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Acknowledgement to Country

Shellharbour City Council acknowledges the Traditional Owners and Custodians of the Land on which we are meeting and pays its respects to Elders past and present.

1. Apologies / Leave of Absence

2. Confirmation of Minutes

Aboriginal Advisory Committee Meeting 22 November 2016

Presentation:

Kristy Blackburn – Environmental Strategy Officer – Lake Illawarra

Kristy will attend the meeting to address Item 3.5 – Community Uses and Values of Lake Illawarra

3. Staff Reports

3.1 2017 Reconciliation Event

The purpose of this report is to provide the Aboriginal Advisory Committee (AAC) members with an update on the planning for the coordination of the 2017 Reconciliation event.

2017 marks significant anniversary dates for the 1967 Referendum (50th Anniversary) and the High Court Mabo decision (25th Anniversary). Shellharbour City Council has successfully run the Reconciliation School Flag Walk for 10 years and it is now acknowledged as an important annual calendar event in all schools within Shellharbour's Local Government Area.

The proposed date for the Reconciliation event is Monday 29 May 2017 and will be held at Little Park, Shellharbour Village. The interactive cultural events have been a huge hit with students but this year the program requires a very considered program that engages local schools, youth and community in acknowledging and celebrating the 1967 Referendum 50th Anniversary and the Mabo decision 25th Anniversary.

Proposed activities will include the Sea of Hands (Sorry Day), activity on the 1967 Referendum (will include a mock ballot of the 1967 Referendum), High Court Mabo decision which will include text from the Mabo decision and exhibition, language activity which will include a Reconciliation statement read out in Dharawal language.

Internal planning has commenced to coordinate the event and it is hoped that a full and exciting program and a number of commemorations will attract high attendance.

Letters to all schools within Shellharbour Local Government Area will be forwarded the week beginning Monday 27 February 2017, seeking expressions of interest (EOI) from schools who would like to participate. The closing date for the EOI will be Monday 1 May 2017.

A further letter will also be sent to schools who have a high Aboriginal and Torres Strait Islander population, seeking their interest in organising a song or story that captures the 1967 Referendum or Mabo decision. Council's ACLO will arrange a meeting with Aboriginal Education Officers (AEO's) not only within the public education system but within Catholic Education to discuss possible partnerships between schools to provide ideas on how to celebrate 2017 as significant anniversaries regarding the 1967 Referendum and the Mabo decision.

Recommendation:

The AAC receive and note the Reconciliation Information Report update.

Responsible Manager: Lauren Peters, A/G Manager, Community & Cultural Life

Date of Meeting: 3 March 2017

3.2 Aboriginal Chapter - Development Control Plan (10838360)

The purpose of this report is to provide the Aboriginal Advisory Committee (AAC) members with an update on the Shellharbour City Council's Development Control Plan (DCP) which includes a new Chapter on Aboriginal culture and heritage. Council endorsed the DCP on 28 June 2016 and the DCP came into effect on Wednesday 6 July 2016.

The AAC were provided three Information Reports on the DCP in May, July and November 2016. At the AAC meeting held on the 3 May 2016, after a presentation by Michael Tuffy, Senior Planning Officer, the AAC recommended that fact sheets be developed on what the DCP is and the importance of why Council have included an Aboriginal Chapter on Aboriginal Culture and Heritage.

After reading the proposed Aboriginal Chapter of the DCP, the AAC members believed it would be beneficial to develop a plain English fact sheet so the local community could understand, not only why Council have a Development Control Plan, but how the Aboriginal Chapter works. The AAC members found the language used in the DCP very complex and difficult for a layperson to understand.

Council officers within Council's Strategic Planning department have been working on a fact sheet as recommended by the AAC. A copy of the draft was provided to AAC members at the November 2016 meeting, and it was suggested that the draft DCP fact sheets be forwarded to AAC members for their comments and feedback and a report be provided to the March 2017 AAC meeting.

The fact sheets, with a small questionnaire, were emailed to Aboriginal Advisory Committee members on Wednesday 1 February 2017, with a closing date of Friday 17 February 2017. One response was received and is attached for your information. It would be greatly appreciated if the questionnaire could be completed and submitted at the next meeting of the AAC, which will be held on Tuesday 7 March 2017.

Recommendation:

The AAC receive and note the fact sheets relating to the Aboriginal Chapter of the Development Control Plan.

Responsible Manager: Lauren Peters, Acting Manager, Community & Cultural Life

Date of Meeting: 3 March 2017

3.3 Shellharbour City Hub Aboriginal Public Art - Update (10837431)

Public art is an important part of the design of the new Civic Centre. Artworks will respond to the culture of Shellharbour, celebrating the connection between people and place. There is a focus on the engagement of local artists to design art projects in the Civic Plaza and the public areas of the building.

In 2014, Shellharbour City Council's Aboriginal Advisory Committee approved the engagement of Aboriginal artists, Steve Russell, Kristine Stewart and Terrence Wright.

Following the resignation of Terrence Wright from the project, an alternate artist, Warwick Keen, has been engaged.

Warwick Keen has been a practicing artist for almost 40 years and has taught art in TAFE NSW for almost 20 years. Now based in Nowra, Warwick creates mainstream and Indigenous imagery and likes to experiment with a wide range of mediums to express his subjects and narratives. Drawing, painting, woodcarving, photography and digital manipulation are all within Warwick's repertoire of skills. A respected visual artist, his work has won numerous awards and been exhibited widely and is represented in major collections. Warwick has been involved in the creation of a multitude of community based art projects and sees his work in this area as being pivotal to his career.

Warwick will be creating a large-scale visual artwork for the Customer Service Area of the new Council Administration building.

Recommendation:

That the AAC receive and note the Information Report update on the resignation of Terrence Wright from the Civic Centre Artworks and the engagement of Warwick Keen.

Responsible Manager: Lauren Peters, Acting Manager, Community & Cultural Life

Date of Meeting: 7 March 2017

3.4 Welcome to Country Protocol (10837835)

Shellharbour City Council's 'Welcome to Country' protocol has been in operation for ten years and a Report was provided to the Aboriginal Advisory Committee (AAC) on Tuesday, 3 March 2015 that recommended the development or an update of SCC's current 'Welcome to Country' protocol. The AAC Resolved at this meeting that the *'current system is working well and it was agreed that Council continue with the current system'*.

Please find attached SCC's 'Welcome to Country' protocol that is currently used as a guide.

