

MINUTES

ABORIGINAL REFERENCE GROUP

2.00PM ON WEDNESDAY 24 FEBRUARY 2016



PRESENT

Uncle Richard Archibald

Sharralyn Robinson

Lord Mayor Cr Gordon Bradbery

IN ATTENDANCE

Armando Reviglio – Chair

Jody Clark – Community Worker

Kristeen Sandercock – Minutes

1 WELCOME – Chair

2 ACKNOWLEDGEMENT OF COUNTRY – Chair

3 DECLARATIONS OF INTEREST – Nil

4 APOLOGIES – Apologies were received and accepted on behalf of: Aunty Bev Armer, Basilia McGaw, Derek Hardman, Jade Kennedy, Cr Jill Merrin, Leanne Olive, Paul Knight, Sue Savage.

5 CONFIRMATION OF MINUTES OF MEETING HELD ON 25 NOVEMBER 2015

Amendment to Item 10v – ‘Decision was not conclusive, will be going to the Landscape team’.

This was discussed at length and due to the complexity of this issue no confirmation about this process was agreed upon. There is no easy answer.

This item is to be held over to next meeting as no members present today – 24.2.16 – were present at the previous meeting.

6 BUSINESS ARISING FROM PREVIOUS MINUTES

No discussion was held.

7 ABORIGINAL EMPLOYMENT STRATEGY UPDATE

Sarah Crawford, Organisational Development Manager from Human Resources distributed 3 handouts to the meeting (attached to the Minutes).

‘Workforce Diversity Policy’ and ‘2016-2019 Workforce Diversity Plan’ were adopted by Council on 14 December 2015.

The third document is in Draft; ‘The Workforce Diversity Equal Employment Opportunity (EEO) Management Plan for Aboriginal and Torres Strait Islander people’ which aims to strengthen the representation of Aboriginal people in the workforce.

Currently there is 21 staff at WCC who have identified as Aboriginal & Torres Strait Islander as well as:

1 Civil Engineering Cadet who entered at a skill based level

1 Walker Elsa Dixon School based trainee in the Governance area

2 Cadets through the ACEG program working in other areas of Council.

Discussion took place around the importance of Council employing Aboriginal & Torres Strait Islander people and whether 2.2 % (which is the percentage of people who identified as Aboriginal or Torres Strait Islander in the 2011 Census in Wollongong) is a reasonable or unreasonable target to aim for within the people who are employed in Council.

There was discussion around the 21 staff that identified as Aboriginal & Torres Strait Islander and how do we know that they are? Is a Statutory Declaration required? If the position is a targeted position, yes a Statutory Declaration is required but not for a mainstream position.

It was noted that there has been a positive change of culture by Wollongong City Council in their Aboriginal employment strategy. Sarah asked members to read the Draft document distributed (EEO Management Plan – document 3 above) and provide feedback at the next Reference Group meeting.

As this topic creates lengthy discussion and due to the large number of apologies it was decided to continue the discussion at the next Aboriginal Reference Group meeting.

8 BALD HILL ABORIGINAL ARTISTS EOI

Felicity Skoberne advised that only 1 application for the above EOI had been received and the applicant was not a local artist. Members agreed that there is not a “large local” story to be told about Bald Hill. Council is keen to have the ‘right’ art that reflects local Aboriginal themes depicted in that space. There are still elements to the process such as consultation, manufacturing and installation of the artwork to be considered an a tight timeline for them to be completed. The official opening of the refurbishment will be in October 2016.

3 different works are required. The following suggestions were posed:

- i. Perhaps the applicant can work with local Aboriginal people to design the artwork. It has to be representative of Illawarra Aboriginal art.
- ii. The EOI for \$5,000.00 (floor artwork) be advertised again.
- iii. Can the \$15,000.00 and \$42,000.00 EOIs undergo contractual changes stating work must be done in consultation/collaboration with local Aboriginal people?
- iv. Aboriginal people may have found the EOI confusing as the 3 pieces of work were contained in the overall EOI documentation. An information meeting could be held to explain the steps involved and this could prompt more local artists to apply.
- v. Ask the 1 applicant if they will meet our Elders and agree to consult with the local community before designing the artwork.

Thanks were conveyed to Felicity from the Group for their work in this area.

9 MOUNT KEIRA CONSULTATION FOR DRAFT PLAN OF MANAGEMENT (POM)

TRC Tourism has been commissioned by Council to conduct the consultation and design for the draft POM for Mount Keira Summit Park. Armando welcomed Sue Feary and Penny Spoelder from TRC Tourism to the Meeting.

Sue paid her respects to and acknowledged the local Aboriginal community and advised that the discussions/consultation for this project have only opened today and the Reference Group are the first to be consulted.

Penny explained that they want to develop a vision that reflects the needs and aspirations of the community and one that recognises Mount Keira Summit Park as a unique place of significance. The cultural significance needs to be captured in this consultation to enhance the representation of the Aboriginal cultural heritage in this significant site and how that is shown in the vision statement.

