

Aboriginal Advisory Committee

Meeting Date: Monday, 13 May, 2019
Location: Jervis Bay Rooms, City Administrative Centre, Bridge Road, Nowra

Attachments (Under Separate Cover)

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5. Reports	
AA19.8	2019-2021 Aboriginal Advisory Committee Strategic Plan
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**SHOALHAVEN CITY COUNCIL
ABORIGINAL ADVISORY COMMITTEE**

Strategic Plan

2019-2021

Council's Vision

We will work together in the Shoalhaven to foster a safe and attractive community for people to live, work, stay and play; where sustainable growth, development and environmental protection are managed to provide a unique and relaxed lifestyle.

Acknowledgement to Country

The Aboriginal Advisory Committee (AAC) would like to acknowledge the Traditional Custodians of the land on which we live and work, where Aboriginal people have performed age old ceremonies of storytelling, music, dance, celebrations and renewal. We also acknowledge the unique role that Aboriginal people play in the life of Australia today.

We pay our respects to Elders past and present for they have and still do guide us with their wisdom.

As Aboriginal and non-Aboriginal people working in unity, let us have a sense of the importance of the Country, upon which we are standing, and value the long rich Aboriginal cultural and spiritual connections to the Shoalhaven area. This is evident in the stories and ceremonies, natural landmarks and the sacred objects embedded in the landscapes and waterways.

Let us sense the land beneath our feet and acknowledge to whom it belongs.

Travel thoughtfully and respectfully, remembering the footsteps of the ancestors who walked this land before you, and those who will follow.

Message from the Chairperson

On joining the Shoalhaven City Council (SCC) Aboriginal Advisory Committee (AAC) in 2009, little did I know I was embarking on a journey; a journey that continues to challenge me professionally and personally. I haven't been alone on this journey however; I've been accompanied by others who are equally passionate and dedicated to our local community. It is this dedication and commitment to the Aboriginal community within the Shoalhaven Local Government Area (LGA) that has formed the foundation for a cohesive and vocal AAC. The AAC is made up of volunteers, some of whom work full time, with others working voluntarily on other committees. The Committee members have a commitment to breaking down stereotypes, dispelling negative attitudes and providing information and direction to SCC in working with local Aboriginal communities.

The AAC supports SCC to build and strengthen respectful relationships and develop collaborative approaches with Aboriginal communities. Aboriginal people of the Shoalhaven have a wealth of knowledge to contribute towards supporting cultural, environmental and economic well-being. The AAC will continue to advocate for Aboriginal community involvement in SCC decision making processes and work towards strengthening relationships between SCC, Aboriginal communities and organisations. Through this, the AAC anticipate a strong partnership with Council as part of the reconciliation journey to ensure that AAC Vision Statement is relevant to the Committee and to our communities.

As a member of the AAC and now the Chairperson, I have participated in the development of the SCC *Statement of Commitment (2010)* with strong encouragement from former Mayor, Paul Green. The AAC developed their *Terms of Reference* for the AAC. The AAC's development of an Action Plan for the committee is a clear pathway in working collaboratively with SCC with a dedicated commitment to influencing and improving outcomes for Aboriginal people of the Shoalhaven LGA.

The plan includes actions to be implemented over the next two years that aim to make SCC services, programs and facilities culturally inclusive, relevant and accessible.

Signature

Sue Cutmore

Chair

Shoalhaven City Council – Aboriginal Advisory Committee

SCC Statement of Commitment to Aboriginal Communities (2010)

SCC commits to continually building mutually respectful relationships with the Aboriginal communities of the Shoalhaven.

SCC values its culturally diverse communities and lifestyles and is deeply committed to working in partnership with Aboriginal people of the Shoalhaven. This partnership will be based on mutual respect and equality to further employment, social, cultural and economic development.

SCC recognises and acknowledges the history and treatment of Aboriginal people in Australia and supports the Reconciliation Australia vision and values.