Council have over the years attempted to provide an opportunity for recognised Elders in the local Aboriginal community to provide the 'Welcome' to SCC events:

- Citizenship Ceremonies
- Australia Day Event
- Carols by Candlelight Event
- Reconciliation and NAIDOC Event
- Close the Gap Event; and
- Any other major Event according to SCC's protocol and colour coded guide

During 2016, Council's ACLO was on extended leave and it became obvious that the protocol did not operate satisfactorily because it was the ACLO who made recommendations to Council Officers on who would be most appropriate to do the 'Welcome'.

Council in some instances would use the same Elder to provide the 'Welcome' at recurring annual Council events to maintain continuity and to ensure promotion of respect, understanding and the building of relationships and partnerships. As much as Council would like to continue with this process it has become challenging because Elders, due to unforeseen circumstances (generally ill health), have been unable to fulfil this role on a regular basis. The ACLO in these instances has recommended the Co-Chair of the AAC to do the 'Welcome' that has always received support from the local Aboriginal community if questions were raised as to why an Elder was not conducting the 'Welcome'.

As a result it has been recommended that a list of Elders or appropriate Traditional Owners be created to assist Council's ACLO's to provide options to Council staff when a 'Welcome' is required and in particular when the ACLO is absent and unable to fill this role.

The current colour coded protocol is still an essential tool to assist Council but to further enhance the process it is recommended a list of Elders and Traditional Owners be established and attached to this protocol. It is further recommended that a check list be attached to the 'Welcome to Country' protocol also which will assist Council to observe the appropriate protocols for the recognition of Aboriginal people at official Council events or at events where Council is a major sponsor.

To assist with the development of the 'Welcome to Country' protocol the ACLO made a request through the Local Government NSW Aboriginal Liaison Officer (ALO) seeking examples of other Local Government Welcome to Country protocols to use as a guide in updating SCC's Welcome to Country protocol. Please find attached examples received from various Local Governments in NSW and the NSW Government's Aboriginal Cultural Protocols and Practices Policy.

Recommendation:

- 1. The AAC recommend the following Elders and Traditional Owners to do the 'Welcome to Country' at official Council events and where Council is a major sponsor.**
- 2. The AAC approve the 'Welcome to Country' Protocol and Checklist.**

Responsible Manager: Lauren Peters, Acting Manager, Community & Cultural Life

Report prepared by: Veronica Bird, Aboriginal Community Liaison Officer

Date of Meeting: 7 March 2017

Attachment 1: Shellharbour City Council 'Welcome to Country' protocol – issued under separate cover

Attachment 2: NSW Government's Aboriginal Cultural Protocols and Practices Policy

Attachment 2: NSW Government's Aboriginal Cultural Protocols and Practices Policy**ABORIGINAL CULTURAL PROTOCOLS AND PRACTICES POLICY****Purpose**

The New South Wales Government recognises the unique position of Aboriginal people in our culture and history.

The Government, on behalf of the people of the State, is committed to the process of genuine recognition of the truth of Australia's history, and addressing the disadvantage that Aboriginal people continue to face today.

Aboriginal people are the original owners of the land and it is important that this special position of Aboriginal people is recognised and incorporated into official protocol to enable the wider community to share in Aboriginal culture and facilitate better relationships between Aboriginal people and the general community.

Official events and ceremonies engage the attention of participants, observers and the broader community. These events also symbolise the values of our community and the way we envision ourselves.

By incorporating Aboriginal cultural practices/ceremonies into official events we are able to:

- Recognise and pay respect to Aboriginal peoples, cultures and heritage.
- Communicate Aboriginal cultural practices to the broader community to promote respect and understanding.
- Demonstrate that Aboriginal cultures are living through maintenance and practice of ceremonies and protocols.
- Demonstrate recognition of Aboriginal people unique position which can assist in building relationships and partnerships.

The purpose of this policy is to assist NSW Public Sector agencies to observe the appropriate protocols for the recognition of Aboriginal people at official events or at events where the NSW Government is a major sponsor.

Observation of Aboriginal Protocols

The type of ceremony undertaken at an official event should be appropriate to the nature and size of each event in accordance with the procedures set out below and negotiations with local Aboriginal Elders and organisations.

It is important to note that ceremonies and practices differ from place to place. The planning timetable of official events should allow time for negotiations with Aboriginal communities, as well, discussion and decision making within those communities.

Minimum requirements

When planning an official event, agencies should consult with a number of organisations to plan and organise ceremonies. These organisations include; the Local Aboriginal Land Council, ATSIC Regional Council, other regional Aboriginal representative or advisory structures, Native Title Services NSW, NSW Aboriginal Land Council and/or the Department of Aboriginal Affairs.

These organisations can provide specific information on:

- Appropriate ceremonies and performances.
- Aboriginal Elders and communities who should be contacted.
- Contacts for Aboriginal cultural practice provider.

As a minimum requirement, an *Acknowledgement of Country* ceremony should be undertaken. A protocol for the ceremony is provided below. At events at which flags are shown, the order of display, from an audience perspective from left to right, the Australian flag, the NSW flag, the Aboriginal flag and the Torres Strait Islander flag.

Major Official Events

All major official events, where members of the public, representatives of other Governments and/or the media are present, should include a *Welcome to Country* ceremony. Events in this category include:

- commemorations and major festivals;
- major launches of Government policies and programs;
- conferences held or sponsored by the NSW Government;
- International events held in Australia of which the NSW Government is an organiser or sponsor;
- Citizenship ceremonies; and,
- major and international sporting events.

Agencies and communities are encouraged to be innovative in recognising Aboriginal heritage. Other ceremonies or practices may also be undertaken as considered appropriate by Aboriginal people, including dances and performances. However, as indicated above, a *Welcome to Country* should be incorporated into all major events.

At events which are not official events, but where the NSW Government is a major sponsor, negotiations should be undertaken with the event organiser to incorporate a *Welcome to Country* into the event, where Aboriginal people believe it appropriate.

Calendar

Each agency should develop its own calendar/database of significant events in which Aboriginal ceremonies will be undertaken.

Appropriate Ceremonies***Welcome to Country***

The *Welcome to Country* ceremony should, where possible, be undertaken by Elders, locally recognised Aboriginal community spokesperson or locally recognised cultural service provider.

There is no exact wording when Welcoming to Country. As such, the content of the ceremony should be negotiated between the agency and the provider with reference to the nature of the event and community practices. Generally, providers offer participants local Aboriginal history and cultural information and will go on to welcome the delegates to the country.

