



# Aboriginal Action Plan 2020-2024

*Eurobodalla Council recognises Aboriginal people as the original inhabitants and custodians of all land and water in the Eurobodalla and respects their enduring cultural and spiritual connection to it.*

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# MAYOR'S FOREWARD

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“ This plan provides Council with the opportunity to build on existing programs and develop new ones that help ensure Aboriginal people can avail themselves of the opportunities available to all members of our community. ”



I am proud to present the Aboriginal Action Plan 2020-2024.

This plan is about building positive relationships within Eurobodalla. Council recognises that Aboriginal people in our region represent a strong and vibrant culture, founded on one of the planet's oldest living cultures, with a rich history and deep connection to country. Aboriginal culture is strong and can help shape the identity of the broader community.

Most Aboriginal people in our community live fulfilling lives. However, some do not enjoy the standard of living available to the community at large. Council recognises the role of local government in strengthening Aboriginal participation and engagement and continues its commitment to the Statement of Reconciliation.

This plan provides Council with the opportunity to build on existing programs and develop new ones that help ensure Aboriginal people can avail themselves of the opportunities available to all members of our community. I would like to thank our Aboriginal Advisory Committee and the community members and organisations who provided feedback in the development of this plan – their invaluable contributions ensure it reflects the voices and experiences of our community.

After all, everyone has a role to play in building a community that accepts all participating cultures.

*Councillor Liz Innes*  
*Mayor*



# HOW THE PLAN WORKS

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“Eurobodalla’s Aboriginal Action Plan has been developed to identify and prioritise activities and projects for Aboriginal and Torres Strait Islander residents.”

Through research and extensive community engagement Eurobodalla’s Aboriginal Action Plan has been developed to identify and prioritise activities and projects for Aboriginal and Torres Strait Islander residents.

Council intends to work with both representative organisations and the general community to take the plan forward, focussing on relationships, respect and opportunity. This approach ties in with the “One Community - Community Strategic Plan 2017”, which requires our programs and activities deliver positive cultural, social and health outcomes for Aboriginal people.

Actions outlined in this plan align with Council’s integrated planning and reporting.




Opposite above: Sorry Day 2019, bridge walk. Below: NAIDOC Week, smoking ceremony 2017



# COMMUNITY STRATEGIC PLAN

Developed by the community, Eurobodalla's Community Strategic Plan reflects who we want to be, moving forward with a sense of common purpose and responsibility. Council's commitments to the Community Strategic Plan are detailed in our Delivery Program 2017-21, of which strategies and actions from this Aboriginal Action Plan will be included, ensuring integration and accountability across the organisation.

The four key aspirations from Community Strategic Plan are:

-  **Friendly**  
*We are happy, supportive and welcoming*
-  **Responsible**  
*We make balanced decisions that benefit current and future generations*
-  **Thriving**  
*We are successful and sustainable in growth and development*
-  **Proud**  
*We build community spirit and our Eurobodalla leads the way*

Strategies from the Delivery Program that align with the Aboriginal Action Plan are:

- 1.3 Encourage and enable healthy lifestyle choices
- 1.4 Ensure activities, facilities and services meet changing community needs
- 2.1 Support and encourage the expression of our vibrant creative arts sector
- 2.2 Improve local access to higher education and lifelong learning opportunities and facilities
- 2.3 Embrace and celebrate local history, cultural heritage and diversity
- 7.3 Explore and develop public transport options and systems
- 8.2 Provide opportunities for broad and meaningful engagement to occur
- 9.2 Ensure financial sustainability and support the organisation in achieving efficient ongoing operations
- 9.3 Leverage our skills, knowledge and systems to continually improve and innovate.

Tables listing all relevant actions can be found from page 44 to 52 of this document.

# ABORIGINAL ADVISORY COMMITTEE

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Eurobodalla's Aboriginal Advisory Committee promotes partnerships, reconciliation and respect between Aboriginal and non-Aboriginal people. The committee provides advice to Council on matters that are important to Aboriginal people in the shire. In these ways it supports the Aboriginal Action Plan.

The committee functions as a non-delegated advisory committee and includes community members, members of Local Aboriginal Lands Councils (LALC), and nominated representatives of other key Aboriginal agencies. It meets four times a year.





“ EUROBODALLA'S ABORIGINAL  
ADVISORY COMMITTEE PROMOTES  
PARTNERSHIPS, RECONCILIATION  
AND RESPECT BETWEEN ABORIGINAL  
AND NON-ABORIGINAL PEOPLE “



# OUR STORY SO FAR

Council has a history of advocating for Aboriginal people in Eurobodalla, with the current plan building on past plans' achievements including:

## Employment and training

- Provided training opportunities for Council staff, including an Aboriginal Cultural Awareness program; 16 Council staff completed the nationally accredited Aboriginal and Torres Strait Islander Cultural Competence Course through the Centre of Cultural Competence Australia.
- Training for Aboriginal community members - 6 Aboriginal people trained to run the Living Strong program; 9 Aboriginal youth were trained to run the community-activities trailer; LALCs participated in rabbit baiting, fumigation and marine debris collection training.
- Commitment to increasing staffing levels of Aboriginal people. In 2013, 2.4% of Council employees identified as Aboriginal or Torres Strait Islander, in 2017 it was 2.9%, in 2018 it was 3.4% and in 2020 it is 3.1% of the workforce.
- Offering traineeships specifically for young Aboriginal people – 2 offered each year.
- Creating volunteer opportunities for Aboriginal people to gain work experience and skills development at Council's youth cafes.

## Advocacy

- Feedback was provided to the Aboriginal Cultural Heritage System Review and to parliamentary inquiries into Aboriginal economic development and review of Crown lands.
- Sought and received funding from the NSW Office of Water and the Department of Aboriginal Affairs for the Bodalla sewerage scheme, to minimise costs to the community.

## Community participation

- Ran the Live Life Eurobodalla project that promoted equal opportunities for residents by making healthy living programs affordable. 9.7% of participants in the program identified as Aboriginal or Torres Strait Islander.
- Oversaw the Active South Coast Communities grant, which allowed us to run 16 community activities for Aboriginal people, with 1,736 participants.
- Developed the Aboriginal Transport project that aimed to increase community transport registrations for the Aboriginal community (Council provided 415 trips of which 172 were social and 241 were health related).
- Ran the Caring for Ancestors project through a grant received from the Office of Environment and Heritage, which continued to identify potential burial sites outside the boundaries of the Wallaga Lake cemetery.
- Supported 'Back to Country' event in Tilba, with over 500 Aboriginal attendees.
- Ran compost workshops at Wallaga Lake to teach community how make compost from household rubbish.
- Supported the Wallaga Lake Koori kids' bike safety program.
- Run Aboriginal programs in all libraries including artists' floor talks and exhibitions, craft, storytelling and Didgeridoo performances.
- Adding to the libraries' Aboriginal collections, including the private collection of the late Mary Duroux; Our Little Yuin, created by children of Little Yuin Aboriginal Preschool; and Aboriginal Men and Women's Heritage: Eurobodalla.
- Support a range of initiatives such as Elders lunches, regular shopping trips, transport to NAIDOC Week activities and mini Olympics and Elders outings around Eurobodalla through the Aboriginal Transport Access Officer position.