SCC acknowledges and recognises:

- Aboriginal people as the First People of Australia
- Past practices and policies that impacted on Aboriginal people's lives, cultures and society
- The customs and traditions of Aboriginal people and their spiritual relationship with the land
- The rights of Aboriginal people to live according to their own beliefs, values and customs, and
- The significant contribution made by Aboriginal people in the past, present and future.

SCC commits itself to:

- Ensuring local Aboriginal people's participation and involvement in the planning and delivery of events and celebrations of significance which respect the dignity and protocols of the local Aboriginal communities.
- The ongoing development of strategies to improve and increase the level of participation of local Aboriginal people in Local Government decision making processes.
- Undertake holistic community planning to address wellbeing, employment and social economic or cultural disadvantage experienced by local Aboriginal people in the Shoalhaven.
- Ensuring all Council staff and Councillors are exposed to ongoing education, and cultural training and development programs; to increase knowledge, understanding and respect of Aboriginal cultural heritage and the needs of the Aboriginal communities within the Shoalhaven.
- Celebrate and support significant Aboriginal ceremonies and events (NAIDOC Week, Sorry Day, Reconciliation Week and Survival Day).
- Fly the Aboriginal flag in prominent places, such as the City Administration Centre, Council Chambers, Reception Room and other Council locations.

Aboriginal Advisory Committee (AAC)

The Aboriginal Advisory Committee (AAC) was established in 1997. The first members of the Committee assisted in building the foundations for local Aboriginal people to have a strong voice in Shoalhaven City Council's decision-making processes. The purpose of the AAC is to provide appropriate and considered advice to Shoalhaven City Council on all relevant issues affecting Aboriginal people within the Shoalhaven Local Government Area (LGA).

The AAC supports Council to build and strengthen respectful relationships and develop collaborative approaches with Aboriginal communities. Aboriginal people have a wealth of knowledge to contribute towards supporting cultural, environmental and economic well-being.

Vision

Aboriginal people in the Shoalhaven Local Government area are living a life where their needs are being addressed, the social justice principles of equity and access is being applied and where recognition of their history and culture is acknowledged and celebrated.

Relationship to Council

The AAC is a formal Committee of Council that is under Section 355 of the Local Government Act (1993). The Committee is supported by Council's Community Development Team which forms part of Council's Corporate, Finance and Community Section. The committee is directly supported by Council's Senior Community Development Officer and Community Development Officer – Aboriginal. This role is critical in building stronger links between Shoalhaven City Council and Aboriginal communities to ensuring Aboriginal people are involved in Council's decision-making processes.

Membership

Members of the Shoalhaven Aboriginal Advisory Committee must live in the Shoalhaven LGA and/or work with Aboriginal communities of the Shoalhaven on a full time or part time basis. Committee membership aims to be diverse and include community members from throughout the LGA, Aboriginal Elders, young people and government/non-government agencies.

The SCC Aboriginal Advisory Committee Terms of Reference are provided as an appendix to this plan.

Shoalhaven City Council (SCC)

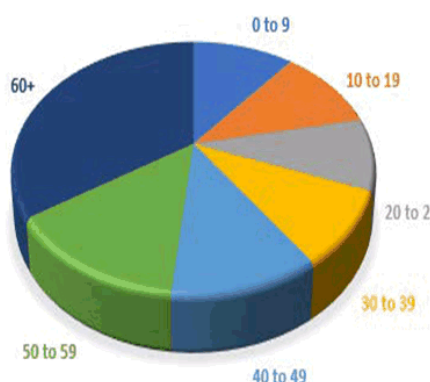
Shoalhaven City is located on the New South Wales South Coast, about 160 kilometres south of Sydney. It covers an area of 4,660 square kilometres, including substantial areas of National park, State forest, bushland, beaches and lakes. The Shoalhaven LGA is made up of 49 towns and villages, stretching from Berry and Kangaroo Valley in the north to Durras in the south. Nowra/Bomaderry and Milton/Ulladulla are the main centres of the Shoalhaven. The Shoalhaven is one of the largest coastal LGA's in the State.

