



**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 have 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 raise 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 8<sup>th</sup> July – 15<sup>th</sup> 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 Centres.**

**Recommendation 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.**

**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 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 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 seek 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 8<sup>th</sup> 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 centres 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:**

**That Council undertakes a program to encourage and assist Aboriginal involvement in Council which, among other things, would involve:**

- 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.**

## 24. Appendix

### Aboriginal Community Development and Reconciliation Action plan

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	
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	School to work Program fully operational in Walgett, Lightning Ridge and Collarenebri	Fully implemented in Walgett, Lightning Ridge and Collarenebri by June 2008 with targets as identified in the School to Work Policy achieved	Community Liaison Officer / ALO	The School to Work Program is a key component of the Youth Development Strategy which is a successful
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	ALO position maintained on WSC staff structure	ALO holds monthly meetings with Aboriginal communities to discuss Council matters	General Manager	
3.	That Council consider the employment of gender specific ALO positions to assist in understanding social and cultural mores within the various Aboriginal communities	WSC staff structure reviewed (in conjunction with financial restraints) to include gender specific ALO	Gender specific ALO positions included on WSC staff structure	General Manager	
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.	ALO attends local meetings addressing Aboriginal issues	ALO attends a minimum 80% Interagency Meetings and Working Party Meetings. Quarterly reports presented to Council notifying Council of Aboriginal issues	Director, Corporate and Community Services	As ALO attends meetings on a regular basis at Council meetings in Walgett and Lightning Ridge.



Walgett Shire Council Aboriginal Community Development and Reconciliation Plan

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	
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	Acknowledgement of Country and Welcome to Country used at all official events in consultation with local Aboriginal CWP	Elder or senior representative invited to undertake Welcome to Country at all WSC official events  Acknowledgement of Country at all official events	General Manager	The Proto Aboriginal Presented Cultural T employee of when used at fo
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	Raise Aboriginal flag at WSC offices	Council raise the Aboriginal flag along with other flags at the entrance to the Council Chambers.	General Manager	Since con with WSC Flag as be everyday half mast Aboriginal Commun
7.	<b>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.</b>	NAIDOC Week celebrations held annually.	Council assists with Grant Applications for funding for NAIDOC week activities.  Annual programs and activities held Shire wide to celebrate NAIDOC week.	Community Liaison Officer / ALO	This is an which wi the ALO
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.	Morning Tea for Aboriginal Elders and senior members held during Seniors Week.	Morning Tea held annually in April to celebrate Seniors Week.	Community Liaison Officer / ALO	Due to m wasn't ab this progr This even by the AL

Walgett Shire Council Aboriginal Community Development and Reconciliation Plan

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	
9.	That Council provides quality programs to engage and maintain attendance of Aboriginal Youth at Council's Youth Centres.	Exciting programs engaging Aboriginal Youth held at Youth Centres in Walgett, Lightning Ridge and Collarenebri.	<p>Increase in attendance by Aboriginal Youth by 20% for the next two years and then reviewed.</p> <p>Upgrade of Youth Centres in Lightning Ridge and Collarenebri.</p> <p>Successful grant applications for various activities at youth centers.</p>	Community Liaison Officer / ALO	Through the Walgett Shire Council to the school Centre as
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.	Walgett Shire Youth Council formed.	<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>	Youth Development Officer / ALO	This program is supported by the Youth Development Officer.

Walgett Shire Council Aboriginal Community Development and Reconciliation Plan

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	This project facilitated
11.	That Council conducts an annual Cricket NSW Indigenous Cricket Camp to assist in the development of junior indigenous and non indigenous cricket.	Annual Cricket NSW Indigenous Cricket Camp held in Shire.	Funding from Cricket NSW secured to hold Indigenous cricket camp.  Cricket Camp held annually in Walgett Shire	Youth Development Officer / ALO	
12.	That Council commit's to promote and provide Aboriginal art and cultural events throughout the Shire directed at the youth.	Arts and cultural events included in Youth programs.	Successful grant applications for various arts and cultural activities at youth centres.	Youth Development Officer	
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.	Walgett Shire Council Open Day.	Open Day to be held in September 2008.	ALO	This event on the 27 <sup>th</sup> November commenced with a flyover over town with a display at Namoi.
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.	Investigation and installation of Aboriginal heritage and cultural signage.	Aboriginal heritage and culture signage included in Management Plan 2008/2009 – 2013/2014.  Aboriginal signage upgraded by January 2010.	Tourism Officer/ALO	The Signage at Walgett and Lightning Ridge Collarene completed in November.

