NOTICE OF
PORT AUGUSTA CITY COUNCIL ABORIGINAL ADVISORY COMMITTEE MEETING

MEMBERSHIP

Chairperson (to be confirmed)
CEO Mr John Banks
Cr Colleen Hutchinson
Mayor Sam Johnson
Aboriginal Community Members:
Stephen Atkinson
Kym Thomas
Dwaylene Brown
Khatija Thomas
Diedre Mahomed
Gwen Martin

Notice is hereby given pursuant to Section 41 of the Local Government Act 1999, that an ABORIGINAL ADVISORY COMMITTEE MEETING will be held in the Council Chambers, 43 Flinders Terrace, Port Augusta on MONDAY 19 FEBRUARY 2018 commencing at 12pm.

A copy of the Agenda for the above meeting is attached to this notice.
AGENDA

1. Welcome
   Chair -

2. Acknowledgement of Country
   “We would like to pay our respects to the traditional owners of the land on which we meet. We acknowledge their ancestors and their sharing of their country. We also pay respect to the many Aboriginal groups and cultures that work, walk and live in Port Augusta.”

3. Apologies:

4. Confirmation of Previous Minutes
   Recommendation
   That the Minutes of the previous Meeting held on Monday 4 December 2017 be confirmed as a true and accurate record of proceedings. Please note a quorum was not met at this meeting therefore an informal discussion took place.

5. Business arising from previous minutes:
   - ACTION: The Committee to decide on a representative to sit on the Port Augusta Aboriginal Reference Group for the National Suicide Prevention Trial
   - ACTION: Australia Day follow Up - Aboriginal Communities Engagement Officer Ms Dowling to provide update
   - ACTION: Cultural Competency Policy – A more informed discussion to take place at the next meeting with a recommendation to Council agreed upon

6. Council Policies (updated policies)
   Nil

7. Council Reports - these reports have been put to Council and any reports that are not classified as confidential can be provided upon request or accessed via the Council website.

   Council Meeting
   Council Meeting - 18/12/2017
   AR17/49034 – Mayoral Information Report
   AR17/4884 – Audit Committee Activities 2016/2017
   AR17/50648 – Elected Member Appointments to the USG Cities Planning Reform Working Group

   Council Meeting - 29/01/2018
   AR18/154 – Mayoral Information Report
   AR18/2595 – Bird Lake Odour Responsibilities Environment Protection Authority
   AR18/2553 – Nomination for the 2016/2017 Joy Baluch Award
   AR18/1849 – Update – Impact on future operation of Miriam High Special Needs Centre following introduction of the National Disability Insurance Scheme (NDIS)
   AR18/1741 – Proposed termination/changes to school joint agreements
   AR17/51673 – Location rules for mobile food vendors
   AR17/51248 – Review – Fees and Charges register
   AR18/1826 – Fencing at Laurie Wallis Aerodrome

   Operations Committee
   Operations Committee Meeting 11/12/2017
   AR17/46639 – Review – Meeting Procedures – Code of Practice 2017
   AR17/46699 – Governance Audit – Actions declaration of Principal Office and Storage of Accounting Records

   Strategic Management Committee
   Nil
Strategic Planning and Development Policy Committee
Nil

Port Augusta Alinta Advisory Committee
Nil

Port Augusta Marine Advisory Committee
Nil

8. Standing Agenda Items
8.1 Actions from the Port Augusta Local Action Agreement
- Develop strategies to encourage Aboriginal people to run for Council (Governance and Leadership Building Block) – Courtney to provide update
- Develop Strategies to place a local significance on Australia Day for our Aboriginal Community (Governance and Leadership Building Block) – as previously discussed - Courtney to provide update
- Identify ways to celebrate Port Augusta as a Community that is unified and embraces our Aboriginal Cultures (Governance and Leadership Building Block)

9. General Business
- City Safe Patrol – John
- Chief Executive Officer Mr Banks - Update
- Mayor Johnson - Mayoral Information Report/Update

10. Any other Business
- Update on ACEG Activities – Courtney
- Time of Meetings – recommendation to trial lunchtime meetings 12pm – 1pm.