The Shoalhaven LGA has a strong richness of Aboriginal cultural heritage, which is reflected by the recognition of the strong spiritual ties that the traditional custodians continue to have with the land and water. SCC endeavours to incorporate in the planning of Council functions, services and responsibilities, including service provision, statutory planning and regulatory functions, and employment in addressing the aspirations and needs of Aboriginal people.

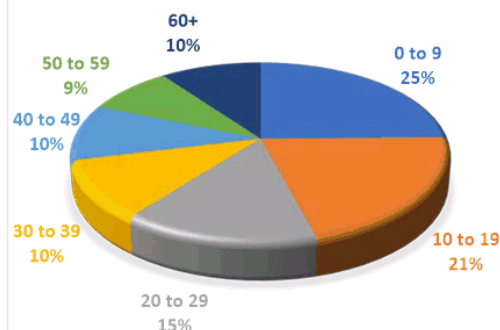
At the time of the 2016 Census, there were 99,650 people in Shoalhaven (C) (LGAs). Of these 49.5% were male and 50.5% were female. Aboriginal and/or Torres Strait Islander people made up 5.5% of the population. As shown in the pie graphs below the largest cohorts of Aboriginal and Torres Strait Islander population are in the 0 – 19 age group while in contrast there are fewer people aged 60+.

Figure 1: Comparison Age Groups- Aboriginal and Torres Strait Islander population within the Shoalhaven local government area, compared to total population in each age group for the remainder of the population.

GENERAL POPULATION - AGE GROUPS



ABORIGINAL & TORRES STRAIT ISLANDER POPULATION - AGE GROUPS



The NSW Local Government Act (1993)

In the NSW Local Government Act 1993 (the Act), Section 7(d) identifies that one of Council's purposes is to facilitate engagement between Council's and Councilors with the local community.

The guiding principles of the Act (Section 8(a) require Council's decision-making to:

- recognise diverse local community needs and interests
- consider the long term and cumulative effects of actions on future generations

Many Councils establish AAC's to facilitate the participation of Aboriginal people in Council decision-making. These committees are established by Council resolution under section 355 of the Local Government Act 1993, and provide:

- an opportunity for key issues to be identified and a common approach to their resolution negotiated within the resources available
- a formal avenue through which Aboriginal people can raise issues of concern.

Social Justice Principles

The aspirations and priorities that are identified within Shoalhaven City Council's 2018-2021 Community Strategic Plan are based on the social justice principles of:

Equity: ensure all people are treated equally while also recognising that there are situations where application of the same rules to disadvantaged and marginalised groups can generate unequal results.

Access and connectedness: the community needs and wants to be connected and have equal access to services and facilities. This can be achieved through both improved transport options and improved mobility, through connections with each other, through connections with the environment, through provision of facilities and services that meet community need and through business connection opportunities.

Participation: the creation and implementation of the objectives and strategies within the plan must be achieved with the full participation and support of the community.

Rights: strategies which will deliver the basic rights and freedoms to which all humans are entitled.

Table 1 provides an overview of relevant legislation, policy frameworks and statements that impact on Shoalhaven City Council's work with Aboriginal people.

Table 1: Key planning legislation relating to Aboriginal communities, Commonwealth, State and Shoalhaven City Council

Legislation	NSW Plan	SCC Plans and Policies	Shoalhaven Statements, MOU, Strategies
Local Government Act 1993 (NSW)	OCHRE Plan NSW Government Plan for Aboriginal Affairs	SCC Community Strategic Plan (CSP)	SCC AAC Terms of Reference POL/16/172
Aboriginal Land Rights Act 1983 (NSW)		SCC Community Engagement Policy	SCC Statement of Commitment to the Aboriginal Communities of the Shoalhaven 2010
Native Title Act 1993 (Commonwealth)		SCC Round the Bay Walks Implementation Plan 2012	MOU between AAC and Shoalhaven Regional Art Gallery Meeting Room
National Parks and Wildlife Act 1974 (NSW)		SCC Regional Sports and Community Precinct Master Plan 2017	SCC Aboriginal Youth Engagement Strategy
Constitution Act 1901 (NSW)		SCC Lady Denman Reserve, Strategic Business and Master Plan 2016 (Huskisson)	
The Environmental Planning & Assessment Act 1979 (NSW)		SCC Local Environment Plans	
NSW OEH Reform (Draft)		SCC Heritage Policy	
Crown Land Management Act 2016 (NSW)		SCC Plans of Management (Aboriginal Significance)	
Closing the Gap (2008) COAG		SCC Bushcare Action Plans	
		SCC Foreshore Reserves Policy	
		SCC Local Preference Policy (Procurement)	