Acknowledgement of Country

An *Acknowledgment of Country* is a way that non-Aboriginal people can show respect for Aboriginal and Torres Strait Islander heritage and the ongoing relationship of traditional owners with the land.

A Chair or Speaker begins the meeting by acknowledging that the meeting is taking place in the country of the traditional owners. On occasion, there may be disputes about who the traditional owners are. Those who acknowledge the country, can 'acknowledge *all* the traditional owners of the land' or can 'acknowledge the traditional owners of *this land*' without naming those people. Acknowledging Country in this way will not cause offence where there is some potential or actual dispute around ownership.

Typical Acknowledgement of Country statements can include:

- I would like to acknowledge that this meeting is being held on the traditional lands of the (appropriate group) people.
- I would like to acknowledge that this meeting is being held on Aboriginal land and recognise the strength, resilience and capacity of Aboriginal people in this land.

Smoking Ceremony

Smoking ceremonies are conducted by Aboriginal people with specialized cultural knowledge. The ceremony aims to cleanse the space in which the ceremony takes place. Given the significant nature of the ceremony, smoking ceremonies are usually only performed at major events.

Other Ceremonies

As indicated previously, other ceremonies may be undertaken along with those outlined above. Agencies are encouraged to consult with local Aboriginal communities on the best form of recognition for each event the ceremony reflects the NSW Government's commitment to Reconciliation.

Fee for Service

In providing cultural services such as Welcome to Country, artistic performances and ceremonies Aboriginal people are using their intellectual property. As such providers of these services should be appropriately remunerated.

Appropriate remuneration and/or assistance should be negotiated between the cultural service provider and the agency, considering:

- Travel to and from the event
- Public profile of the event

Contact The NSW Department of Aboriginal Affairs for further information:

Level 13, Tower B
Centennial Plaza
280 Elizabeth St
SURRY HILLS NSW 2010

Phone: (02) 9219 0700
Fax: (02) 9219 0790
Toll Free: 1800 019 998
email: enquiries@daa.nsw.gov.au

3.5 Coastal Zone Management Plan- Community Uses and Values of Lake Illawarra Chapter (10839042)

The purpose of this Report is to provide a brief history on the development of the Lake Illawarra Coastal Zone Management Plan (CZMP), which is a strategic document that outlines priority actions to be implemented over a 5-10 year period, to protect valued aspects and tackle the key threats identified for the Lake. By prioritising management actions, a CZMP promotes a targeted and coordinated approach to the use of the limited budget and funding resources available to councils.

The attached Report on Community Uses and Values of Lake Illawarra has been compiled as a precursor to the development of the CZMP. The report outlines the uses, values, threats and risks associated with the Lake. The Report includes an Aboriginal Culture & Heritage section and outcomes of the Aboriginal consultations conducted at the Stocklands Community Room that was held on Tuesday 29th November 2016. The next step in the CZMP process is a management options assessment, which will consider the options contributed by the community, remaining options from previous plans and other options developed by government agencies, councils and the consultant team.

The Lake Illawarra Estuary Management Committee (LIEMC) is overseeing the development of the CZMP. The Committee members represent the many stakeholders involved in the management of the Lake and includes an Aboriginal representative, nominated by the Illawarra Local Aboriginal Land Council.

The LIEMC is interested in understanding your views on:

- The Cultural and Heritage significance of Lake Illawarra,
- Any other aspects of Lake Illawarra that are important,
- Threats or issues that you feel need to be managed and any suggested solutions to these threats if you have them,
- What you would like to see stay the same about the Lake or the way it is managed, and
- What you would like to see change about the lake or the way it is managed,
- Any actions you would like to see funded to improve the health of the lake or the Aboriginal communities connection to the lake.

Council values the views of the AAC members and to ensure your voice is heard your feedback is appreciated. Could you please read the attached document and provide your comments to the next meeting of the AAC, which will be held next Tuesday, 7 March 2017.

Kristy Blackburn, Environmental Strategy Officer – Lake Illawarra who is based in the Environmental Strategy & Planning Department of Wollongong City Council will attend to provide you an update on the process so far and to give you an outline of the process moving forward regarding this project. Wollongong and Shellharbour City Councils jointly fund this position.

Recommendation:

That the AAC receive and note the Report on the Community Uses and Values of Lake Illawarra Chapter.

Responsible Manager: Lauren Peters, Acting Manager, Community & Cultural Life

Date of Meeting: 7 March 2017

Attachment: Report - Community Uses, Values, Threats and Opportunities, Lake Illawarra, Feb 2017- Issued under separate cover

4. General Business

4.1 NAIDOC Week

This is a standing item on the agenda. Any developments will be reported to the meeting.

4.2 Employment

4.2.1 Review of Council's Aboriginal Employment Strategy 2012 - 2015 (10838015)

Summary

The purpose of this report is to inform the Aboriginal Advisory Committee of the outcomes of the review of the Aboriginal Employment Strategy (AES). The review was conducted by staff from Community Connections, Organisational Development and external employment advisors who assessed the strategies and actions in the AES against their targets.

Overall, the review found that the AES has been successful in that Shellharbour City Council values an inclusive and diverse workforce, particularly the knowledge, skills, histories, traditions and cultures of Aboriginal People.

Council exceeded the target of 2.6% of its workforce being Aboriginal and fostered training opportunities for Aboriginal People.

Council did not provide the level of support to Aboriginal employees envisaged in the AES nor was there a review of recruitment processes or position descriptions to incorporate cultural/ethical competencies. These deficiencies stem from Council not appointing a part-time Aboriginal Employment Coordinator.

The review addressed each of the strategies within the AES, assessed Council's performance and provides recommendations for the future.

Background

Council's AES was launched during NAIDOC week in 2012 and it set three goals:

1. Become an employer of choice for Aboriginal People
2. Increase employment of Aboriginal People at all levels within Council
3. Develop systems to set up and maintain the Aboriginal Employment Strategy.

To achieve the goals, a number of strategies were devised and targets set for the strategies. Attachment 1 provides an assessment of Council's performance for each strategy.

Council did meet the majority of the targets for the goal of become an employer of choice for Aboriginal People. Council engaged with schools and attended a number of career forums to promote working at Council to Aboriginal youth in the region. Council employed a number of school-based Aboriginal trainees and they attained their certificate II in Business Administration.