11. Next Meeting: Monday March 5, Council Chambers, Time to be advised

12. Meeting close 1pm
MINUTES OF PORT AUGUSTA ABORIGINAL ADVISORY COMMITTEE MEETING
HELD ON MONDAY 4 DECEMBER 2017

1. Welcome

Present: Chief Executive Officer Mr Banks, Cr Hutchinson, Ms Annie Farrell, Mayor Johnson, Ms Khatija Thomas, Ms Diedre Mahomed (arrived at 3:44pm), Guest Ms Chez Curnow and Aboriginal Communities Engagement Officer Ms Courtney Dowling

Temporary Chair Ms Thomas declared the meeting open at 3:38pm, welcomed everyone and opened with the Acknowledgement of Country.

2. Acknowledgment of Country

“We would like to pay our respects to the traditional owners of the land on which we meet. We acknowledge their ancestors and their sharing of their country. We also pay respect to the many Aboriginal groups and cultures that work, walk and live in Port Augusta.”

3. Apologies: Mr Stephen Atkinson, Ms Dwaylene Brown, Ms Gwen Martin and Mr Kym Thomas

It was recognised that the Committee did not have a quorum, therefore it was agreed to have an informal discussion.

4. Guest – Ms Curnow – PHN Country SA – National Suicide Prevention Trial

Ms Thomas welcomed Ms Curnow to the meeting; Ms Curnow provided background information and an update on the National Suicide Prevention Trial. The Committee were asked if they would like to be involved as a touch point for consultation throughout the duration of the trial for the next two years and if they would like to nominate a representative to sit on the local Aboriginal Reference Group. A discussion took place and members asked questions in relation to other groups the trial will consult with research that has been undertaken and involvement of other peak bodies and individuals. Ms Curnow discussed that there will be an Aboriginal Aftercare Service Design that will be trialled in Port Augusta only. There is a separate working group of Aboriginal people who will be involved in developing this aftercare service design. Chief Executive Officer Mr Banks asked how Council can be involved and if the trial will be relevant to the Public and Environmental Health Policy, Ms Curnow said that Councils play a major role in ensuring staff have Suicide awareness training, get involved in campaigns and positive role modelling.

ACTION: The Committee to decide on a representative to sit on the Port Augusta Aboriginal Reference Group.

Ms Curnow left the meeting at 3:56pm

5. Confirmation of Previous Minutes

As there was not a quorum this did not happen, will be done at the next meeting.

6. Business arising from previous minutes

Australia Day - refer to discussion paper on following pages. Comments made:

- The Chief Executive Officer Mr Banks referred to a comment made at the previous meeting that had not been captured in the discussion paper in relation to the importance of the relationships between Aboriginal People and new arrivals, how we can capture this and place an emphasis on the importance during Australia Day.
- Ms Thomas talked about Proclamation Day and how this may be something we can look at as a community
Mayor Johnson suggested that a small and simple step initially could be to cut out the word ‘celebrations’.

The importance of delivering the message to the broader community about what the day signifies for Aboriginal people was discussed, how this can be done diplomatically and who may be the appropriate person to deliver such a message, Ms Mahomed and Ms Thomas suggested someone like Vince Coulthard.

Discussion paper
Aboriginal Advisory Committee Meeting 4/12/2017

Agenda Item 5 Business Arising from Previous Minutes – Australia Day

Purpose
For the Advisory Committee to consider options for Australia Day that will acknowledge, recognise and pay respect to Aboriginal people.

Background
For quite some time Australia Day has remained on the agenda of the Advisory Committee, the Aboriginal Community Engagement Group (ACEG) and is also identified as an area of interest within the Port Augusta Local Action Agreement, stating; ‘Develop strategies to place a local significance on Australia Day for our Aboriginal Community’ (Governance and Leadership building block).

Discussion
Currently Rotary coordinates Australia Day Celebrations. Courtney has arranged to meet with them on Friday the 8th of December and is seeking advice from ACEG in regards to any ideas they may have. Dusty Feet Mob has also been contacted seeking their interest in performing on the day but at this stage are reluctant to do so for January 2018 as they feel the community may not be ready for it. However, Paul Tanner is going to speak with the group and parents of the children involved and see what their thoughts are and get back to me. Everyone who has given feedback so far has said that this will take time and that Aboriginal people will not want to be seen as celebrating the day but rather raising awareness about what the date means for Aboriginal people.