Council Structure

Council consists of:

- The **elected Council**, which includes the Mayor and 12 Councillors across 3 Wards. They are voted in by residents in Local Government elections every 4 years to represent the interests of the community.
- **Council administration**, which is led by the General Manager, is responsible for the day to day operations and ensuring that the decisions of the elected Council are implemented.

The Community Strategic Plan (CSP) is now referred to as [Integrated Strategic Plan \(ISP\)](#). The following ISP Themes and Key Priorities are assigned to the themes:

1. Resilient, safe and inclusive communities

- 1.1 Build inclusive, safe and connected communities
- 1.2 Activate communities through arts, culture and events
- 1.3 Support active, healthy liveable communities

2. Sustainable, liveable environments

- 2.1 Improve and maintain road and transport infrastructure
- 2.2 Plan and manage appropriate and sustainable development
- 2.3 Protect and showcase the natural environment

3. Prosperous communities

- 3.1 Maintain and grow a robust economy with vibrant towns and villages

4. Responsible governance

- 4.1 Deliver reliable services
- 4.2 Provide advocacy and transparent leadership through effective government and administration
- 4.3 Inform and engage with the community about the decisions that affect their lives

Plan of Action Focus Areas and Strategies 2019 - 2021		
1. Our Communities	2. Our Cultural Heritage	3. Our Partnership with Council
1.1 Develop, advise and guide the incorporation of Aboriginal community cultural protocols and practices as an integral part of Council's business and activities	2.1 Advise and support Council to ensure the protection, preservation and sustainability of local Aboriginal culture and heritage	3.1 Recognise, support and value the role of the AAC
1.2 Support Council in identifying local Aboriginal people's aspirations, needs and community issues	2.1 Strengthen partnerships between Council, Local Aboriginal Lands Council/s and other key community stakeholders to protect, preserve and maintain Aboriginal cultural heritage within the Shoalhaven	3.2 Work collaboratively with Council to develop inclusive and culturally appropriate community engagement processes with local Aboriginal communities
1.3 Encourage and support the engagement of local Aboriginal people in Council decision-making processes	2.3 Advocate for the establishment of places of recognition that acknowledge Aboriginal people as the First People of this country	3.3 Support Council in the development of a Reconciliation Action Plan (RAP)
1.4 Advocate for Council to develop a Shoalhaven Aboriginal community profile	2.4 Assist and support Council in developing and promoting Aboriginal cultural tourism opportunities within the Shoalhaven	3.4 Support Council in increasing Aboriginal participation in Local Government
1.5 Advise Council on culturally appropriate consultative processes with Aboriginal communities	2.5 Encourage and support Council in recognising and incorporating Aboriginal significant events and celebrations as part of Council business and promote to the broader community	3.5 Encourage Council to continue to support Aboriginal Advisory Committee representation at the Annual Local Government Aboriginal Network (LGAN) Conference
1.6 Advise and support Aboriginal cultural competency to be imbedded across all areas of Council.	2.6 Support Council to take a leadership role in Community events that help educate, recognise and celebrate Aboriginal cultural heritage.	

Plan of Action Focus Areas and Strategies 2019 - 2021		
1. Our Communities	2. Our Cultural Heritage	3. Our Partnership with Council
		3.6. Support and guide Council in enhancing Aboriginal economic development by strengthening Council's employment and procurement strategies and processes.
		3.7. Support Council take a leadership role in promoting Aboriginal people, histories and experiences to the broader community as part of Council business.