Council did not employ an Aboriginal cadet nor did any of the school-based trainees gain ongoing employment with Council. Nor did Council raise the cultural awareness significantly across its workforce. There was general anti-discrimination courses held but no specific cultural awareness courses.

The support provided to Aboriginal employees did not increase during the term of the AES. The support services were to be provided by the Aboriginal Employment Coordinator; however, this position was not created.

Similarly, the recruitment review outlined under the goal of 'Increasing Employment of Aboriginal People at all levels within Council', did not take place as this activity was dependent on Council employing an Aboriginal Employment Coordinator. A general review of the recruitment process did occur and as part of this review, access and equity were considered.

The goal 3 target of 2.6% of Council's workforce to be Aboriginal People was achieved. During the term of the AES, the percentage of Aboriginal People in the workforce fluctuated, however for the majority of the term, it was above the target of 2.6%.

Council has implemented a new Human Resources system that allows staff to update their personal details and all staff are being encouraged to do so. It is hoped that staff who identify, as Aboriginal will update their details, which will allow Council to better monitor this target and provide a better support structure.

Progress on the AES was reported to Manex as part of Council's standard reporting schedule. This practice did not provide the exposure hoped for within the AES.

Conclusion

The Aboriginal Employment Strategy was ambitious and was introduced into Council at a time of change. Throughout the term of the AES Council has experienced a change to its organisational structure, a Strategic Rate Variation; Fit for the Future, and a proposed merger. To have achieved some of the goals of the AES during this period is commendable; however, more could have been achieved.

Recommendation:

The AAC receive and note Information Report on the review of Council's Aboriginal Employment Strategy 2012 – 2015.

Responsible Manager: Lauren Peters, Acting Manager, Community & Cultural Life

Report prepared by: Paul Kiley, Senior Human Resources Officer

Date of Meeting: 7 March 2017

Attachment: Aboriginal Employment Strategy Review







Attachment 1:






Aboriginal Employment Strategy Review



A review of the 2012-2015 Shellharbour City Council Aboriginal Employment Strategy.

Goal (1):
Promote employment opportunities to Aboriginal people. Establish links with the Aboriginal community to coach and increase the possibility of gaining employment.





Strategy	Progress	Actions	Outcome / Recommendation
1.1 Promote employment opportunities to Aboriginal people.	Ongoing ●	<ul style="list-style-type: none"> Identify positions/areas of the workforce that may be of interest to Aboriginal people. Talk to/engage with schools and tertiary institutions so as to attract young people e.g. Career Forum, Career Tracks. <ul style="list-style-type: none"> Provide work placements for three Aboriginal school based trainees/apprentices per year. Provide at least 1 cadet opportunity per year. Establish pathways from SBAT to Cadetship where appropriate. 	<p>SCC achieved 3 SBAT trainees for the term of the AES.</p> <p>There was no further opportunities provided for these SBAT's for sustainable employment opportunities within SCC.</p> <p><i>Feedback from NSW Dept. of Industry suggests further investigation into school based apprenticeships</i></p>
	Ongoing ●	<ul style="list-style-type: none"> Participate at vocational trade fairs and other forums to promote employment opportunities at SCC. 	<p><i>Unsire of exact amount per annum? SCC attended all relevant forums hat it was aware of.</i></p> <p>SCC did not participate in the 'WICKED' Employment forum and this should have been a priority for SCC to be in attendance.</p>
	Ongoing ●	<ul style="list-style-type: none"> Promote this strategy, both internally and externally - and link to the SCC "Statement of Commitment". Develop launch activities of AES 	<p>The AES was launched during NAIDOC Week 2012.</p> <p>The SCC AES was not promoted sufficiently either internally or externally. This only reinforces the importance of having an Aboriginal Employment Coordinator as identified by the AAC and the community.</p>
	Not planned as progressed ●	<ul style="list-style-type: none"> Put in place recognition/award structures to reward manager for achieving Aboriginal employment and other related targets. 	<p>No reward system has been implemented.</p> <p><i>Review committee feedback believed this action was an offensive, treating Aboriginal employees as KPI's only.</i></p> <p>I disagree with the Review Committees comments. That is the importance of promoting the AES internally so that ATSI employment opportunities may be considered by Managers when the opportunity arises and they can put forward recommendations to HR. SCC provides recognition Awards for other initiatives and I believe achieving ATSI employment opportunities should be one of them.</p>

	Ongoing 	<ul style="list-style-type: none"> Manage any adverse communications/publicity 	No adverse communication/publicity to address during AES period.
	Not planned as progressed 	<ul style="list-style-type: none"> Arrange workshops to engage the local Aboriginal community to assist with job applications and other pre-employment training/assistance. 	<p><i>Unable to identify if workshops took place. Ran a number of workshops with local Job Network Agencies</i></p> <p>Was arranged the first year after the launch of the AES but not over the past couple of years.</p>
	Ongoing 	<ul style="list-style-type: none"> Talk to the local Aboriginal Employment providers for ideas on how to stimulate and improve Aboriginal participation in the SCC labour force. 	<p><i>Unsure if ACLO and or HR undertook formal consultations?</i></p> <p><i>Ran a number of workshops with local Job Network Agencies</i></p>
	Ongoing 	<ul style="list-style-type: none"> Email/distribute all job vacancies at council to employment service providers and other Aboriginal community organisations/networks. 	<p>ACLO circulated vacancies throughout Aboriginal email network (IACBWG)</p> <p>ACLO provided SCC's External Positions Vacant through Rod Cook's distribution list when the opportunity arose.</p>
1.2 Increase cultural awareness throughout SCC and across the Local Government Area	Progress has been made 	<ul style="list-style-type: none"> Educate staff and Councillors and address issues that lead to discrimination and cultural disharmony, in particular within the workplace. 	<p>Cultural awareness training was not completed as per the action timeline of 2013, however Community Connections are seeking to implement training in the near future.</p> <p>ACLO/Community & Cultural Life Team continues to provide cultural presentation to new staff as part of SCC's new Staff Induction.</p>
	Not planned as progressed 	<ul style="list-style-type: none"> SCC will review all current positions and ensure cultural awareness training is provided for compulsory positions. 	<p>Cultural awareness training has not been delivered during the AES period of 2012-2015</p> <p>ACLO/Community & Cultural Life Team continues to provide cultural presentation to new staff as part of SCC's new Staff Induction.</p>