Recommendation/s
1. To continue with an Acknowledgment of Country at the breakfast delivered by a Non-Aboriginal person in a leadership role, preferably the Mayor, CEO or Deputy Mayor. This should also include some context and recognition around the date and why it has a negative connotation for Aboriginal people.
2. Ask Dusty Feet Mob to perform an arrangement of dances at the breakfast after the Acknowledgment of Country (may not occur in 2018 but could work towards it for 2019)
3. Start off small and build on this over the coming years (suggestion made by several Aboriginal Community members)
4. Provide information to community about the date and the meaning for Aboriginal people, what happened and why that date is not a day of celebration

Final Recommendation
It is recommended that the committee recognise the sensitivity around this topic and approve the notion to build on the action gradually over a period of time. It is recommended that a working group of interested Aboriginal Community Members and other relevant stakeholders be developed to work in partnership with Rotary towards this for the future. For Australia Day 2018 it is recommended that the Aboriginal Advisory Committee endorse recommendation number 1 (above) and work towards numbers 2, 3 and 4 over the coming year/s. If however, Dusty Feet Mob come back and agree to perform at the breakfast on 26/1/2017 the committee will welcome the opportunity.

Other relevant documents
Useful information: (Taken from the Amnesty International Website) for future consideration and your information

1. Learn why many people have an issue with Australia Day

Australia Day is not a celebration for every Australian. It marks the day Aboriginal people first saw the tall ships enter their waters. Many people in the Indigenous community call it ‘Survival Day’; others call it ‘Invasion Day.’

“26 January is a hard day for all of our mob. Aboriginal people always feel sad on Australia Day; it marks the end of freedom for our people,” says Amnesty International’s Indigenous Rights Advisor and Palawa man Rodney Dillon.

A good way to learn more about Survival Day is to search for #StoriesofSurvival on Twitter or read some of NITV’s Survival Day interviews.

2. Attend a Survival Day event

There are events happening all across Australia – google Survival Day or Invasion Day

3. Follow @IndigenousX

The IndigenousX Twitter account has a different Indigenous host each week. Since its 2012 launch, 140 different Indigenous hosts have shared their own stories, insights and pictures through it.

4. Love music? Tune into Indigenous radio

Catch the top 100 Indigenous songs on 3KND in Melbourne (1503AM). Or stream it live here. You can also tune in to the live broadcast of music at Yabun festival on Koori Radio in Sydney (93.7FM) or stream Yabun festival here.

5. Find out about the Indigenous languages in your area

Check out this interactive Indigenous language map to find out about the language group in your local area and learn about Indigenous languages across the country.

6. Read a book

If you can find a quiet space on 26 January there are some great books for all ages that document Indigenous people’s lives and experiences. Try:

- Fabienne Bayet-Charlton’s exploration of her Bundjalung roots in *Finding Ullagundahi Island*
- Sally Morgan’s milestone autobiography *My Place*
- the first of Ruby Langford Ginibi’s five autobiographies *Don’t Take Your Love to Town*
- *Am I Black Enough For You?* by Anita Heiss

7. Watch something meaningful

Some options are the short film Babakiueria, a satirical take on race relations in Australia from the 1980s, or the movie Servant or Slave, about the history of the domestic servitude enforced upon Aboriginal girls in Australia. Also check out a new reality series *Family Rules* on NITV, which has been dubbed the “Aboriginal Kardashians”.

8. Celebrate Australia on a different day

There’s no real consensus yet on an alternate day but Wattle Day has been one suggestion.
9. Share Stan Grant’s speech on Facebook

Stan Grant’s speech went viral in 2016, so let’s keep it going until everyone in Australia has seen it.

10. Sign a petition

The effects of colonisation are still felt by Indigenous people today, who have poorer outcomes in health, education and the justice system.

Right now our government is throwing kids as young as 10 into prison, and Aboriginal and Torres Strait Islander children are over-represented in every Australian state and territory’s youth justice system. Instead of more prison sentences, we need a plan to support kids and Indigenous-led programs. Sign our petition today to end this **over-representation**.