Who are the Stakeholders? The Aboriginal community has to be a primary stakeholder in this consultation. It is Public land and what's important to the Aboriginal community needs to be reflected in what will be developed at Mount Keira. Members of the Group suggested people in the Aboriginal community who should be consulted include but not limited to:

Aboriginal Land Council

Aboriginal Medical Service

Illawarra Aboriginal Corporation

Korewal Elouera Jerrungarugh

Wadi Wadi Group

Wodi Wodi Group

Dick Henry

Barb Nicholson

Carol Speechley

Joyce Donovan

Jody is to compile a list and refer it to Reference Group members to ensure correct contacts are included.

Armando expressed thanks to Sue and Penny for their process they outlined for the project and their attendance at the meeting.

10 NAIDOC REGIONAL AWARDS DINNER 2016 – MOU AND POSTHUMOUS AWARDS

There has been a request from the NAIDOC Awards Regional Dinner steering group for the 4 Councils in our Region (Shoalhaven, Kiama, Shellharbour and Wollongong) to have a Memorandum of Understanding (MOU) in relation to the running of and conducting the NAIDOC Regional Awards Dinner. Does the group feel this is necessary?

The Group agreed that they don't see a need for a MOU as we currently work well together.

Posthumous Award – criteria of the award needs to be clarified. Will the award be given in recognition of someone who has passed in previous 12 months? The Group agreed that if this award is to proceed, it should be contingent on asking the family if they agree to be eligible to accept the award. Feedback about the award is to be presented at the next meeting.

11 A CITY FOR THE PEOPLE WORKSHOP INVITE

This workshop will be held on 16 March 2016 at the Wollongong City Surf Club. 2 sessions, 10.00am to 12.00pm and again at 5.30pm to 7.30pm.

12 COMMUNITY DEVELOPMENT WORKER – UP DATE

NAIDOC Regional Awards Steering Committee. The steering group can have a member of the Aboriginal Reference Group on it, would someone like to nominate to be on this committee? I can assist with a lift to the meetings and I have a list of proposed meeting dates. Sharralyn Robinson agreed to accept to be on the steering group.

Reconciliation Week Event at IPAC – List of proposed stories:

5 Islands	GangmanGang	Koonawarra Black Swan
Flannel Flower	Red Waratah (Womens Story)	The little boy who would not share
Birth of the Butterflies	Creation Story – Black snake	Doolagarl (hairy man) story
Aboriginal Advancement League (all members)		
Local hero stories?		

It has been proposed to have a "Pay what you feel" policy to enter. The thought being that once people have experienced the stories and enjoy them they'll be happy to pay accordingly.

13 WELCOME TO COUNTRY

This item deferred to next meeting.

14 GENERAL BUSINESS

- i. Wombarra Sea Wall – Middens have been unearthed during work at the sea wall. Work has now ceased and the AHIP process is being followed.
- ii. "In Confidence" – Destination Wollongong are bidding to hold significant event in 2017 with strong connections to the Aboriginal Community and are seeking the support from the Aboriginal Reference Group to go ahead with it. All members present felt the type of event would be a wonderful showcase of Aboriginal talent and gave their support for the event to go ahead.
- iii. Blue Dreaming artworks – Sharralyn advised that this piece of art located on one side of the building where Levendi Café is located in Belmore Basin has faded and needs some repairs carried out. This piece of art work comes under Public Art through Cultural Services. Sharralyn recommends that it be put forward to be restored due to its faded condition.

15 NEXT MEETING – CHANGE DATE DUE TO SORRY DAY AND RECONCILIATION WEEK?

Next meeting date is Wednesday 25 May 2016 – should we change the date due to Sorry Day and Reconciliation week commencing at the end of that week? Members agreed to leave the next meeting date as is set.

The meeting concluded at 4.30pm.

2016 – Future Meeting Schedule		
Wednesday 25 May	Level 10 Committee Rooms 2 and 3	2pm – 4pm
Wednesday 24 August	Level 10 Committee Rooms 2 and 3	2pm – 4pm
Wednesday 23 November	Level 10 Committee Rooms 2 and 3	2pm – 4pm

ACTION SUMMARY

Item	Action	Officer	Status
	Sandon Point JMC – Clarity regarding role of an authority of JMC. Invite Renee Campbell to meeting to discuss.	Chair	Ongoing
11/14	Improvement to Process – Hill 60 Management Plan	Jody Clark	Ongoing
11/15	EOI Aboriginal Artworks for Bald Hill – 3 projects. Complex issue To be discussed at meeting in May 2016	Chair	Ongoing
2/16	Aboriginal Employment Strategy – further discussion required	Sarah Crawford	Ongoing
2/16	Draft POM for Mt Keira Summit Park – list of Aboriginal Community members to be involved in consultation	Jody Clark	Ongoing
2/16	Posthumous Awards – feedback on decision at next Meeting	Chair	Ongoing
14/3	Blue dreaming Art works to be cleaned and repaired	Chair	Ongoing