## “ COUNCIL HAS A HISTORY OF ADVOCATING FOR ABORIGINAL PEOPLE IN EUROBODALLA ”

- Organise and run National Aboriginal Children's Day activities annually and supporting other days of significance, including Sorry Day.
- Run the Youth Cafés in Narooma and Batemans Bay which engaged over 2,000 young people. Of those who attended 1,453 young people identified as Aboriginal or Torres Strait Islander.
- Established Walawaani Garindja café in Moruya, which developed from a pilot project in 2018 to become a safe place for young people to come together to build resilience, respect and cultural knowledge.
- Provided and sourced external funding to support young Aboriginal people to attend and participate in the Change Maker and Far South Coast Leadership forums.

### Heritage

- Prepared the Caring for Our Ancestors Wallaga Lake cemetery project, with implementation started by Merriman's Local Aboriginal Land Council and the community. This is an ongoing project partnership between Council and Wallaga Lake community that progresses with available funding sources.
- Sought state-wide recognition of Aboriginal community projects, including the NSW Local Government Aboriginal Network 2016 'Council Partnership of the Year' award for stage 2 of the Wallaga Lake Cemetery Project.

### Building relationships

- Developing and signing a Memorandum of Understanding with Eurobodalla Koori Employees Network (EKEN) and The Eurobodalla Boys to Men Group, committing Council's support for NAIDOC and Reconciliation Week events and activities.
- Worked in partnership to promote community events such the Grow the Music event in Wallaga Lake and the Back to Country event in Tilba.
- Supported community groups and organisations to develop services for the Aboriginal community, including Katungal Aboriginal Medical Service for the Child Health Check project.
- Run the Aboriginal Advisory Committee that has provided assistance and advice to Council on a variety of issues including: the North Head camping area, Aboriginal heritage and protocols, Development Applications, way finding and tourism signage, and the Local Environment Plan process.
- Run the annual NAIDOC Week grants program that funds community groups and services to run NAIDOC Week activities.
- Host and running the Council's annual Flag Raising event for NAIDOC Week.
- Participate in network meetings, including the Koori Women's Group, the Boys to Men Aboriginal Group, and EKEN.
- Support the Eurobodalla Boys to Men annual Sorry Day march.
- Conducted free microchipping of dogs owned by the Wallaga community.
- Worked collaboratively with the Mogo community to develop culturally appropriate resources and design elements for Mogo park upgrade.

# EUROBODALLA SNAPSHOT

The Eurobodalla has 110km of coastline, 83 beaches and four major river systems, and is known as the land of many waters. Eurobodalla is also known for its beauty, wilderness and wildlife. Over three-quarters of our land area is open space, consisting of 10 national parks and 15 state forests. This natural environment is cared for by the community, who are passionate advocates when it comes to protecting and enhancing our beautiful landscape.

## Population

In 2016, 5.6% of Eurobodalla Shire's population identified as Aboriginal and/or Torres Strait Islander descent compared to 2.9% in NSW. This increased from 5.1% in 2011.

However, this varies across the shire, with percentages ranging from a low of 1.3% in Tuross Head to a high of 9.6% at Batemans Bay and Catalina.

The five areas with the highest percentages were:

- Batemans Bay - Catalina (9.6%)
- Urban Moruya - Moruya Heads (8.1%)
- Narooma Rural Hinterland (7.2%)
- Batemans Bay Rural Hinterland (7.0%)
- Surfside - Long Beach - Maloneys Beach - North Batemans Bay (5.8%).

"AS AN AGED PENSIONER  
I NEED AFFORDABLE  
HOUSING."

Survey respondent



Bronwen Smith, artist, Walawaani project.

In 2016, the individual townships with the highest population of Aboriginal and Torres Strait Islander people were:

- 57.5% at Wallaga Lake, which is a decrease from 82.6% in 2011
- 31.6% at Mogo, which is a decrease from 32.6% in 2011
- 25.8% at Bodalla, which is a decrease from 26.6% in 2011.

#### Socio-Economic Indexes for Areas (SEIFA)

The Index of Relative Socio-Economic Disadvantage (IRSED) score is derived from attributes such as income, educational attainment, unemployment, and other variables that broadly reflect levels of disadvantage. The five areas with the lowest IRSED scores, that is the areas of highest disadvantage, in Eurobodalla were:

- Batemans Bay - Catalina (876.1)
- Urban Moruya - Moruya Heads (930.7)
- Surf Beach - Batehaven - Sunshine Bay - Denhams Beach (933.2)
- Narooma - North Narooma - Kianga (938.0)
- Dalmeny (954.7)

*Eurobodalla Shire's SEIFA score for 2016 is 962.*



" (WE NEED) MORE FOCUS  
ON OUR ABORIGINAL  
PEOPLE AND CONNECTION  
TO LAND. "

Survey respondent

## People

- **5.6%** identify as Aboriginal or Torres Strait Islander in Eurobodalla (**2.9%** NSW). This has increased from **5.1%** in 2011.
- **1.2%** of the Aboriginal community spoke an Australian Indigenous language at home (**1.7%** in 2011)
- **22** is the median age for those identifying as Aboriginal and Torres Strait Islander (**54** for Eurobodalla)
- **9.8%** of the population are aged over **60** years (**40.2%** Eurobodalla)
- **45.8%** aged between 0-19 years (**19.1%** Eurobodalla)
- **\$404** median personal income (**\$512** Eurobodalla)
- **21%** unemployment in 2016 (**6%** non-Aboriginal)
- Unemployment rate **25%** for men and **15%** for women
- **0.72** dependency ratio (**0.81** non-Aboriginal). A higher ratio means each person of working age has more dependents to support, on average
- **28%** more women than men earn an income between **\$300 - \$1,000**
- **19%** more males than females earn an income between nil and **\$299**.
- **46.5%** more females than males earn **\$1,000** or more