Useful links:

https://www.googleadservices.com/pagead/aclk?sa=L&ai=DChcSEwj2-LGD6OLXAhWSE70KHVmpBLgYABAAGgJ0aA&ohost=www.google.com.au&cid=CAESEeD2VC8OIdat82re17KkwZjb&sigan=AOD64_2am9Uv8PQ3McT8H3P3UqSz1hBNnw&q=&ved=0ahUKEwjXiauD6OLXAhVHbrwKHcbAAvYQ0QwJg&adurl=

Cultural Competency Policy – refer to discussion paper below. Comments made;
- Chief Executive Officer Mr Banks acknowledged that the will has been expressed, accessing suitable trainers is key
- Chief Executive Mr Banks expressed the need for further clarity on what is meant be Cultural Competence
- The next step would be to write a report to Council with the recommendation that Council develop a Cultural Competency Policy
- Ms Thomas highlighted that the important part is how the policy will be implemented and ensuring that middle managers are involved in the training
- A step in this process could be re-visiting the current training policy, what does it already include? Could this be amended?
- Start work on progressing this, have a more informed discussion at the next meeting

Discussion paper
Aboriginal Advisory Committee Meeting 4/12/2017

Agenda Item 5 - Business Arising from Previous Minutes – Cultural Competency Training

Purpose
For the Aboriginal Advisory Committee to consider options in relation to Cultural Competency training for Council staff and to make a recommendation to Council on their preferred way forward.

Background
Council do not have a policy or any requirements for staff to undertake Cultural Competence training and this has been identified as a need by the Advisory Committee. In 2012 Council engaged with Centacare Catholic Family Services Country SA Diocese of Port Pirie Inc. who provided some staff with a half day training session – Working Effectively with Aboriginal People – Aboriginal Cultural Awareness Workshop, this was facilitated by Aaron Stuart, Manager of Indigenous Services and Leonard Lester, Community Development Officer. This training was not mandatory; however, management strongly encouraged as many staff from each area as possible to attend. The training was offered over a six month period, on different days and at different time slots to be as convenient for staff as possible.

Discussion
The question has been posed as to whether or not to have a Port Augusta City Council Cultural Competency Policy and/or require staff to complete a form of Cultural Awareness or Competency training package. Council do not currently have a policy nor do they require staff to undertake the training but it has been offered in the past. It has been identified by the committee that Port Augusta City Council should have something in place such as a Cultural Competency Policy/Cultural Respect Framework that requires all staff to undertake such training. In the past it has been a challenge to identify an appropriate provider and has been somewhat controversial in regards to the level and type of training required and whether or not it should be compulsory.

Recommendation/s
1. Identify a variety of training options, packages and providers and create a register for easy access by Council Staff to choose the appropriate package based on their individual and professional needs and have this embed as part of the induction process. The register would also include information about local Aboriginal people who can offer the training.

2. Develop a Cultural Competency Policy that specifies Cultural Competence training as compulsory for all current and future council staff and includes a specific training package and provider.
3. Consider the development of a Cultural Respect Framework or Reconciliation Action Plan that has actions within the document to pursue things such as a Cultural Competence Policy amongst other things.

**Final Recommendation**

It is recommended that the committee decides on a specific action and puts forward a recommendation to Council for endorsement and action.

**Other relevant information and/or documents**

1. **What is Cultural Competence?**

   *The Australian higher education sector defines Cultural Competence as;*

   Student and staff knowledge and understanding of Indigenous Australian Cultures, histories and contemporary realities and awareness of Indigenous protocols, combined with the proficiency to engage and work effectively in Indigenous contexts congruent to the expectations of Indigenous Australian peoples.

   Cultural competence includes the ability to critically reflect on one’s own culture and professional paradigms in order to understand its cultural limitations and effect positive change.

   Indigenous Cultural competence requires an organisational culture which is committed to social justice, human rights and the process of reconciliation through valuing and supporting Indigenous cultures, knowledges and people as integral to the core business of the institution. It requires effective and inclusive policies and procedures, monitoring mechanisms and allocation of sufficient resources to foster culturally competent behaviour and practice at all levels of the institution.

2. **Centre for Cultural Competence Australia**

   The Centre for Cultural Competence Australia (CCCA) is the provider of Australia’s only online accredited and competence based Aboriginal and Torres Strait Islander Cultural Competence Course. The vision of CCCA is; To create a Culturally Competent Australia.