	Ongoing 	<ul style="list-style-type: none"> Acknowledge important Aboriginal celebrations, such as Reconciliation Week, NAIDOC week and other important events. 	Council continues to acknowledge and provide key Aboriginal events to the community and local government area.
	Ongoing 	<ul style="list-style-type: none"> Organise activities to coincide with the above celebrations (including in partnership with other community organisations) 	Council provides key Aboriginal events to the community and local government area, and region via strategic partnerships.
1.3 Develop support systems to meet the needs of Aboriginal staff	Ongoing 	<ul style="list-style-type: none"> Determine the needs of Aboriginal employees with the assistance of an Aboriginal employment service provider, as appropriate. 	<p><i>Unsure if formal relationships and or consultations have taken place?</i></p> <p>Council's ACLO continues to be contacted by SCC staff who identify as ATSI and provides support and advice as appropriate. ACLO has also met with ATSI outdoor staff.</p>
	Not planned as progressed 	<ul style="list-style-type: none"> Introduce/enhance support structure to meet the needs of existing employees. 	<p><i>Currently no evidence to support any actions have taken place.</i></p> <p>ACLO receives requests for additional training from Managers for their ATSI staff (outdoor) and have referred the Manager to Warrigal Employment because the Managers do not have funds available for training.</p> <p>HR holds the Training budget and should ensure that training is provided to ATSI staff when required to improve their opportunities for career advancement not only within SCC.</p>
	Not planned as progressed 	<ul style="list-style-type: none"> Encourage regular mentoring in the workplace. 	<p><i>Currently no evidence to support any actions have taken place.</i></p> <p>ACLO provides Mentoring when required or requested from ATSI staff.</p>

	Not planned as progressed 	<ul style="list-style-type: none"> Provide training for mentors – as required 	Currently no evidence to support any actions have taken place.
	Not planned as progressed 	<ul style="list-style-type: none"> Develop Aboriginal staff internal network 	No internal support network was created, staff issues referred to ACLO where appropriate. ACLO attempted to arrange a forum with Outdoor staff. This should be included as a Task for the ACLO to ensure Reporting requirements.

Goal 2:
Increase employment of Aboriginal People at all levels within Council

Strategy	Progress	Achievements / Highlights	Integration into IPR
2.1 Council to restate its commitment to Aboriginal employment opportunities	Ongoing 	<ul style="list-style-type: none"> Review and sign-off 'Statement of Commitment' – link to the Aboriginal Employment Strategy 	Commitment was reaffirmed via launch of the AES in 2012.
	Ongoing 	<ul style="list-style-type: none"> Prepare communications and launch activities. 	AES officially launched during NAIDOC week 2012. A Flyer should be developed to promote the AES to Job Networks and other relevant stakeholders.
2.2 Review recruitment processes to ensure they are culturally appropriate	Not planned as progressed 	<ul style="list-style-type: none"> Develop a recruitment checklist – which also addresses the needs of Aboriginal people. 	<i>Seeking HR-IP feedback.</i> <i>HR has been looking at a new recruitment system however the proposed merger has put this on hold. In selecting the new system consideration will be given to ease of use including the needs of Aboriginal people</i> The proposed merger was announced 12 months ago and the AES has been in place since 2012 (some 3 years before the proposed merger). This Action should have been implemented. Once again reinforces the importance of having an Aboriginal Employment Coordinator's position.
	Not planned as progressed 	<ul style="list-style-type: none"> Develop template (s) and tool (s) to assist Aboriginal people applying for council positions. 	<i>Seeking HR-IP feedback.</i> <i>An application form was developed for outdoor roles, however it was difficult to implement. Further development was not undertaken when the decision was made to look at a new recruitment system. Consideration will be given to having templates and tools available in the new system</i> Importance of having an Aboriginal Employment Coordinator.
	Not planned as progressed	<ul style="list-style-type: none"> Develop protocols for recruiting and employing Aboriginal people in the workplace. <ul style="list-style-type: none"> Vacancy reviews should take into consideration the cultural and ethnic diversity of Councils business and where appropriate, selection criteria should incorporate cultural/ethnic competencies. 	<i>Seeking HR-IP feedback.</i> <i>This was not achieved. HR has added Council's values to all PDs and there will be a review of Council's advertising and jobs page to highlight Council's cultural</i>








	●		<i>diversity</i> Importance of having an Aboriginal Employment Coordinator.
	Not planned as progressed ●	<ul style="list-style-type: none"> Review and adjust selection criteria of identified opportunities e.g. casual pool 	<i>Seeking HR-IP feedback.</i> <i>Not achieved due to focus on new recruitment system.</i>
	Not planned as progressed ●	<ul style="list-style-type: none"> Conduct exit interviews of Aboriginal employees leaving SCC and report on any recurring issues/trends 	<i>Seeking HR-IP feedback.</i> <i>All employees were offered the opportunity of an exit interview or completing a questionnaire. No recurring issues or trends were identified.</i>
	Not planned as progressed ●	<ul style="list-style-type: none"> Assess need for any remedial action, and implementation 	<i>Seeking HR-IP feedback.</i> <i>Not achieved</i>
2.3 Support staff development	Not planned as progressed ●	<ul style="list-style-type: none"> Develop, implement and monitor career development plans for all Aboriginal staff 	<i>Seeking HR-IP feedback.</i> <i>All staff have access to performance review process where career development should be discussed. There was no specific monitoring of plans for Aboriginal staff</i>
	Not planned as progressed ●	<ul style="list-style-type: none"> Provide opportunities for staff to undertake training to also address any skills gaps – enabling career progression. 	<i>Seeking HR-IP feedback. Was any training provided by SCC undertaken by ACLO and/or other identifying staff?</i> <i>HR has undertaken a number of skill gap analysis across all of Council</i>
	Not planned as progressed	<ul style="list-style-type: none"> Link to Annual Review system 	<i>Seeking HR-IP feedback.</i> <i>Nothing specific was added to the Annual review as it requires the staff member to identify as Aboriginal</i>