## Housing

- \$250 median rent per week (\$253 Eurobodalla)
- 530 households rent. 30% of these are through a state or territory housing authority (8.4% Eurobodalla)
- Average household size 3.1 persons (2.2 Eurobodalla)
- 10.9% of dwellings need 1 or more extra bedrooms (2.2 Eurobodalla)
- 65% of households had an internet connection (77.6% non-Aboriginal)



## Health and wellbeing

- 9.1% in need of assistance due to profound or severe disability (7.7% Eurobodalla)
- Disability rates in 2016:
  - 26% for 65+ year olds (6.5% Eurobodalla)
  - 20% for 45-54 year olds (5.7% Eurobodalla)
  - 10% for 35-44 year olds
  - 7% 25-34 year olds
- 17% of the adult population reported they gave assistance to a person with a severe or profound disability
- 34.9% of Aboriginal adults smoke in NSW (12.9% non-Aboriginal)
- 5.3% of total Home and Community Care program clients were Indigenous
- 40.1% of Aboriginal people in NSW have high rates of risky drinking (25.5% non-Aboriginal)

- 10.8% provided unpaid assistance to a person with disability (13.4% Eurobodalla)
- 38% two-yearly rate for breast cancer screening for Aboriginal and CALD women (47% NSW)
- 17% of the adult population reported they gave assistance to a person with a severe or profound disability
- 34.9% of Aboriginal adults smoke in NSW (12.9% non-Aboriginal)
- 5.3% of total Home and Community Care program clients were Indigenous
- 546 calls to the Quitline service in NSW (116 in 2011)
- 40.1% of Aboriginal people in NSW have high rates of risky drinking (25.5% non-Aboriginal)
- 10.8% provided unpaid assistance to a person with disability (13.4% Eurobodalla)
- 57.5% of Aboriginal people aged 16 years and over in NSW are overweight or obese (52.2% non-Aboriginal)
- 1.7 females per male are carers for people with disability
- 50% of Aboriginal women giving birth at Moruya hospital reported smoking during pregnancy (45% NSW)



" COUNCIL INTENDS TO WORK WITH BOTH REPRESENTATIVE ORGANISATIONS AND THE GENERAL COMMUNITY TO TAKE THE PLAN FORWARD, FOCUSSED ON RELATIONSHIPS, RESPECT AND OPPORTUNITY. "

## Education

One in three Aboriginal and Torres Strait Islander residents attended an education institution in 2016 (34% Aboriginal, 16% non-Aboriginal)

- Relative to non-Aboriginal people of the same age, there were in education: **2%** more Aboriginal **25+** year olds, similar proportions of **0-4** year olds, **3%** fewer Aboriginal **5-14** year olds, **13%** fewer Aboriginal **20-24** year olds and **16%** fewer Aboriginal **15-19** year olds
- Overall, Eurobodalla's Aboriginal population had almost the same number of females as males in education. This varied with age
- The proportion of **5-14** year olds in education was up by **4%** since **2011** and the proportion of **15-19** year olds in education was down by **8%** since **2011**
- In **2016**, **626** Aboriginal children and teenagers in Eurobodalla were attending school, with **73** in pre-school, **353** in primary school and **200** in high school
- Since **2011** there were **12%** more pre-schoolers, **27%** more primary students and **1.5%** less secondary students
- **8%** of **15-24** year olds attended TAFE
- Since **2011** there has been a **1%** overall decrease for participation in education



# KEY TRENDS

Statistics indicate key trends but must be considered within the broader framework. To put the numbers in perspective, trends for Eurobodalla are put in context using statistics for different populations and compared against community engagement outcomes.

## People

Indicator	Trend
<b>Population</b>	In 2011, 5.1% of Eurobodalla residents identified as Aboriginal or Torres Strait Islander. This increased to 5.6% in 2016. While this was only a slight increase, it is important to note that Eurobodalla has the largest Aboriginal population in the Southern NSW Local Health District. The Aboriginal population in Eurobodalla represents 32% of the Aboriginal residents in the Southern NSW Local Health District. (SNSWLHD)
<b>Language spoken at home: Australian Indigenous Languages</b>	In 2011, 1.7% of Aboriginal residents indicated they spoke an Australian Indigenous language at home. This dropped to 1.2% in 2016.
<b>Median age</b>	In 2011, the median age of Aboriginal and Torres Strait Islander peoples in Eurobodalla was 21, and increased to 22 in 2016. Though the trend is slightly increasing, it is still significantly lower than Eurobodalla (54).
<b>Median personal weekly income</b>	In 2011, the median income for Aboriginal people was \$318. This increased to \$404 in 2016. Despite an increasing trend, it is still significantly lower than that of Eurobodalla (\$512).
<b>Unemployment</b>	In 2011, 27.9% of Aboriginal people in Eurobodalla indicated they were unemployed. Though this decreased significantly in 2016 (20.6%) it is still significantly higher than the whole of Eurobodalla (7.1% in 2016).



INCREASING RESPECT FOR THE  
ABORIGINAL COMMUNITY HELPS  
COUNCIL ENHANCE RELATIONSHIPS,  
EMBRACE DIVERSITY AND PROMOTE  
HARMONY IN THE SHIRE.

# KEY TRENDS

## Health and wellbeing

Indicator	Trend
<b>Number of people who need assistance due to profound or severe disability</b>	In 2011, 141 Aboriginal people in Eurobodalla indicated they required assistance. This increased to 194 in 2016 which is a 37.6% increase, compared to a 14.9% increase for the whole of Eurobodalla.
<b>Provide unpaid assistance to a person with disability</b>	In 2011, 174 Aboriginal people in Eurobodalla provided unpaid assistance to a person with disability. This increased by 29.3% in 2016, compared to a 13.3% increase for the whole of Eurobodalla.
<b>Calls to Quitline</b>	In 2011, 116 Aboriginal people in the Southern NSW Local Health District called the Quitline Service. This increased to 546 in 2015, an increase of 370%.

## Housing

Indicator	Trend
<b>Single parent households</b>	In 2011, 28.7% of Aboriginal households in Eurobodalla indicated they were one parent families. Though this slightly increased to 29.2% in 2016, it is significantly higher than that of other households in Eurobodalla (9% in 2016).
<b>Households with couples and no children</b>	In 2011 there were 13.7% couple households with no children. This increased significantly to 23.4% in 2016. Despite the increase, it is significantly lower than other households in Eurobodalla (37.4% in 2016).
<b>Internet access</b>	Between 2011 and 2016, there was a 47.2% increase in dwellings with access to the internet. This is significantly higher than the overall Eurobodalla increase of 15.2%.
<b>Rented through real estate</b>	When assessing the indicators of owning a home outright, owning a home with a mortgage and renting a home through a real estate, all three are increasing. However, renting has had the largest increase of 56.3%. This is significantly higher increase for the whole of Eurobodalla.
<b>Average household size</b>	In 2011, there was 3.1 people per household. Though this remained consistent in 2016, it was higher than that of the whole of Eurobodalla (2.2 in 2016).

