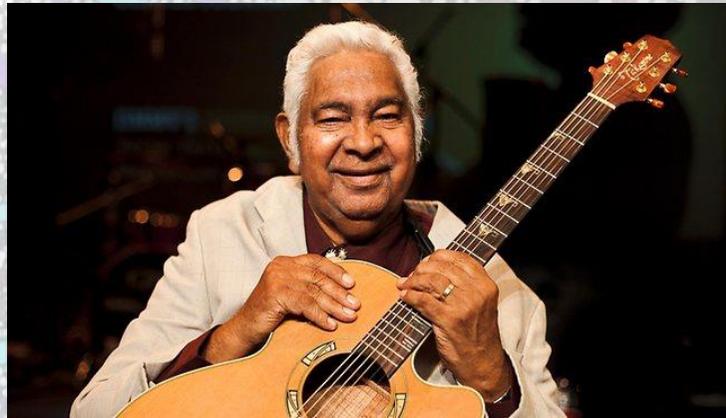
Recommendation 1:

That Council continues to implement the *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.

2. Promotion of Aboriginal Arts: Jimmy Little (AO) Memorial Arts Scholarships:

Council recognizes and supports the unique contribution many artists of our areas and communities have contributed to the Arts world. We are committed to supporting established artists and emerging artists, those studying in the arts through a multitude of mediums. The Jimmy Little Memorial Arts Scholarship is now available to emerging artists throughout the Shire and has a specific set of guidelines to potential recipients.

Council is proud to align with Jimmy Little's daughter Ms. Frances Peters-Little in her support for this opportunity which is also endorsed by the Jimmy Little Foundation.



“Permission to publish approved by Jimmy Little (AO) Foundation Australia”

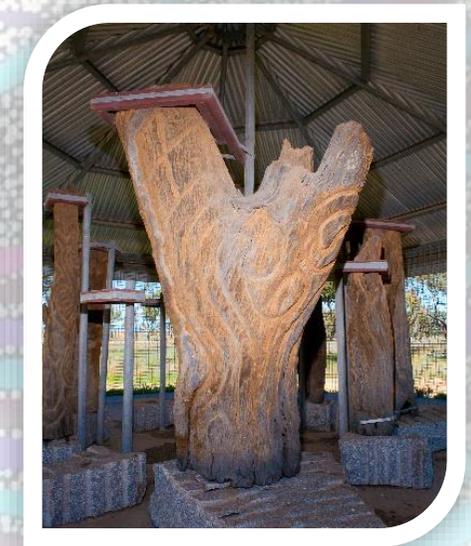
Recommendation 2:

That Council seeks to identify and support local artists with the Mr. Jimmy Little Scholarships in the Arts grants available annually.

Council will commit grants totaling \$10,000 (four grants worth \$2500.00 each) every year to emerging / established artists in a range of mediums as per guidelines and application.

3. 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, and 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.

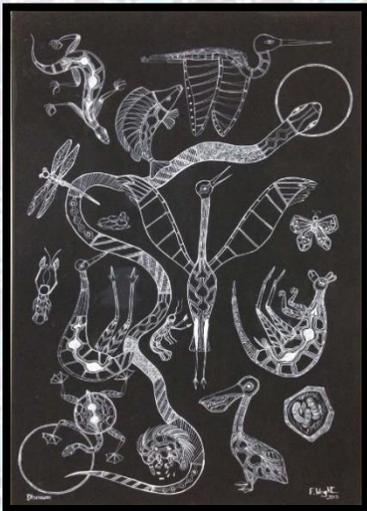


Recommendation 3:

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

4. Aboriginal Art Strategy

Council recognizes the cultural significance of Aboriginal art and local artist within the Shire. It is important to promote this art work both within and outside Walgett Shire. Council will commit to showcasing Aboriginal Art within its Libraries and other alternative locations.



Recommendation 4:

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.