	●		
	Not planned as progressed ●	<ul style="list-style-type: none"> Consider cross-skilling opportunities 	<i>Seeking HR-IP feedback.</i> <i>There was little opportunity for cross skilling</i>
	Not planned as progressed ●	<ul style="list-style-type: none"> Provide recognition to all eligible staff for promoting incentives to Aboriginal staff to meet performance and training objectives – to in turn improve career development. 	<i>Seeking HR-IP feedback.</i> <i>On review seen as culturally insensitive</i>
2.4 Promote Aboriginal employment to council contractors	Ongoing ●	<ul style="list-style-type: none"> In tender documents include the requirement to employ/engage Aboriginal people/businesses where appropriate (e.g. NSW Government Aboriginal participation in construction – by allocating appropriate weightings. 	<i>Seeking ACLO feedback</i> The former GM requested the ACLO to develop a Policy on APIC participation on Council's projects. This was presented to MANEX and I believe it was adopted. I believe SCC's Infrastructure – Assets & Projects have used the policy. But unsure of any outcomes. Major developers (ie Calderwood) have presented to Council's AAC and have established an Aboriginal Employment Committee to ensure ATSI people will secure employment through not only APIC opportunities but other areas also.
	Ongoing ●	<ul style="list-style-type: none"> Formalise the role of Aboriginal contractors doing site work via Aboriginal Service Agreements 	<i>Seeking ACLO feedback</i> ACLO on a regular basis recommends the Illawarra Local Aboriginal Land Council (ILALC) and James Davis to be engaged when Site Work is required through Assets & Projects and DA Officers.
2.5 Establish links with Aboriginal community to coach and increase	Not progressed as planned	<ul style="list-style-type: none"> Give presentations to jobseekers, through on-site tours and/or off site presentations 	<i>Seeking HR-IP feedback.</i> <i>On review not feasible</i>

possibility of gaining employment	●		
	Not progressed as planned ●	<ul style="list-style-type: none"> Arrange workshops to engage the local Aboriginal community to assist with job applications and other pre-employment training/assistance. 	<p><i>Seeking HR-IP feedback</i> <i>One workshop was held through job network providers very little interest was shown</i></p>

Goal 3: Develop systems to set up and maintain the Aboriginal Employment Strategy

Strategy	Progress	Achievements / Highlights	Integration into IPR
3.1 Set Aboriginal employment targets	Ongoing ●	<ul style="list-style-type: none"> Set a target, including new entrant positions each year, of 2.6% of total employees at SCC 	The target of 2.6% was achieved during the AES period of 2012-2015
	Ongoing ●	<ul style="list-style-type: none"> Appoint 3 school based traineeships/apprenticeships per year 	<p>This action was achieved Am ATSI Child Care trainee was also achieved through SCC's Child Care when it was operational.</p>
	Not progressed as planned ●	<ul style="list-style-type: none"> Endeavour to employ SBAT on completion for a traineeship/apprenticeship 	No further employment was achieved for SBAT trainees. Neither SBAT was interested as they had other plans
	Not progressed as planned ●	<ul style="list-style-type: none"> Appoint one cadetship per year (minimum) 	Not achieved. HR seeking to review the cadetship program.
	Progress has been made ●	<ul style="list-style-type: none"> Increase number of Aboriginal people in casual pools for both administration and outdoor work. 	<p><i>Seeking HR-IP feedback</i> <i>Limited recruitment for indoor casuals and no specific program put in place for outdoor casuals</i></p>
	Not progressed as planned ●	<ul style="list-style-type: none"> Review Aboriginal employment targets six monthly 	<p><i>Seeking HR-IP feedback</i> <i>Progress was reported quarterly through performance planning</i></p>

	Not progressed as planned 	<ul style="list-style-type: none"> Address issues where targets are not being met. 	<p><i>Seeking HR-IP feedback</i> Target of 2.6% was met as was three SRATs, the target of 1 cadet was not met. No other specific targets set.</p>
3.2 Appoint an Aboriginal Employment Coordinator	Not progressed as planned 	<ul style="list-style-type: none"> Assign part time Aboriginal Employment Coordinator 	<p>This action was not completed due to insufficient financial resources within SCC.</p> <p>It is apparent from the lack of achievements with implanting the AES that SCC needs to evaluate the possibility of employing an Aboriginal Employment Coordinator to achieve optimum results.</p> <p>Not applicable as the position was not created.</p>
	Not progressed as planned 	<ul style="list-style-type: none"> Ensure the coordinator is properly briefed on their duties and the expectations of council and the broader community. 	<p>Not applicable as the position was not created.</p>
	Not progressed as planned 	<ul style="list-style-type: none"> Coordinator to provide information and support to line managers of Aboriginal staff on any workplace related issues, according to EEO protocols and specific Aboriginal cultural concerns. 	<p>Not applicable as the position was not created.</p>
3.3 Implement Aboriginal Employment Strategy	Ongoing 	<ul style="list-style-type: none"> Human Resources to ensure the effective and timely implementation of the AES 	<p><i>Seeking HR-IP feedback</i> The AES was implemented on time</p>
	Ongoing 	<ul style="list-style-type: none"> HR to provide ongoing oversight of AES 	<p><i>Seeking HR-IP feedback</i> HR have monitored the AES and provided regular reporting through performance planning</p>
	Ongoing 	<ul style="list-style-type: none"> ACLO to provide feedback and report and significant issues arising on a day-to-day basis to Management and AAC. 	

3.4 Monitor and evaluate the effectiveness of the Aboriginal Employment Strategy (including performance benchmarking)	Not progressed as planned 	<ul style="list-style-type: none"> Overall responsibility for the administration and monitoring will rest with the Senior HR-IR Advisor and HR, and be reported in MANEX quarterly. 	<p>There are MANEX reports for the commencement of the AES in 2012.</p> <p><i>Seeking HR-IP feedback as no quarterly reporting has been located, possibly verbal reports etc.</i> HR have a quarterly report to MANEX however, specific AES items were not included. HR did report monthly through performance planning.</p> <p>It is important the AES is reported through the quarterly reports of MANEX to ensure the AES is being considered at the highest operational level. Monthly reporting outcomes doesn't necessarily get reported to MANEX. This was an important reporting and accountability requirement the AAC and stakeholders believed needed to be included and implemented.</p>
	Ongoing 	<ul style="list-style-type: none"> Introduce standard agenda item on every AAC to ensure it is kept up-to-date on AES progress. 	<p>Action completed</p> <p>The AES is a standing Agenda Item but does not necessarily have a Report provided at every meeting. HR should provide an update on the implementation of the AES to every AAC meeting and this report should be provided to the ACLO for inclusion in the ACC Business Paper.</p>
	Not progressed as planned 	<ul style="list-style-type: none"> Assess Aboriginal employment performances annually, and benchmark against previous performance measures and report to GM 	<p><i>Seeking HR-IP feedback</i> The main target of 2.6% was monitored regularly and reported through performance planning</p>
	Not progressed as planned 	<ul style="list-style-type: none"> Address any identified issues and put into place appropriate measures to meet agreed performance objectives 	<p><i>Seeking HR-IP feedback</i> No issues were identified</p>
3.5 Report on workplace diversity in relation to Aboriginal	Not progressed as planned 	<ul style="list-style-type: none"> Distribute review findings – per internal management reporting requirements (group/departmental) 	<p><i>Seeking HR-IP feedback</i> Regular reports were distributed through performance planning</p>