# NATIONAL SORRY DAY

*Moruya Bridge walk*

Friday 24 May  
10.30am-12pm

Joining together in song and songwriting to express  
the pain and sorrow of the past and present  
of the Stolen Generations. This day is a time to  
remember the children who were taken from their  
families and to honour their lives.

For more information visit  
www.moruyabridgewalk.com.au



Australian Government



# KEY TRENDS

“ I DON'T THINK  
THERE ARE ENOUGH  
PROGRAMS, SERVICES OR  
OPPORTUNITIES FOR KOORI  
PEOPLE HERE ”

Survey respondent

## Education

Indicator	Trend
<b>Attending education institution</b>	In 2011, 35% of Aboriginal and Torres Strait Islander residents attended an educational institution. This slightly decreased to 33.7% in 2016. Though this is significantly higher than Eurobodalla (16.1%) they both show a similar declining trend.
<b>Highest year of school</b>	In 2016, the highest level of school attainment for students that identified as Aboriginal or Torres Strait Islander was year 10 (33.1%). The highest level of attainment for Eurobodalla students was year 12 (40.8%).





WE ARE COMMITTED TO  
OPEN COMMUNICATION  
AND PROVIDING  
OPPORTUNITIES FOR  
ABORIGINAL PEOPLE  
TO ENJOY THE SAME  
OPPORTUNITIES AS NON-  
ABORIGINAL PEOPLE.

# COMMUNITY SURVEY

For a clearer understanding of how Eurobodalla's Aboriginal and Torres Strait Islander residents view their own participation in the broader community and access to services, Council and the Aboriginal Advisory Committee drafted and distributed an 11 question survey.

The survey was distributed to the shire's Aboriginal population by:

- Local Aboriginal Land Councils
- electronically through Council's website
- electronically on Survey Monkey
- Council's youth cafes
- Council libraries
- One-on-one meetings with Aboriginal project officers at various locations across the shire.

## Demographics of respondents

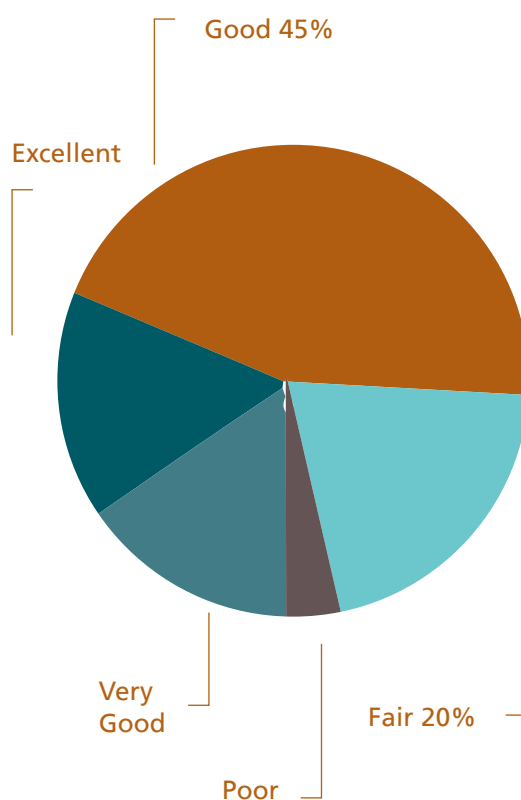
Of the 138 responses:

- 57% were from females and 43% from males
- 50% of the survey respondents were aged between 39 and 54
- 42% of respondents lived between Dalmeny and Akolele,
- 26% from South Durras to Guerrilla Bay,
- 20% from Tomakin to Turlinjah
- 2% were from Bodalla.

## Key summary of responses

### Self-rated personal health

When asked to self-rate their health, the largest response was good (45%) followed by fair (20%).



Council will work with the Aboriginal community to promote active and healthy lifestyles and advocate for improved health services.



# SAFETY AND COMMUNITY SUPPORT

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Answering questions about  
community connectedness and  
safety, respondents replied:

Q: My community feels  
like home

82% of respondents agreed  
or strongly agreed.

Q: I feel safe walking in my  
neighborhood at night

53% either agreed or  
strongly agreed.

Q: I feel I have the same  
opportunities in this  
community as non-Aboriginal  
people

66% either strongly  
disagreed, disagreed or  
were not sure.

Q: I feel a sense of responsibility  
to contribute to the  
community

62% agreed or  
strongly agreed.

Q: If there was a problem in the  
community, people would  
get together to solve it

39% were unsure and 36%  
agreed or strongly agreed.

Q: If I had an emergency, people  
I do not know would help me.

46% were unsure.

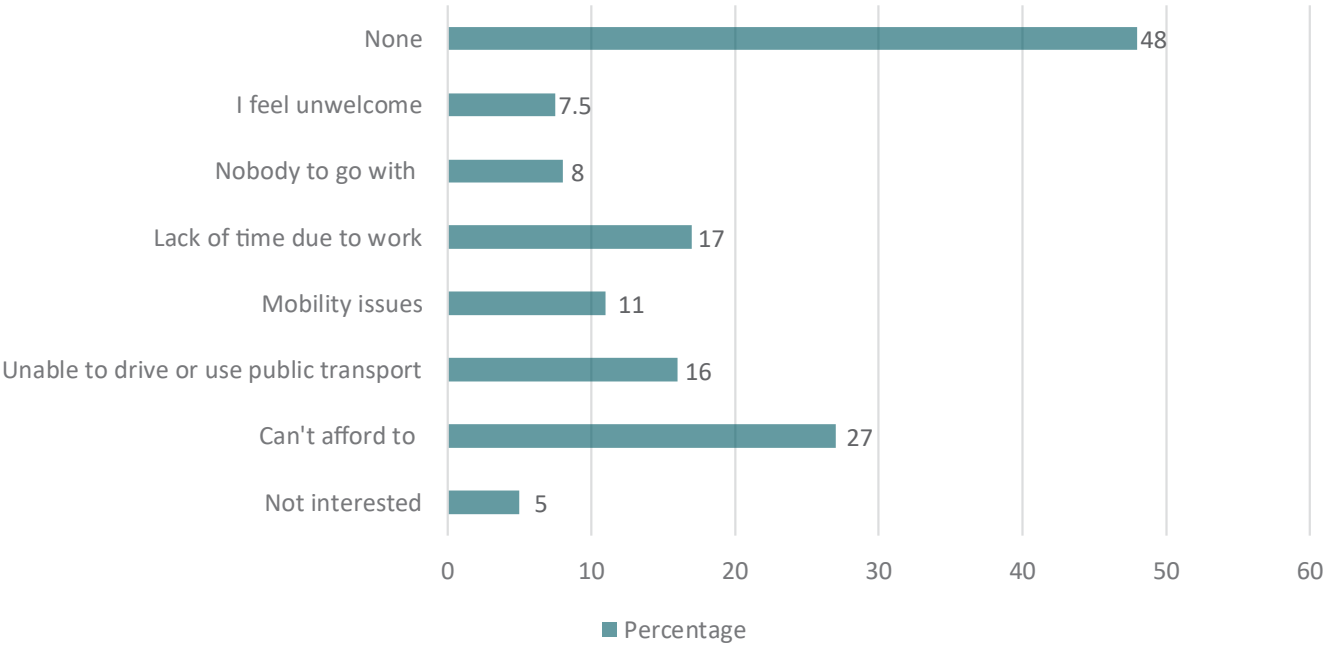
Q: It is very important to me I live  
where I live