   An information brochure about the course is provided separately to this document and further information can be accessed via the website [www.ccca.com.au](http://www.ccca.com.au)

3. **Register of Cultural Awareness Training Providers**

   You can view the register below – taken from the Department of State Developments website – this is SA specific.
Register of Cultural Awareness Training Providers

The South Australian Government actively encourages Public Sector employees to participate in Aboriginal cultural awareness training.

These programs can occur in the work place or in a residential community setting where learning Aboriginal culture takes place on Aboriginal country.

The Register of Cultural Awareness Training Providers lists South Australian training providers. All principal presenters are Aboriginal.

The register is updated regularly to ensure information is current and to provide opportunities for emerging Aboriginal businesses in this area. Please note that the organisations self-nominate for listing and the information included is provided by the training providers.

If you are a provider of cultural awareness training and would like to be included on the register, please complete the Register Criteria Form and return to:

Aboriginal Affairs and Reconciliation
GPO Box 320
Adelaide SA 5001

Register Criteria Form
Download DOCX | 80 KB
For more information phone (08) 8226 8900 or email helen.della-verde@sa.gov.au

Current Trainers

- Unaipon School Research & Consultancy Group
- Arrilla Indigenous Consultants & Services
- Aboriginal Access Centre TAFE SA
- Iga Warta Pty Ltd
- Relationships Australia South Australia
- Rural Solutions SA
- Camp Coorong

Australian Institute for Loss and Grief

Formerly-Sacred Site Within Centre (est. 1993)
c/- 10 Cowie St, Ethelton SA 5015
Phone: 08 8341 5557
Fax: 08 8242 2690
Mobile: 0438 203032
Email: rosemary@lossandgrief.com.au
Web: www.lossandgrief.com.au
ABN: 8811 7236 736

Rosemary Kudnarto Wanganeen
The program presented by Aboriginal counselling practitioner, Rosemary Wanganeen, is based upon an especially developed curriculum founded upon loss and grief. The need to expose the impact of historical and contemporary issues, which results in unresolved grief, underpins the context of this cultural awareness program. The program unpacks history and the culture precipitated from policies and legislation which have bred stereotype views. It helps participants understand the major contributing factors to the many social and health issues, and also focuses agencies on improving their service provision responses to Aboriginal clients.

Participants have the option of learning basic effective skills on how to engage and maintain rapport when considering delivery of care. The program can be delivered within any metropolitan area and regional area.

Unaipon School Research & Consultancy Group
University of South Australia
Yungondi Building, City West Campus
North Terrace
Adelaide SA 5001
Phone: 8302 0564
Email: peter.gale@unisa.edu.au

Dr Peter Gale
The Unaipon School program combines theory with a focus on its relevance to practice issues facing employees in their day-to-day activities. It allows participants to explore and reflect on their own life experiences as part of a process of developing an understanding of cultural diversity. The program also facilitates development and expansion of knowledge and understanding of Aboriginal cultures, societies and issues. Programs are delivered at your work site.

Arrilla Indigenous Consultants & Services
76 Palace Street
Petersham NSW 2049
Phone: 0412 662 666
Fax: (02) 9590 4606
Email: info@arrilla.com.au
Web: www.arrilla.com.au

Ms Shelley Reys AO
Ms Shelley Reys AO is the Managing Director of Arrilla; a firm unlike others working in the Indigenous arena. Arrilla is an Indigenous owned and operated consulting firm working across Australia celebrating 21 years of service. Arrilla exists to:

- Promote better relations between Indigenous peoples and the wider community,
- Provide more effective, practical ways of working together, and
- Incorporate Indigenous solutions into mainstream environs with an accent on measurable change.

When appointing Arrilla, you’re making a meaningful contribution to related pursuits in the Aboriginal and Torres Strait Islander arena. Their business charter is “to consult our services to clients, so that we may provide them voluntarily to those less able to pay.”