<p>employment and progress against AES generally</p>	<p>●</p>		<p>Monthly reporting outcomes doesn't necessarily get reported to MANEX. This was an important reporting and accountability requirement the AAC and stakeholders believed needed to be included and implemented.</p>
<p>Not progressed as planned</p>	<p>●</p>	<ul style="list-style-type: none"> • Comment on the impact the outcomes have on the overall effectiveness of the AES in terms of; <ul style="list-style-type: none"> ◦ Raising Aboriginal cultural awareness ◦ Employment gains, retention rates and trends ◦ Established partnerships/relationships Both in the workplace (internal) and broader community (external) 	<p><i>Seeking HR-IP feedback</i> <i>There was an increased awareness of staff's ability to take leave for NAIDOC, no discernible change in retention rates. Partnerships were made with local schools and the NSW Department of Industry (Training Services).</i></p>
<p>Not progressed as planned</p>	<p>●</p>	<ul style="list-style-type: none"> • Conduct independent post launch review (external) after first year of implementation 	<p><i>Seeking HR-IP feedback</i> <i>Not achieved</i> This should have been achieved and considered a priority by HR.</p>

4.2.2 Council Appointment of Permanent Part-time Aboriginal Community Liaison Officer (10838355)

Council is currently recruiting for a permanent part-time Aboriginal Community Liaison Officer to join the Community Connections team. Council's Aboriginal Community Liaison Officer, Veronica Bird, has reduced her hours from 35 hours per week to 21 hours per week. Because of this, Council needs to recruit an additional Aboriginal Community Liaison Officer to fill the 14 hour per week role.

A panel has been formed, which includes two internal representatives as well as a member of the Aboriginal Advisory Committee (AAC). Applications for this position closed on the 10th of February 2017 and the panel will then go through the applications and undertake interviews as part of the recruitment process. The job advertisement has been distributed widely through a range of networks and channels. The Aboriginal Advisory Committee will be advised of the outcome of this position.

Council acknowledges the importance of the ACLO's role and is committed to ensuring the ACLO's position continues to be a 35 hours per week position. The engagement of a permanent part-time ACLO will not affect the advice and reporting provided to the AAC, Councillors, Council staff and community.

Recommendation:

That the Aboriginal Advisory Committee receive and note the Council appointment of a permanent part-time ACLO

Responsible Manager: Lauren Peters, Acting Manager Community and Cultural Life

Date of Meeting: 7 March 2017



Position Vacant

Aboriginal Community Liaison Officer

Part Time - 14 hours per week

(Reference Number: 5/17)

We are seeking a part-time Aboriginal Community Liaison Officer to provide information and advice on issues of relevance to the Aboriginal and Torres Strait Islander community, contributing toward a more vibrant, safe and inclusive Shellharbour City.

ESSENTIAL CRITERIA:

- Being of Aboriginal and or Torres Strait Islander background
- Tertiary qualifications in Aboriginal Studies, Community Development or Social Science or at least seven (7) year's experience in a similar role
- Demonstrated understanding of local and regional Aboriginal and Torres Strait Islander culture and heritage with the ability to provide advice on issues and make recommendations in order to develop innovative strategic plans, strategies and policies
- Ability to communicate clearly and positively with all levels of government, community service providers, businesses and the community to establish positive working relationships and undertake community engagement
- Demonstrated experience with coordinating, managing and evaluating a range of community based programs and events
- Ability to supervise staff, students and volunteers as required
- Demonstrated experience in applying for and managing grants, budgets, sponsorship and partnerships
- Demonstrated commitment to work constructively in a team environment, across all departments of Council as well as the ability to work independently
- A high level of proficiency in Microsoft Office and experience using web based programs as a tool to promote community initiatives
- Demonstrated ability to apply EEO, WHS and ethical practice principles and to act with probity at all times
- Ability and willingness to apply for and pass a Police Record Check
- Current Class C Driver's License

DESIRABLE CRITERIA:

- Relevant Local Government experience
- Links to Aboriginal groups within the area

This is a permanent part time 14 hours per week position. Conditions of employment are in accordance with the Local Government State Award, relevant legislation and Council's policies and procedures. The position is a range from grade 14 to 17 with a salary up to \$576.39 per week depending on qualifications and experience.

For more information about this position including details on applying for a position with Shellharbour City Council, please see Council's website at www.shellharbour.nsw.gov.au.

Enquiries may be directed to Lauren Peters on 4221 6007.

Written applications quoting the reference number, addressing the above selection criteria and a resume including contact details for at least two referees **close Friday 4.00pm, 10 February 2017**. Please mark your application "Confidential Job Application" and send it electronically to jobs@shellharbour.nsw.gov.au.

Shellharbour City Council is an equal opportunity employer



POSITION DESCRIPTION	
Title:	Aboriginal Community Liaison Officer
Department	Community Connections
Reports to:	Manager Community & Cultural Life
Grade:	14-17
Hours:	Part time: 14 hours per week
Vehicle:	No
Position Purpose	
To strategically plan for and provide information and advice on issues of relevance to the Aboriginal and Torres Strait Islander Community, thereby contributing toward a more vibrant, safe and inclusive Shellharbour City.	
Qualifications and Experience	
<i>(Minimum required/essential for success in the job)</i>	
<p>Essential:</p> <ul style="list-style-type: none"> • Being of Aboriginal and or Torres Strait Islander background • Tertiary qualifications in Aboriginal Studies, Community Development or Social Science or at least seven (7) year's experience in a similar role • Demonstrated ability to provide advice on Aboriginal and Torres Strait Islander issues and make recommendations in order to develop innovative strategic plans, strategies and policies • Ability to communicate clearly and positively with all levels of government, community service providers, businesses and the community to establish positive working relationships and undertake community engagement • Demonstrated experience with coordinating, managing and evaluating a range of community based programs and events • Demonstrated understanding of local and regional Aboriginal and Torres Strait Islander culture and heritage • Ability to supervise staff, students and volunteers as required. • Demonstrated experience in applying for and managing grants, budgets, sponsorship and partnerships. • Demonstrated commitment to work constructively in a team environment, across all departments of Council as well as the ability to work independently • A high level of proficiency in Microsoft Office and experience using web based programs as a tool to promote community initiatives • Demonstrated ability to apply EEO, WH&S and ethical practice principles and to act with probity at all times • Ability and willingness to apply for and pass a Police Record Check • Current Class C Driver's License 	