Strategies	Actions	Outcomes/KPIs	Timeline	Responsibility
1.1 Develop an Aboriginal community cultural protocol guideline	1.1.1 Workshop organised for AAC members to develop and design the content for an Aboriginal community protocol guideline inclusive of: - Overview of Aboriginal and Torres Strait Islander people in the Shoalhaven - Engaging with and involving Aboriginal people in Council business and activities - Culturally inclusive community consultation processes with Aboriginal people - Traditional protocols such as, Welcome to Country and Acknowledgement of Country - Smoking Ceremonies - Ownership, cultural and intellectual property - Flag flying protocol - Significant dates and events - Relevant Council policies and MOU's	1.1.1.1 Number of AAC members directly involved in development of the Cultural Protocol guidelines. 1.1.1.2 Aboriginal Cultural Protocol Guidelines complete. 1.1.1.3 Aboriginal community protocol guideline incorporated organisation wide through Council's communication channels	2019 - 2020	AAC ACDO SCC – Community Development SCC- Strategic Planning SCC - Communications and Media
1.2. Advise and support Council in identifying the aspirations, needs and issues of local Aboriginal people of the Shoalhaven	1.2.1 Support SCC in the development of Shoalhaven Aboriginal community population profile based on current ABS Census to inform Council plans and services 1.2.2 AAC to identify the work that other agencies are providing within the Shoalhaven that link to the population profile of	1.2.1.1 A Shoalhaven Aboriginal community population profile complete and available to residents via Internet and other relevant forms. 1.2.2.1 Identify all Aboriginal agency/community organisations that are present in the Shoalhaven LGA. Table relevant minutes at AAC meetings.	2019 - 2020	AAC ACDO SCC – Strategic Planning SCC – Community Development AAC

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Strategies	Actions	Outcomes/KPIs	Timeline	Responsibility
	<p>Shoalhaven Aboriginal community</p> <p>1.2.3 Assist and advise Council in the development of approaches for addressing community aspirations, needs and issues of local Aboriginal people of the Shoalhaven</p>	<p>1.2.3.1 Increasing trend in the total number of matters that are addressed at AAC meetings.</p>		
1.3. Encourage and support the engagement of local Aboriginal people in Council's decision-making processes to build and strengthen collaborative partnerships	<p>1.3.1 AAC to use the Collaborate NSW Guidelines in supporting and strengthening Aboriginal community engagement with Council.</p> <p>1.3.2 AAC to identify and facilitate connections with key Aboriginal groups including Land Councils, Aboriginal Medical Services and other key organisations.</p> <p>1.3.3 AAC members support the development of community engagement processes between Council and community</p> <p>1.3.4 Relevant sections of Council responsible for community liaison to attend AAC meetings to inform of community engagement strategies</p>	<p>1.3.1.1 Council's Community Engagement Policy updated to include specific Aboriginal community engagement strategies.</p> <p>1.3.2.1 Increasing trend in maintenance of diverse membership within AAC.</p> <p>1.3.3.1 Increasing trend in the number of instances that AAC members are involved in Council/Community engagement processes.</p> <p>1.3.4.1 Maintenance or increasing trend in the attendance of Community Engagement and other sections of Council at AAC meetings.</p>	<p>2019 - 2020</p> <p>Ongoing</p>	<p>AAC</p> <p>SCC – Media and Communications</p> <p>SCC – Community Development</p> <p>SCC – Executive Strategy</p>
1.4. Assist and support Council in developing and promoting	1.4.1 Shoalhaven Tourism to continue to consult the AAC to	1.4.1.1 Number of instances of attendance of Shoalhaven Tourism at	Ongoing	AAC