Arrilla’s cultural awareness and competency courses are measurable, practical, and positive experiences. They tailor each workshop to suit your organisational/corporate needs and leave the ‘stock standard’ approach to others.
Aboriginal Access Centre TAFE SA
Interactive Ochre
Level 7/11 Waymouth Street
Adelaide SA 5000
Sandra Hanson, Project Officer:
Phone: 8207 9980
Email: sandra.hanson@sa.gov.au
or Marg Mibus, General Manager
Phone: 8226 1024

Interactive Ochre

This cultural awareness program is delivered through a partnership of Aboriginal and non-Aboriginal presenters at various locations around South Australia where TAFE is situated. Since 1988 Spencer TAFE has been delivering Aboriginal Education courses. The Aboriginal Cultural Awareness programs aids in assisting organisations and people understand life from the perspective of an Aboriginal person. This program covers historical and contemporary issues as well as exploring Aboriginal recruitment and retention matters. The program provides a flexible and responsive learning methodology so that participants can acquire the competencies to be culturally inclusive in undertaking their work (articulation to TAFE Certificate IV).

Iga Warta Pty Ltd
Copley SA 5732
Phone: 864 83737
Vince Coulthard & Terrance Coulthard
Web: www.igawarta.com

Iga Warta

Presents a residential program, offering a unique opportunity to experience Adnyamathanha culture, living, sharing and learning in an Aboriginal community setting in the Northern Flinders Ranges. It is owned, managed and operated by local Aboriginal people. The program comprises journeys sharing the importance of the Muda (Dreaming), through to contact history and the issues that face Aboriginal people in today's society. Participants learn the relevance of Adnyamathanha culture to our everyday lives and how this impacts on the way Aboriginal people interact with the public service. The Aboriginal and non-Aboriginal facilitators have worked together for over 20 years. Iga Warta can tailor journeys and activities to suit your needs, including facilitation at your work site.

Relationships Australia South Australia

49a Osmond Street
Hindmarsh SA 5007
Phone: 824 58100

Deborah Lockwood and Jo Willmot

A cultural awareness program focusing upon developing participants' cultural competencies and based on an action learning approach. A range of presenters combine an Aboriginal and non-Aboriginal partnership who critique both organisational and service cultures, help understand poor work practices and facilitate learning and team culture building. Programs are tailored to specific learning groups and are aimed at increasing knowledge, examining attitudes and translating this to improvement in the work place. They include discussions on the dominant culture and white privilege and strategies for implementing culturally sensitive work practices. This provider can cater for whole workforce development and promotes action learning projects being undertaken at the work place.
Rural Solutions SA
Phone: 1300 364 322
Email: info@ruralsolutions.sa.gov.au

Rural Solutions SA

Offer a two-day Aboriginal Cultural Awareness program that is aimed at breaking down barriers based on myths and misunderstandings surrounding cultural differences. The program is designed by Aboriginal and non-Aboriginal people using adult education learning principles, the workshop is conducted by Aboriginal and non-Aboriginal people and covers cultural, historical and social issues. The program can be delivered in metropolitan, regional and remote locations.

Camp Coorong
Phone: 8575 1557
Email: nlpa@bigpond.com

Camp Coorong, an area of about 250 acres near Meningie in the South East of South Australia, was established in 1986 with the aim to share Aboriginal history and culture with non-Aboriginal people. People of all walks of life have spent time at Camp Coorong, many non-Aboriginal people, young people in schools, environmental organisations and various government and community groups. The Trevorrow family have together created a welcoming environment, one where people can talk openly, share their diverse experiences, compare stories and come to understand the true Australian history of Indigenous people. The visitors all experience the land and its ecology, and take away new understandings through finding out about Dreaming stories, medicine plants, Ngarrindjeri law, hunting and gathering food, and the day to day lifestyle of the Ngarrindjeri Aboriginal people.

There is no doubt that the experiences at Camp Coorong change people's lives. Their gentle approach in cultural awareness has enabled non-Aboriginal people to recognise the responsibilities of today without shame or guilt and move forward to correct what has happened in the past. In a practical way, Camp Coorong has opened communication between many Aboriginal and non-Aboriginal people and helped remove barriers towards meaningful Reconciliation.

7. **Mayoral Report**
   Brief discussion

8. **Next Meeting** – Monday February 5 2018, 3:30pm – 4:30pm in the Council Chambers
   *Please note there will be no January Meeting*

9. **Meeting closed:** Meeting declared closed at 4:35pm