80% agreed or strongly agreed.



Council will actively encourage  
Aboriginal people to get  
involved in projects that build  
connectedness across  
the community.

Barriers to participating in activities



Council will continue to seek funding to provide low and no cost activities for the Aboriginal community and advocate for improved transport services and options.

# ACTIVITIES IN EUROBODALLA

When asked to select the main activities they participate in, the top three responses were:

- going out with friends or family, **83%**
- visiting a waterfront attraction, **75%**
- attending a local restaurant, bar or club, **62%.**

The three activities respondents were least likely to participate in were:

- visiting the library, **27%**
- volunteering or carrying out unpaid work, **22%**
- attending a religious or spiritual activity, **18%.**



Council will encourage Aboriginal people to use our library services and build upon the Aboriginal collections.

Volunteering options will be promoted and Aboriginal people will be welcomed and encouraged to apply.

# RESPONDING TO COUNCIL SERVICES

## Children's Services

- 17% of respondents rated Council's Children's Services as excellent or above average, 42% rated it average and 28% were unsure.

## Library Services

- 34% of respondents rated Council's Library Services as excellent or above average and 38% rated it average.

## Youth Services

- 20% of respondents rated Council's Youth Services excellent or above average, 30% rated it average, 24% rated it below average and 26% were unsure.

## Aboriginal Advisory Committee

- 17% of respondents rated the Aboriginal Advisory Committee as excellent or above average, 25% rated it as average and 24% rated it as below average. 34% were unsure.

## Arts events and networking

- 22% of respondents rated this service as excellent or above average, 28% rated it as average and 18% rated it as below average. 33% were unsure.



### Heritage and environment preservation

- **18%** of respondents rate this service as excellent or above average, **35%** rated it as average, **16%** rated it as below average and **30%** were unsure.

### Water, rubbish and road services

- **34%** of respondents rated this service as excellent or above average, **36%** rated it as average, **18%** rated it as below average and **11%** were unsure.

### Encouraging Aboriginal participation

- **17%** of respondents rated this service as excellent or above average, **34%** rated it as average, **29%** rated it as below average and **20%** were unsure.

### Economic development

- **15%** of respondents rated this service as excellent or above average, **33%** rated it as average, **20%** rated it as below average and **32%** were unsure.

### Parks and gardens

- **42%** of respondents rated this service as excellent or above average, **34%** rated it as average, **12%** rated it as below average and **11%** were unsure.



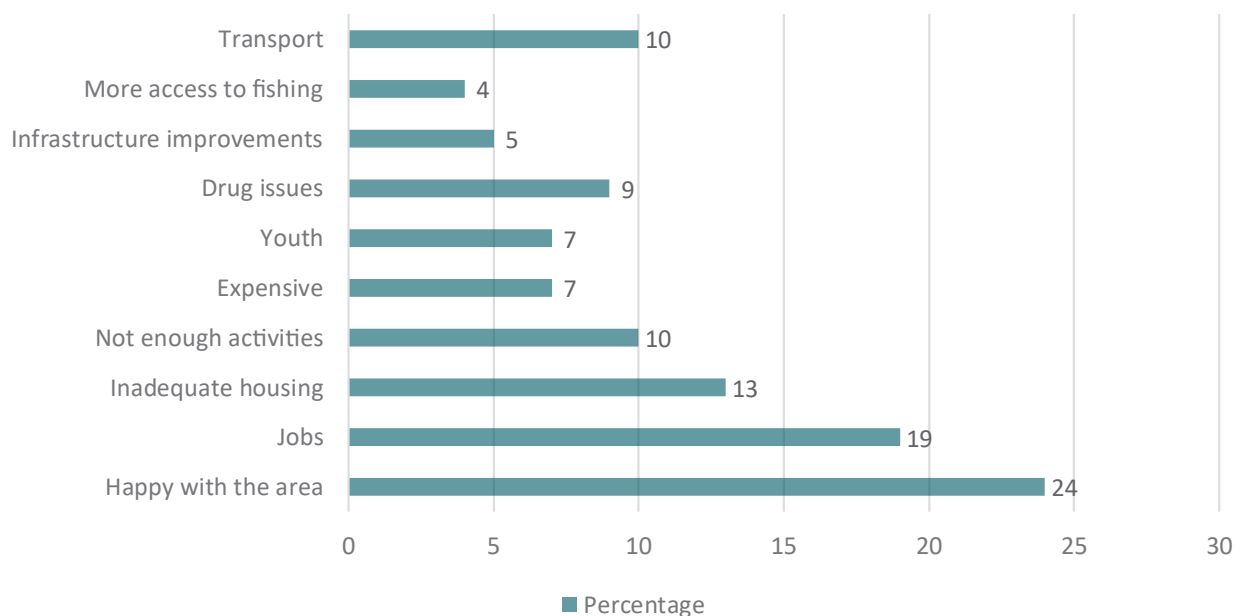
We will continue promoting Council services and encourage Aboriginal community participation. Where funding is available, we will work with the community to create Aboriginal specific projects and employment opportunities.