2019 -2021 Aboriginal Advisory Committee Strategic Plan

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Strategies	Actions	Outcomes/KPIs	Timeline	Responsibility
Aboriginal tourism opportunities within the Shoalhaven	<p>gain cultural advice, support and guidance</p> <p>1.4.2 AAC support Shoalhaven Tourism with the annual Tourism Guide and other relevant opportunities to enhance Aboriginal tourism in the Shoalhaven</p>	<p>AAC meetings. Number of instances that cultural advice sought/provided.</p> <p>1.4.2.1 Annual feedback process between AAC and Shoalhaven Tourism undertaken</p> <p>1.4.2.2 Increasing trend in the number of Aboriginal businesses appearing in the Tourism Guide.</p>		<p>Shoalhaven Tourism</p> <p>SCC – Community Development</p>
1.5. Encourage and support Council in promoting and incorporating Aboriginal significant events and celebrations (internally and externally) as part of Council business and promote to the broader community	<p>1.5.1 A calendar of significant Aboriginal events recognised and promoted by SCC</p> <p>1.5.2 Support Council in celebrating significant Aboriginal events and annual community activities (see Glossary)</p>	<p>1.5.1.1 Calendar of Aboriginal Cultural events developed and promoted.</p> <p>1.5.2.1 Increasing trend in the number of events supported and participated in.</p>	<p>2019/2020</p> <p>Ongoing</p>	<p>AAC</p> <p>SCC – Community Development</p> <p>SCC – Media and Communications</p>

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Strategies	Action	Outcomes/KPIs	Timeline	Responsibility
2.1. Advise and support Council to ensure the protection, preservation and sustainability of local Aboriginal culture and heritage	2.1.1 Relevant sections of Council to provide reports to the AAC on Aboriginal cultural heritage issues and developments as required	2.1.1.1 Increasing trend in the number of Aboriginal cultural heritage issues and developments that are reported to AAC	Ongoing	SCC – Strategic Planning SCC – Community Development AAC
	2.1.2 SCC work collaboratively with LALCs regarding land management and development plans	2.1.2.1 Increasing trend in the number of meetings held between Council and LALCs that address land management and development.		
	2.1.3 AAC report to Council on any cultural heritage issues and identify strategies to address any identified issues	2.1.3.1 Number of cultural heritage issues that are reported by AAC members to the AAC meeting.		
	2.1.4 Council to keep AAC up to date with the Crown Land Management and Native Title Claims	2.1.4.1 Number of updates provided by Council to members of the AAC regarding Down Lands Management and Native Title Claims.		
	2.1.5 Collaboratively investigate and support funding applications for the protection of Aboriginal sites and other areas of significant cultural heritage	2.1.5.1 Increasing trend in the number of funding applications that are submitted by Council to protect significant Aboriginal sites and enhance Aboriginal cultural heritage.		
2.2. Strengthening collaborative partnerships between Council, Local Aboriginal Land Council and other key stakeholders to protect, preserve and maintain Aboriginal cultural heritage within the Shoalhaven	2.2.1 Invitations extended to LALC to attend AAC meetings to share any cultural heritage plans and opportunities to further enhance collaborative relationships	2.2.1.1 Total number of LALCs representatives attending AAC meetings and increasing trend in the sharing of information to enhance Aboriginal cultural heritage.	2019 - 2020	AAC SCC – Community Development SCC – Strategic Planning LALCs
	2.2.2 Support the coordination of liaison meetings between Council and LALCs and other key stakeholders	2.2.2. Increasing trend in the number of joint LALC/Council meetings held.		
	2.2.3 Strengthen partnerships between Council and LALCs through the development of MOU	2.2.3.1 MOUs developed between Council and all LALCs.		