Walgett Shire Council Aboriginal Community Development and Reconciliation Plan

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	To be fac
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.	Harmony Day activities held annually.	Costs for Harmony Day Activities included in Management Plan 2008/2009 – 2013/2014.  Programs and activities held Shire wide to celebrate Harmony Day.	Youth Development Officer / ALO / Director Corporate and Community Services	To be fac
16.	That Council, in consultation with the relevant CWP, hosts a range of activities to commemorate National Sorry Day.	National Sorry Day activities held annually.	Costs for National Sorry Day Activities included in Management Plan 2008/2009 – 2013/2014.  Programs and activities held Shire wide to celebrate National Sorry Day.	ALO / Director Corporate and Community Services	To be Fac
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.	National Reconciliation Week activities held annually.	Costs for National Reconciliation Week Activities included in Management Plan 2008/2009 – 2013/2014.  Programs and activities held Shire wide to celebrate National Reconciliation Week.	Youth Development Officer / ALO / Director Corporate and Community Services	To be fac

Walgett Shire Council Aboriginal Community Development and Reconciliation Plan

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	
18.	That Council provides Cultural Awareness training to all Council staff on an annual basis as part of its induction processes.	Cultural Awareness Training held annually.	All staff members provided Cultural Awareness Training.	Human Resources Officer	
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.	Memorandum of Understanding developed.	Memorandum of Understanding with CWP in Walgett, Lightning Ridge and Collarenebri formalised and adopted by June 2009.	ALO / Director Corporate and Community Services	
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.	Local Artists identified to discuss consignment at local Visitor Information Centres.	Aboriginal Art available for sale at Walgett, Lightning Ridge and Collarenebri VIC by February 2009.	ALO / Tourism Development Officer	This project completed November
21.	That Council investigate and implement an Indigenous Art Prize that includes displaying Art Work at Gosford City Cultural Centre.	Indigenous Art Prize included as part of Walgett Show Activities.	Indigenous Art Prize held at Walgett Show in May 2009.  Successful Art Prize/s displayed at Gosford City Cultural Centre in June 2009.	ALO	This project 2010.



Walgett Shire Council Aboriginal Community Development and Reconciliation Plan

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	This will
22.	That Council promotes and support an annual Aboriginal Arts and Craft Exhibition within the Walgett Shire.	Aboriginal Arts and Craft Exhibition held in Walgett Shire.	<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>	ALO	
23.	That Council recognises significant Aboriginal sites through its Walgett Shire Tourism Destination Strategy and promotes these sites in all promotional material.	<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>	ALO / Tourism Development Officer	
24.	That Council endorse the development and implementation of an Aboriginal Employment Strategy to be presented to Council in August 2008.	Aboriginal Employment Strategy developed.	Presented to Council in August 2008.	ALO / Human Resources Officer	

Walgett Shire Council Aboriginal Community Development and Reconciliation Plan

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	
25.	That Council include strategies that address Aboriginal issues in all Council Plans where relevant.	Aboriginal strategies included in Council Plans.	Community Consultation form CWP and Aboriginal community sought for Council Plans.  Aboriginal issues addressed in all Council Plans.	ALO / General Manager	
26.	That Council policies and plans are effectively promoted to the Aboriginal communities of the Shire.	Council Plans distributed among Aboriginal community.	Plans effecting Aboriginal community presented to CWP meetings.  Council Plans placed on public exhibition.	ALO / Director Corporate and Community Services	This will be done with the p Shire.
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.	Annual Youth Exchange Programs and Staff Exchange Programs aimed at Aboriginal communities developed with Gosford City Council.	Annual Youth Program held annually.  Staff Exchange programs developed with Gosford City Council.	ALO	This will be done annual ba

No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager
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.	Gosford City Council ALO assists with enrolling Aboriginal people on electoral role.	Assistance in enrolling Aboriginal people on electoral role completed by July 2008.	ALO
29.	That Council support and develop a study of Aboriginal heritage in the Shire in consultation with the Aboriginal community.	Aboriginal Heritage Study developed.	Funding for Aboriginal heritage study included in Management Plan 2008/2009 – 2013/2014.  Aboriginal Heritage Study completed by December 2009.	Director, Planning and Regulation
30.	That Council commit to attempting to secure an Aboriginal Employment Strategy office in the Walgett Shire.	Continued meetings held with AES representatives.  Support for AES sought from local government agencies and local employers.  Funding sought for set up and operation of AES in Walgett.	AES operational in Walgett Shire by June 2010.	ALO / Director Corporate and Community Services



No.	Recommendation	Activity	Measurement, Method and Target	Responsible Manager	This will ALO 200
31.	<p>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"> <li>a. Encouraging Aboriginal enrolment on the Voter Roll.</li> <li>b. Educating prospective Aboriginal voters about Local Government.</li> <li>c. Encouraging Aboriginal people to stand for election on Council.</li> <li>d. Assisting Aboriginal voters who are transport disadvantaged to attend at polling booths on election days.</li> <li>e. Providing appropriate assistance at polling booths for Aboriginal people who have literacy limitations.</li> <li>f.</li> </ul>	<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>ALO / General Manager</p>	