# ACCESSING INFORMATION

Respondents were asked that if they had a problem at home due to an illness or disability, would they know how and where to access information and services. **68%** indicated yes and **14%** responded no.

## Current experiences of living in Eurobodalla



Council will continue to work with community support services to ensure brochures and marketing material are easily accessible.



Council will work on increasing Aboriginal employment opportunities and will advocate for enhanced housing choice.

# THE PLANNING ENVIRONMENT

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Alongside information provided by Eurobodalla's Aboriginal community and other stakeholders, the Aboriginal Action Plan acknowledges the policies of the Australian and NSW Governments.



## Indigenous Advancement Strategy

The Australian Government funds and delivers programs for Aboriginal and Torres Strait Islander people through the Indigenous Advancement Strategy (IAS), with the clear priorities:

- The positive impact that education has on the future success of individuals, families and communities is clear. Children who go to school have better life outcomes.
- Employment, economic development and social participation improve the lives of families and communities. The right conditions and incentives need to be in place for Aboriginal and Torres Strait Islander peoples to participate in the economy and broader society.
- Growing up in a safe and healthy home and community is essential for families to thrive and reach their full potential. In particular, the violence that too many women and children face must be addressed.

The structure of the IAS supports working with Aboriginal and Torres Strait Islander people, communities, industries, business and service providers. The IAS allows for the joint development of solutions at the regional and local level. Funded providers are expected to work closely with Indigenous communities in the design and delivery of projects.

The National Indigenous Australians Agency (NIAA) was established on 1 July 2019 to perform functions previously undertaken by the Department of the Prime Minister and Cabinet (PM&C).

# CLOSING THE GAP

The Closing the Gap Refresh is guided by the principles of empowerment and self-determination to deliver a community-led, strengths-based strategy that enables Aboriginal and Torres Strait Islander peoples to move beyond surviving to thriving. There are local and regionally based supports via PM&C to work with local communities to address priorities.

In December 2018, Council of Australian Governments (COAG) committed to forming a genuine formal partnership with Aboriginal and Torres Strait Islander peoples to finalise the Closing the Gap Refresh and provide a forum for ongoing engagement throughout implementation of the new agenda.

A formal agreement between COAG and the National Coalition of Aboriginal and Torres Strait Islander Peak Organisations came into effect in March 2019.

## The draft targets of the Closing the Gap framework are

- Families, Children and youth
- Health
- Education
- Economic Development
- Housing; Justice, including youth justice, and
- Land and Water.

## Department of Aboriginal Affairs

The Department of Aboriginal Affairs (DAA) works with Aboriginal communities to promote social, economic and cultural wellbeing through opportunity, choice, healing, responsibility and empowerment through the implementation of OCHRE (the NSW Government's plan for Aboriginal affairs 2016-2019), establishing partnerships for economic prosperity, supporting effective Aboriginal community governance and strengthening cultural identity and language.

## The key priority areas for the OCHRE plan are:

1. Culture and healing
2. Leadership in government
3. Growing New South Wales' first economy
4. Strengthening governance and capacity

## Reconciliation Australia

Reconciliation Australia is the independent national body for reconciliation that advocates a holistic approach that empowers and supports positive outcomes for Aboriginal and Torres Strait Islander peoples.

Reconciliation Australia administers the trademarked Reconciliation Action Plan (RAP) program. RAPs are practical plans of action based on the three pillars; relationships, respect and opportunities.



Eurobodalla Council has a strong commitment to reconciliation. By taking a leadership role backed by endorsed policy and frameworks, our Aboriginal Action Plan is structured around the RAP pillars of relationships, respect and opportunities, for action at the local level.



COUNCIL WILL SUPPORT AND  
COLLABORATE IN INITIATIVES  
THAT PROMOTE RECOVERY FROM  
THE 2019/20 DISASTER PERIOD

# KEY FOCUS AREAS

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RELATIONSHIPS

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RESPECT

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OPPORTUNITIES

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Eurobodalla Council acknowledges, respects and works with the traditional custodians of the land, and sees our relationship with Aboriginal people as an important step in building community strength and resilience.

# FOCUS AREA ONE: RELATIONSHIPS

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Eurobodalla Council acknowledges, respects and works with the traditional custodians of the land, and sees our relationship with Aboriginal people as an important step in building community strength and resilience. We are committed to open communication and providing opportunities for Aboriginal people to enjoy the same opportunities as non-Aboriginal people.

The benefits of strong relationships between Aboriginal and non-Aboriginal people include:

- mutual understanding of the culture and heritage
- building trust between Aboriginal and non-Aboriginal people
- increased sense of wellbeing and community resilience
- acknowledgement and healing of past traumas
- collaboration and meaningful interactions for consultation, and
- nurturing future relationships.



Meaningful relationships within our community help Council to respond to the aspirations of the local Aboriginal community.

Objective	Action	Measure	Operational Plan Action	Delivery Program Activity	Responsibility
<b>Strengthen relationships between the Aboriginal community, Council and the broader community</b>	Coordinate and promote the work of the Aboriginal Advisory Committee and associated projects	Hold four meetings annually  Promotional tool developed and distributed  Finish stage 3 and continue to seek funding for next phase of Wallaga Lake cemetery projects	2.3.1.1 2.3.2.1	2.3.1 2.3.2	CCD SP
	Implement the Aboriginal Action Plan	Number of actions implemented/achieved	2.3.1.2	2.3.1	CCD
	Promote Aboriginal community events and activities	Number of promotions/communications per year sharing information on events, training and Council programs and services to the Aboriginal community  Promotion of Aboriginal activities and events in each of Council's 'Living In' resident's newsletter	2.3.1.3 8.1.2.2	2.3.1 8.1.2	CCD CCL
	Support Aboriginal participation in Council services and community activities	Number of Aboriginal organisations working in partnership with Council  Improved satisfaction and participation in activities and services  Number of volunteers engaged in Council services  Evidence of Aboriginal community's input into all Council consultations  Acknowledgement of traditional owners in/ on Council buildings and gatherings	1.5.1.2 1.4.1.1 1.3.1.2 2.2.1.1 2.2.1.3 2.2.2.1 2.4.1.2 2.1.1.2 2.3.1.2 3.2.2.1	1.5.1 1.4.1 1.3.1 2.1.1 2.2.1 2.2.2 2.4.1 2.3.2 3.2.2	YS CCD L CC CS CCD EM R
	An Aboriginal identified position to be allocated on all Council advisory committees	Number of promotions of identified roles in Council advisory committees Aboriginal identified positions on advisory committees filled	8.2.1.2	8.2.1	CCD
	Host at least one meeting per year between Councillors and Aboriginal Elders, leaders and representatives	Number of meetings held	9.1.2.4	9.1.2	CCL

# FOCUS AREA TWO: RESPECT

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Acknowledging Eurobodalla's traditional custodians and their contributions to the community is an important step toward fostering respect and communication. Increasing our understanding of the past and present experiences of Aboriginal peoples, helps us learn how to work more effectively with communities.