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Strategies	Action	Outcomes/KPIs	Timeline	Responsibility
2.3. Advocate for the establishment of a places of recognition that acknowledges Aboriginal people as the First People of this country	<p>2.3.1 Advocate to SCC for the establishment of an Aboriginal Place of Remembrance and acknowledgement of Aboriginal people as the First People of this country. Task will include:</p> <ul style="list-style-type: none"> - Investigate funding sources and resources to in other regions with a Place of Remembrance acknowledging Aboriginal people - AAC members to support Council in community engagement processes with local Aboriginal people regarding a way of recognising and acknowledging Aboriginal people of the Shoalhaven. 	<p>2.3.1.1 Development and submission of concept paper to AAC for consideration. Concept paper will recommend feasibility study be undertaken and seek budget or grant funds to facilitate.</p> <p>2.3.1.2 Feasibility plan developed and submitted to Council for consideration.</p>	2019 -2021	<p>AAC</p> <p>SCC – Community Development</p> <p>SCC – Strategic Planning</p>
2.4. Provide advice on existing and new Shoalhaven Aboriginal cultural tourism businesses	<p>2.4.1 Encourage Aboriginal businesses to participate in cultural tourism opportunities with Shoalhaven tourism</p> <p>2.4.2 Inform Shoalhaven tourism of any cultural tourism opportunities</p>	<p>2.4.1.1 Increasing trend in the number of Aboriginal businesses that are delivering cultural tourism in the Shoalhaven LGA</p> <p>2.4.2.1 Number of direct referrals that are made by members of the AAC to Shoalhaven Tourism regarding new Aboriginal cultural businesses that could be included in the annual Shoalhaven Tourism Guide</p>	<p>2019 – 2020</p> <p>Ongoing</p>	<p>Shoalhaven Tourism</p> <p>AAC</p> <p>SCC – Community Development</p> <p>SCC- Economic Development</p>

Strategies	Action	Outcome/KPIs	Timeline	Responsibility
3.1. Recognise and value the role of the AAC	3.1.1 Promote and maintain the role of the Committee within Council's structures	3.1.1.1 AAC recognised and acknowledged organisation wide as a consultative committee to Council. Committee's work promoted to broader community twice per year.	Ongoing	AAC SCC – Community Development
	3.1.2 Continue to support the role of the AAC as a consultative body to Council for development of inclusive consultative processes, accessibility to Council services and facilities in order to meet the needs of Aboriginal people and communities	3.1.2.1 Increased participation by Council staff in reporting to and consulting with the AAC as required at the quarterly meetings. Diverse representation evident within AAC members.		
	3.1.3 Monitor and respond to emerging issues identified by community or Council that affect local community	3.1.3.1 Increasing trend in the number of reports AAC and Council by community representatives or Sections of Council in addressing any issues affecting local Aboriginal communities		
3.2. Work collaboratively with Council to develop inclusive community engagement processes with local Aboriginal communities	3.2.1 Identify and promote Aboriginal community engagement strategies internally and externally to strengthen engagement and participation of the Aboriginal community in Council decision making processes	3.2.1.1 Increased trend Aboriginal representation on Council's range of committees	Ongoing	AAC SCC – Community Development SCC – Media and Communications
	3.2.2 Work with Council to advocate and encourage greater representation of Aboriginal people on Council's range of committees and operations to reflect and incorporate the views of Aboriginal communities	3.2.2.1 Increased participation of Aboriginal people's engagement in Council decision making processes e.g. - Elders performing WTC		

Strategies	Action	Outcome/KPIs	Timeline	Responsibility
		- development of projects, programs and community development activities		
3.3. Support Council in the development of a Reconciliation Action Plan (RAP)	3.3.1 Identify key Council and community champions to assist in the development process of a RAP 3.3.2 Scope RAP project in collaboration with AAC 3.3.3 Develop draft RAP and report to AAC 3.3.5 Report to Council for approval 3.3.6 Assist in the launch of the RAP	- Budget to facilitate RAP allocated by Council - Shoalhaven RAP completed.	2020/2021	SCC – Community Development Reconciliation Australia AAC
3.6. Encourage Aboriginal people to actively participate in Local Government as Elected Representatives.	3.6.1 Explore the development of a mentoring plan for Aboriginal community members interested in pursuing local government leadership roles 3.6.2 Promotion of local government elections to Aboriginal community	3.6.1.1 Mentors identified to support Aboriginal people to pursue a role in local government 3.6. Aboriginal people mentored to pursue a role in local government 3.6.2.1 Local government elections promoted through community	2019 - 2020	AAC SCC – Community Development SCC- Executive Strategy SCC – Media and Communications
3.7. Encourage Council to continue to support representation at the Annual LGAN Conference	3.7.1 Council financially support AAC members to participate at the annual LGAN Conference 3.7.2 AAC members encouraged to apply to Council to attend the LGAN conference	3.7.1.1 AAC financially supported to attend the annual LGAN Conference 3.7.2.1 AAC attends LGAN	Annually	AAC SCC – Community Development