ACTION PLAN - 2020 / 2025

| RELATIONSHIPS | | | |
|---|--|-----------------|----------------------------|
| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
| 1. Build relationships through celebrating National Reconciliation Week (NRW) | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff | 2021 | Community Development Team |
| | RAP Working Group members to participate in an external NRW event | Ongoing | |
| | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. | In place | |
| | Register all our NRW events on Reconciliation Australia's NRW website | When required | |
| | That council, in consultation with the relevant Aboriginal Organisations, Walgett, Lightning Ridge and Collarenebri Land Councils and Inter agencies groups, CWP, participate in NRW by hosting a range of activities focused on youth and the wider community | Ongoing | |
| | Formation of working groups to collaborate to deliver accessible events in each community | In place | |
| | Organise at least one NRW event each year | | |

| RELATIONSHIPS | | | |
|--|--|-----------------|---|
| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
| <p>2. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations</p> | <p>That Council formalize a Memorandum of Understanding with the local Aboriginal Community through, Walgett Aboriginal Medical Services, Local Land Councils, and other Aboriginal organisations/agencies across the Shire. Increase in Aboriginal people attending events across the Shire</p> | <p>Ongoing</p> | <p>General Manager Manager Community Development Aboriginal Liaison Community Development Officer</p> |
| | <p>Facilitate meetings and form working groups</p> | | <p>Manager Community Development</p> |
| | <p>Working groups from all minority groups delivering programs for the health and wellbeing of community members</p> | | |
| <p>3. Council continues to support the employment of an Aboriginal Liaison Community Development Officer to assist in raising the level of involvement of Aboriginal communities across the Shire on all council matters</p> <p>Review and update council strategies that would provide solutions to matters, or challenges as raised by Aboriginal or Torres Strait Islander peoples.</p> | | <p>In place</p> | <p>Aboriginal Liaison Community Development Officer</p> |

| RESPECT | | | |
|---|---|-----------------|---|
| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
| 1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning | Conduct a review of cultural learning needs within our organisation. | April 2022 | Aboriginal Liaison Community Development Officer |
| | Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. | Ongoing | Manager Community Development |
| | Develop, implement and communicate a cultural learning strategy for our staff | Ongoing | Manager Community Development Aboriginal Liaison community development Officer |
| | Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning | Ongoing | Manager Community Development Local Aboriginal Services |
| | Council provides Cultural Awareness training to all Council staff on an annual/needs basis as part of its induction processes | In place | Human Resources Officer Aboriginal Liaison community Development Officer |

| RESPECT | | | |
|--|---|--------------------|---|
| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
| 2. Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols | Ongoing | Manager Community Development |
| | Develop, implement and communicate cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country | April 2022 | Aboriginal Liaison Community Development Officer |
| | Invite a local Tradition Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year | In place | Manager Community Development Aboriginal Liaison Community Development Officer |
| | Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings | In place | All staff |
| | That Council raises the Aboriginal flag alongside other flags at the entrance to Council Chambers located at 77 Fox Street, Walgett. | Currently in place | Management |

| RESPECT ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|-----------------|--|
| 3. That Council supports NAIDOC Week Celebrations through | Assist with Grant applications for funding NAIDOC week activities | In place | Aboriginal Liaison Community Development Officer |
| | Organise and hold annual program and activities Shire wide to celebrate NAIDOC Week | | Management / Manager Community Development |
| | Support with Grant applications and assisting with the coordination of the program through the community and youth development team Community Services and Youth Service | | Community Development Team |
| 4. Celebrate Aboriginal and Torres Strait Islander dates of significance | Host Sorry Day event/s with community input | In place | Community Development Team |
| 5. That council supports and develop a study of Aboriginal heritage in the Shire in consultation with the Aboriginal community Council considers the upgrade and implementation of Shire wide signage depicting Aboriginal heritage and culture across the Shire. | Development of a study group including local Elders & Aboriginal people | Jan 2023 | Community Development Team |
| | Draft document of all preexisting identified areas | Jan 2024 | Management / Manager Community Development Dept. Planning and environment |
| | Aboriginal heritage and culture signage included in current and future Management Plans –2019/2022 | | |
| | Aboriginal signage upgrade | January 2023 | Aboriginal Liaison Community Development Officer Economic Development Officer |

| OPPORTUNITY ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|-----------------|--|
| 1. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes | Develop and implement an Aboriginal and Torres Strait Islander procurement strategy | 2022 | Youth Development Officer |
| | Investigate Supply Nation membership | | Manager Community Development |
| | Develop and communicate opportunities for procurement of good and services from Aboriginal and Torres Strait Islander businesses and staff | | Aboriginal Liaison Community Development Officer |
| | Review and update procurement of good and services from Aboriginal and Torres Strait Islander businesses and staff | | |
| | Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses | | In place |
| 2. Council continues implementing the School to Work Program in Walgett, Lightning Ridge and Collarenebri and look to investigate options in outlying villages. | Continue to seek support/options/JSA and others on board with a collaborative approach | In place | Aboriginal Liaison Community Development Officer |
| | Work with schools business houses to continue to promote similar programs like "Our town Our Future" | Ongoing | Youth Development Officer |
| | Works towards a target of 8/10 young people from each larger community involved in program by end 2024 | | Manager Community Development |
| | Promote and lobby for other services to duplicate program it's a model that works- duplication in communities | | |
| | Allow budget for this program to remain in yearly operations | | |
| | | | |