Benefits of strengthening respect of Aboriginal and non-Aboriginal people and culture include:

- commitment to working together and understanding cultural values, traditions and histories
- greater understanding and appreciation of diversity within the community
- cultural awareness increases the capacity of Council to effectively engage with local Aboriginal communities
- providing opportunities for the whole community to come together
- deeper cultural awareness and ensures culturally appropriate services are delivered, maintained and supported.

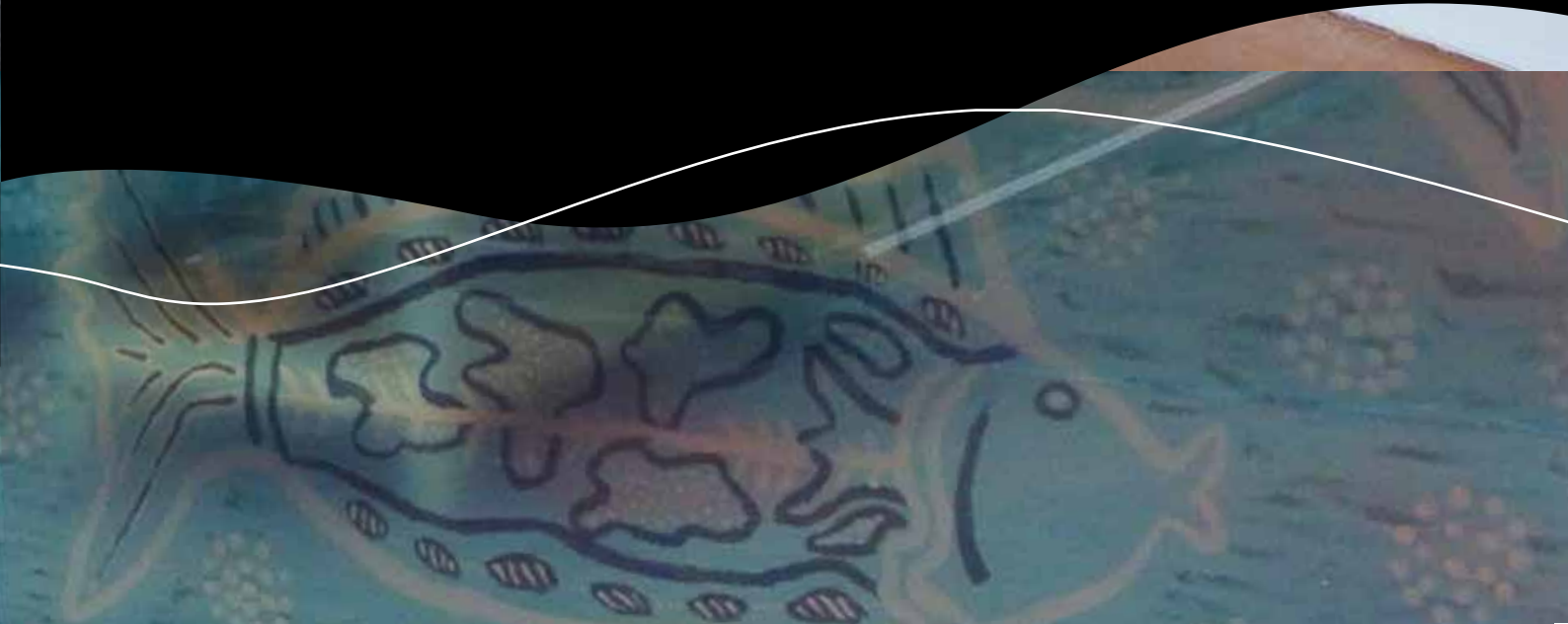


Increasing respect for the Aboriginal community helps Council enhance relationships, embrace diversity and promote harmony in the shire.

Council has formalised its commitment to social and cultural diversity through our Equal Employment Opportunities and Diversity Management Plan 2017 – 2020. A diverse workforce free of discrimination and reflective of the community is more innovative, productive and better able to deliver appropriate quality services.

Objective	Action	Measure	Operational Plan Action	Delivery Program Activity	Responsibility
<b>Develop resources to build cultural knowledge and understandings</b>	Develop and promote Aboriginal contacts and protocols	<p>Welcome to or acknowledgement of Country at all Council events and committee meetings</p> <p>Resource cards and collateral produced and distributed to Council staff for acknowledgement of Country.</p> <p>Contact list and protocols for engaging Aboriginal representatives for "Welcome to Country" developed and publicised</p> <p>Aboriginal flag is flown and displayed all year at Council including the Chambers</p> <p>Physical acknowledgement of Traditional Owners displayed in Council buildings</p>	9.1.2.1 8.3.1.2 2.3.1.1	9.1.2 8.3.1 2.3.1	CCL CCD
	Develop an Aboriginal specific webpage on Council website to promote Aboriginal information, demographics, events, Aboriginal Action Plan and Advisory Committee information	<p>Aboriginal web page developed</p> <p>Number of visits to the page</p>	8.1.2.3	8.1.2	CCE
	Provide cultural awareness programs for staff	<p>Number of programs run</p> <p>Number of Council staff attending programs</p> <p>Improved cultural awareness reported</p>	9.3.2.3	9.3.2	WD
	Seek funding to support the cultural development of Aboriginal people to promote history and heritage	<p>Funding achieved</p> <p>Number of workshops held</p> <p>Local knowledge and understandings have improved</p>	1.5.1.2 2.1.1.2	1.5.1 2.1.1	CCD
	Encourage people to borrow and display the Eurobodalla Aboriginal timeline and brochures at community events and activities	<p>Number of enquires</p> <p>Number of borrows</p> <p>Number of brochures used</p>	2.3.1.1	2.3.1	CCD