Strategies	Action	Outcome/KPIs	Timeline	Responsibility
	3.7.3 Annual report regarding conference findings to be presented to ACC and Council for information.	3.7.3.1 LGAN Report submitted to AAC and Council		
3.8. Support and guide Council in enhancing Aboriginal economic development by strengthening Council's employment and procurement strategies and processes	<p>3.8.1 Council staff to advise AAC on current procurement policy and processes could be enhanced to encourage supplier diversity.</p> <p>3.8.2 Identify and encourage potential local Aboriginal service suppliers apply for Council business opportunities</p> <p>3.8.3 Representatives of business & employment development committee to present to AAC on business and employment opportunities</p>	<p>3.8.1.1 Supplier diversity identified and built into future procurement policy and processes, where appropriate.</p> <p>3.8.2.1 Aboriginal businesses identified and recommended to SCC e.g. Supply Nation</p> <p>3.8.3.1 Relevant Council sections report to AAC on business and employment opportunities</p>	2019 - 2020	<p>AAC</p> <p>SCC – Community Development</p> <p>HR</p>
3.9. Support Council to take on a leadership role in promoting Aboriginal people, histories and experiences to the broader community as part of Council activities	3.9.1 Assist Council in promoting Aboriginal people, their culture, histories and experiences as part of Council business events that help educate, recognise and celebrate Aboriginal cultural heritage.	<p>3.9.1.1 Council supports and promotes Aboriginal histories, experiences as part of Council activities and social media channels</p> <p>3.9.1.2 Broader community participation in Aboriginal cultural events and activities of Council</p>	Ongoing	<p>AAC</p> <p>SCC – Community Development</p>

REVIEW, EVALUATION & REPORTING

The Shoalhaven Aboriginal Advisory Committee will monitor the progress of the Action Plan at its quarterly meetings. A formal evaluation will be submitted to Council annually.

Final Draft - April 2019

ACRONYMS			
AAC	Aboriginal Advisory Committee	NAIDOC	National Aborigines and Islanders Day Observance Committee
ACDO	Aboriginal Community Development Officer	SCC	Shoalhaven City Council
CSP	Community Strategic Plan	ISP	Integrated Strategic Plan (formerly called the Community Strategic Plan)
HR	Human Resources		
LGA	Local Government Area		
RAP	Reconciliation Action Plan		
LGAN	Local Government Aboriginal Network		

Significant Dates	
Reconciliation Week 27 May -3 June	National Reconciliation Week (NRW) is celebrated across Australia each year between. The dates commemorate two significant milestones in the reconciliation journey - the anniversaries of the successful 1967 referendum and the High Court Mabo decision.
NAIDOC Week From the first to the second Sunday in July	NAIDOC stands for National Aborigines and Islanders Day Observance Committee. Its origins can be traced to the emergence of Aboriginal groups in the 1920s which sought to increase awareness in the wider community of the status and treatment of Aboriginal Australians.
The Apology 13 February	Anniversary of Former Prime Minister Kevin Rudd's Apology to Australia's Aboriginal Peoples on the 13 th February 2008.
Harmony Day 21 March	International Day for the Elimination of Racial Discrimination.

National Close the Gap Day 22 March	Campaign for Indigenous health equality.
Sorry Day 26 May	Commemorating the Stolen Generation.

Appendix

2016 [Census Quick Stats: Shoalhaven](http://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/quickstat/LGA16950) (C):
http://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/quickstat/LGA16950

Local Government NSW, Collaborate NSW Local government and Aboriginal communities working together. A resource kit for Local Government. 2017. <https://www.lgnsw.org.au/files/imce-uploads/90/aboriginal-resource-kit-for-local-government-15.6.17.pdf>

The Community Strategic Plan (CSP) is now referred to as [Integrated Strategic Plan \(ISP\)](#).