<p>Desirable:</p> <ul style="list-style-type: none"> • Relevant Local Government experience • Links to Aboriginal groups within the area
<p>Main Activities/Tasks</p>
<p>Assist Council to develop, implement and evaluate strategies and initiatives that address needs of the Aboriginal and Torres Strait Islander Community:</p> <ul style="list-style-type: none"> • Undertake community engagement with the community and relevant stakeholders • Participate in the planning and development of community initiatives through information gathering and research • Develop plans, strategies, policies and provide advice on Aboriginal and Torres Strait Islander issues • Ensure that Aboriginal and Torres Strait Islander strategies are incorporated in the ongoing development of the integrated planning and reporting framework. <p>Develop effective and constructive working relationships with key stakeholders:</p> <ul style="list-style-type: none"> • Establish and maintain formal communication and coordination with government agencies, service providers, community organisations, businesses and community members • Provide support to local and regional community groups and organisations • Facilitate and/or participate in a range of inter agencies and partnership networks that inform Council of community needs • Build capacity and provide training opportunities in the Shellharbour community <p>Coordinate the implementation and promotion of community programs and events:</p> <ul style="list-style-type: none"> • Coordinate and evaluate special events and celebrations as relevant to the Aboriginal and Torres Strait Islander community including NAIDOC and Reconciliation Weeks. • Manage community development programs and projects to address previously identified needs • Lead and guide volunteers and students as required <p>Support and provide advice to the Aboriginal Advisory Committee of Council:</p> <ul style="list-style-type: none"> • Provide written reports to the committee with information on matters that are relevant to Council's role and services as well as the needs of the Aboriginal and Torres Strait Islander community • Undertake actions as directed to by the committee • Promote the AAC to members, service providers and community representatives <p>Provide specialist advice to other sections of Council and advocate for access and equity for Aboriginal and Torres Strait Islanders:</p> <ul style="list-style-type: none"> • Manage programs, projects and training which promote and support the implementation of Council's commitment to Aboriginal and Torres Strait Islanders across all divisions of Council • Act as Council's referral point and spokesperson for dissemination of information and advice relating to Aboriginal and Torres Strait Islander issues • Facilitate and advocate for the inclusion of Aboriginal culture and heritage reference in strategic land use planning including Masterplans, Development Control Plans (DCP), Local Environment Plans (LEP) and Plans of Management. • Assess and make comment on Development Applications in regards to Aboriginal culture and heritage and report to Council and Senior Management as required. • Coordinate and participate in steering committees and project teams as required.

- Provide advice, assistance and/ or recommendation of strategies to other Council staff regarding issues such as employment, communication and cultural awareness.

Apply for and manage grants, budgets, sponsorship and partnerships:

- Network with federal and state funding groups and the non-government sector to identify, monitor and seek funding opportunities
- Prepare grant applications for the development, implementation and expansion of local community initiatives
- Manage project budgets, contracts and partnerships in line with Council's Procurement Policy and other policies and procedures

Work Health & Safety

- Required to take reasonable care of self and others in the workplace
- Cooperate with all health and safety policies and procedures agreed to by management and staff
- Report any unsafe conditions that are identified
- Not bypass or misuse systems or equipment provided for WH&S purposes.
- Must participate in WH&S training as required and contribute to the identification of hazards and assessment of risks as required.

Organisational Values

- Apply and demonstrate the key organisational values – integrity, respect, service, adaptability, collaboration and safety.



4.3 Bass Point Interpretive Centre

4.3.1 Update on the Bass Point Interpretive Centre (BPIC)

The purpose of this information report is to provide an update to the Aboriginal Advisory Committee (AAC) on the status of the next stage of the Bass Point Aboriginal Interpretive Centre Business Case. On Tuesday 17 May 2016, Council endorsed the BPIC Feasibility Study, reaffirmed its commitment to develop a business case, and approved up to \$50,000 to engage a consultant to develop the Business Case at the approved site at Bass Point.

The BPIC Steering Committee have met twice already in 2017 and are currently finalising the BPIC Business Case Tender/EOI. It is anticipated the development of the BPIC Business Case that will include community engagement will proceed for the duration of 2017 with hopefully a draft of the Business Case provided by the end of 2017.

Council have an excellent foundation to commence the second stage towards the development of the Business Case because of the work that has already been conducted by Simon McArthur Associates in the Feasibility Study. The Business Case will specifically focus on the preferred site, known as the midden site, at Bass Point and will provide a more definitive viability of the project in terms of costings relating to the operations of the Centre. The Business Case is also integral in securing future funding for the construction of the Centre.

Council continues to be committed in their goal to investigate the opportunities in developing the Bass Point Aboriginal Interpretive Centre that will provide employment, tourism and educational opportunities for the local Aboriginal community and a keeping place for Aboriginal artefacts.

The BPIC Committee includes:

<input type="checkbox"/>	Richard Davis	AAC Member
<input type="checkbox"/>	Jodi Edwards	AAC Member
<input type="checkbox"/>	Agnes Donovan	Resigned
<input type="checkbox"/>	Lauren Peters, Acting Manager	Community & Cultural Life
<input type="checkbox"/>	Veronica Bird, ACLO	Community & Cultural Life
<input type="checkbox"/>	Laurelle Mason, Acting Financial Accountant	Financial Services
<input type="checkbox"/>	Courtney Kardwell, Asset Officer	Assets & Projects
<input type="checkbox"/>	Mark Henning, Business Performance & Development Manager	Shell Cove Enterprises

Because of Agnes' resignation the AAC need to determine whether they would like to fill this vacancy or believe the AAC have sufficient representation through Richard and Jodi.

Recommendation:

- 1. The AAC receive and note the Information Report update on the Bass Point Aboriginal Interpretive Centre.**
- 2. The AAC fill the vacancy on the BPIC Steering Committee.**

Responsible Manager: Lauren Peters, Acting Manager, Community & Cultural Life

Date of Meeting: 7 March 2017

5. Items for Information

6. Next Meeting

9 May 2017