Objective	Action	Measure	Operational	Delivery Program	Responsibility
<b>Develop resources to build cultural knowledge and understandings (continued)</b>	All Council activities undertaken on Australian, NSW or Local Government land or waters comply with the requirements of Native Title Act 1993	Number of applications Compliance	9.2.2.1	9.2.2	Property
	Council ensures developments comply with National Parks and Wildlife Act 1974 as part of the development application process	Compliance	6.2.2.1	6.2.2	Divisional Services
<b>Promote and celebrate Aboriginal Community and Culture</b>	Implement the Creative Arts Strategy actions relating to enhancing local Aboriginal arts and cultural development	Programs delivered that showcase and develop Aboriginal art and artists  Local character and identity are celebrated creatively in our public spaces and facilities	2.1.1.2	2.1.1	CCD
	Work in partnership with local Aboriginal community to develop cultural tourism	Number of Aboriginal tourism projects developed	5.3.1.2	5.3.1	Tourism
	Celebrate and support national days of significance including NAIDOC Week, National Aboriginal Children's Day and Sorry Day	Number of NAIDOC grants allocated annually  Coordinate NAIDOC flag raising ceremony annually  Number of people attending events  Number of events supported  Number of organisations supported to run events	2.3.1.3	2.3.1	CCD Libraries Children's Services
	Council prioritises the application of Aboriginal names and words for naming new roads, services or places	Number of roads, services or places with new Aboriginal names	9.2.2.1	9.2.2	Property
	Council considers Aboriginal design elements in the development of new or refurbished Council infrastructure	Number of spaces reflecting cultural design elements  Feedback from the community	2.3.1.2	2.3.1	CCD



# FOCUS AREA THREE: OPPORTUNITIES

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Opportunities must be equitable and Council will continue to focus on opportunities that support education, employment and economic development for Aboriginal people.

Benefits of encouraging opportunities for Aboriginal and non-Aboriginal people include:

- bridging the gap of disadvantage and creating opportunities for ongoing equity
- engagement of the broader community in Aboriginal culture and heritage
- engagement with Aboriginal and Torres Strait Islander culture and people
- meaningful engagement and exchange between Council, Aboriginal people and the wider community



Opportunities that strengthen the Aboriginal community are important. They demonstrate community leadership and cultural equity.

Objective	Action	Measure	Operational Plan Action	Delivery Program Activity	Responsibility
<b>Provide opportunities for Aboriginal employment, education and engagement</b>	Develop an Aboriginal Employment Policy and Strategy	Increase in percentage of Aboriginal employees, trainees and volunteer positions annually  Establish an Aboriginal employee network within Council  Link staff with Local Government Aboriginal Employees network	9.3.2.1 9.3.2.3 9.3.2.4	9.3.2	Workforce Development (WD) CCD
	Encourage greater participation by Aboriginal people in local government	Aboriginal candidates encouraged to nominate for Council elections  Create a mentoring program with Councillors and young Aboriginal people	9.1.2.4	9.1.2	CCE
	Support Aboriginal community to engage in early education programs for preschool children	Number of Aboriginal families engaged  Number of children attending programs	2.2.1.2 2.2.1.3	2.2.1	CS
	Support youth employment and education opportunities for Aboriginal people	Increased number of Aboriginal young people engaged in education and employment  Number of programs and promotions supporting local Aboriginal youth  Number of new young Aboriginal staff or trainees at Council	2.2.3.2 9.3.2.6	2.2.3 9.3.2	YS WD
	Work with local community members to build Aboriginal and cultural businesses	Number of supports promoted and provided  Number of business established Economic impact of businesses	2.1.1.2 5.1.1.5	2.1.1 5.1.1	CCD Business Development
	Promote Aboriginal employment in broader community	Aboriginal employment increased by 2%			

Aim	Action	Measure	Operational Plan Action	Delivery Program Activity	Responsibility
<b>Work in partnership with service providers to build resources and activities for Aboriginal people</b>	Advocate for affordable housing options for Aboriginal people	Number of communications to State and Federal housing reviews annually  Work with local organisations like Impact Eurobodalla and South Eastern Aboriginal Regional Management Services (SEARMS) to promote local solutions to housing issues	6.3.1.1	6.3.1	SP
	Advocate for the health and community care needs of the local Aboriginal community	Number of communications to increase health services especially mental health and drug and alcohol services	1.2.1.1 1.2.1.1	1.2.1 1.2.1	Community and Cultural Development (CCD)
	Work in partnership to promote and develop healthy lifestyle activities to Aboriginal community	Local drug action strategy developed  Number of partnerships  Number of healthy lifestyle programs promoted	1.3.1.1	1.3.1	CCD
	Support camping and day use of Council managed camping areas by Aboriginal families	Provide discounted fees for Aboriginal people with a cultural connection to Council managed camp sites at North Head and Mystery Bay	9.2.2.4	9.2.2	Commercial entities (CE)
	Work in partnership to increase transport options for Aboriginal people	Number of Aboriginal people using Community Transport increased  Number of Aboriginal people participating in Council road safety initiatives  Transport services and options have improved	1.4.2.2 2.2.3.2	1.4.2 2.2.3	CC YS
			7.2.1.1	7.2.1	CCD
	Support and collaborate in initiatives that promote recovery from 19/20 disaster period	Number of programs and promotions supporting local Aboriginal recovery  Partnerships developed  Aboriginal people employed to support programs	2.3.1.2	2.3.1	CCD

## Glossary

The terms below have been used in this report. A full glossary of terms used in Council reports and meetings is available on Council's website.

Acronym	Meaning		
ABS	Australian Bureau of Statistics	OOSH	Out of School Hours
BD	Business Development	P	Property
CAR	Customer Assistance and Records	PEH	Public and Environmental Health
CC	Community Care	POS	Public Order and Safety
CCD	Community and Cultural Development	R	Recreation
CCE	Community and Community Engagement	RI	Risk and Insurance
CCL	Corporate and Community Leadership	S	Stormwater
CE	Commercial entities	SS	Sewer Services
CF	Community Facilities	SP	Strategic Planning
CS	Children's Services	TS	Technical Services
CSP	Community Strategic Plan	T	Tourism
CSR	Customer Service Request	TR	Transport
DABC	Development Assessment and Building Certification	WM	Waste Management
DIA	Disability Inclusion Act 2014	WS	Waste Services
DIAC	Disability Inclusion Advisory Committee	WO	Works and Operations
DIAP	Disability Inclusion Action Plan	WD	Workforce Development
DPOP	Delivery Program and Operational Plan	YS	Youth Services
EM	Environmental Management		
ERBG	Eurobodalla Regional Botanic Gardens		
FACS	Family and Community Services		
FCT	Finance and Central Treasury		
FP	Fleet and Plant		
IP&R	Integrated Planning and Reporting		
IT	Information Technology		
L	Libraries		
NDIS	National Disability Insurance Scheme		
NDS	National Disability Strategy		
UNCRPD	United Nations Rights of Persons with Disabilities		

## References

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