| OPPORTUNITY ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|--|-----------------|---|
| 3. That council provides equality programs to engage and maintain attendance of Aboriginal Youth at Councils youth centres across the Shire | Maintain high attendance by Aboriginal youth by involving the youth in decision making on what potential programs to be delivered to young people. (specify the activity being implemented) | In place | Youth Development Officer Aboriginal Liaison Community development Officer |
| | New youth spaces created in Walgett (PCYC building), Lightning Ridge (Spider Brown Oval) Refurbishment on Collarenebri Youth Centre (Town Hall) | June 2021 | Manager Community Development |
| | Continue to encourage/ support/ assist with successful grant applicants for various activities at youth centres | Ongoing | |
| 4. Council will identify and support local artists with the Mr. Jimmy Little Scholarships in the Arts grants available annually | Continue to encourage/ support/ assist with artist to apply for grant annually and carrying out and promoting enhancing their artist abilities | In place | Aboriginal Liaison Community Development Officer |
| | Showcase of artworks and exhibitions (Shire wide) of artist works | In place | Community Development |
| | Council will commit grants totaling \$10,000 (four grants worth \$2500.00 each) every year to emerging/established artists in a range of mediums as per guidelines. | | Tourism Development Officer |
| 5. Council recognises significant Aboriginal sites through its Walgett Shire Tourism Destination Strategy and promotes these sites in all promotional material | Promotional material developed identifying Aboriginal sites Walgett Shire Tourism Destination Strategy reviewed to include/consultation with local Aboriginal organisations to identify Aboriginal sites | Ongoing | |

| OPPORTUNITY | | | |
|--------------------------------|--|----------|----------------|
| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
| 6. Promotion and encouragement | That council seeks to identify local Aboriginal artist to display and sell their artwork at Visitors Information Centre's located at Walgett, Lightning Ridge and Collarenebri to assist in the overall promotion of the local area Broader promotion and awareness of councils support for local indigenous artist across the LGA. | In place | |

| GOVERNANCE | | | |
|--|---|-----------------|--|
| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
| 1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. | Maintain Aboriginal and Torres Strait Islander representation on the RWG | In place | Manager Community Development |
| | Establish and apply a Terms and Reference for the RWG | 2021 | Aboriginal Liaison Community Development Officer |
| | Meet at least four times per year to drive and monitor RAP commitments | Quarterly ¼ | |
| | Ensure Aboriginal and Torres Strait Islander peoples and perspectives are presented at all levels of Governance | | Youth Development Officer |
| 2. Provide appropriate support for effective implementation of RAP commitments. | Define resources needs for RAP implementation | Ongoing | Manager Community Development |
| | Engage our senior leaders and other staff in the delivery of RAP commitments | 2021 | Aboriginal Liaison Community Development Officer |
| | Define and maintain appropriate systems to track, measure and report on RAP commitments | In place | |
| | Appoint and maintain an internal RAP Champion from senior management | 2021 | Youth Development Officer |
| 3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally | Report RAP progress to all staff and senior leaders quarterly | Quarterly | Aboriginal Liaison Community Development Officer |
| | Publically report our RAP achievements, challenges and learnings, annually | Ongoing | General Manager |
| | Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer | May 2022 | |
| 4. Continue our reconciliation journey by developing our next RAP. | Register via Reconciliation Australia's website to begin developing our next RAP | 2025 | Manager Community Development |
| | | | Aboriginal Liaison Community Development Officer |

“On 27 May 1967 Australians voted to recognise the rights of Aboriginal and Torres Strait Islander people in the census and give the Federal Government powers to make laws for the benefit of Indigenous Australians.

It was a transformative moment in acknowledging the harmful wrongs of our colonial past. Yet 50 years on, the government continues to fail First Australians, and is ignoring their leadership.

As notable Indigenous leaders, academics, spokespeople and representatives met in Uluru last week they delivered a statement from the heart: “In 1967 we were counted, in 2017 we seek to be heard.”

And as these inspiring quotes by influential Indigenous leaders show, no one knows their communities and the challenges they face better than they do themselves.

It’s time the Australian Government listens and follows their lead, and puts Aboriginal and Torres Strait Islander people at the heart of their decision making.”

Faith Bandler, Civil rights activist and campaigner during 1967 Referendum