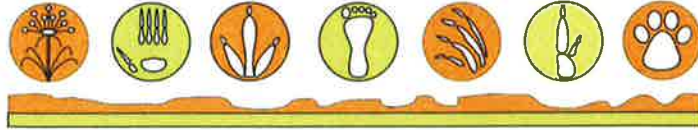


# BARKLY REGIONAL COUNCIL



## AGENDA

### CULTURAL ADVISORY COMMITTEE

Meeting to be held at Tennant Creek Council Chambers  
Wednesday, 16 March 2016, 2:00pm

**1. OPENING AND ATTENDANCE**

Members present  
Staff present  
Apologies  
Absent without Apologies  
Disclose of Interest

**2. MINUTES FROM PREVIOUS MEETING**

That the minutes of the previous meeting held, 18 September 2015, be accepted as a true and accurate record.

**3. ACTION LIST FROM PREVIOUS MEETING**

That the ongoing action list be received and noted (last updated 11 March 2016)

**4. GENERAL BUSINESS**

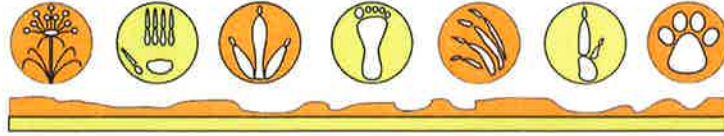
- 4.1. Cultural Awareness Training
- 4.2. Growing our Own and what does this exactly mean
- 4.3. Recruitment issues, Aboriginal representation and Engagement of Aboriginal people
- 4.4. Equal Employment Opportunity (EEO) Policy

**5. NEXT MEETING**

Next meeting of the Cultural Advisory Committee, being held Wednesday 18 May 2016

**6. MEETING CLOSE**

# BARKLY REGIONAL COUNCIL



## MINUTES

### CULTURAL ADVISORY COMMITTEE

Held at Tennant Creek Council Chambers on Friday, 18 September 2015, 8:30am

#### 1. OPENING AND ATTENDANCE

##### 1.1. **Members Present**

Cr. Tim Price (Chair)  
Cr. Pat Braun  
Cr. Ada Beasley  
Cr. Lucy Jackson  
Cr. Noel Hayes  
Cr. Jennifer Mahoney

##### 1.2. **Staff Present**

Edwina Marks; Chief Executive Officer  
Peter Ryan; Director People and Safety  
Courtney Barber; Executive Assistant to the CEO

##### 1.3. **Apologies**

President Barb Shaw  
Cr. Joyce Taylor

##### 1.4. **Absent without Apology**

Nil

#### 2. PREVIOUS MEETING MINUTES

- 2.1. That the minutes of the Cultural Advisory Committee Meeting held 19 June 2015 be accepted as true and accurate

**Moved:** Peter Ryan

**Second:** Cr. Jackson

**CARRIED UNAN.**

#### 3. BUSINESS ARISING

##### 3.1. **BUILD FRAMEWORK FOR POLICY, 'ACKNOWLEDGEMENT TO COUNTRY'**

Examples of Reconciliation Action Plans and Aboriginal and Torres Strait Islander Protocols were tabled for member's information. Copies will be sent electronically for members to submit their feedback, to establish a draft plan for Barkly Regional Council.

**3.2. RECRUITMENT OF ABORIGINAL PERSONS INTO BARKLY REGIONAL COUNCIL. WHAT IS IT COUNCIL WANTS IN THIS REGARD. - DISCUSSION – GROWING OUR OWN, HOW CAN THIS BE ACHIEVED**

Peter Ryan provided the current plan to members to confirm if this was acceptable and appropriate. The plan highlights apprenticeships for people aged 15-35 years, appropriate training for job development, school based trainees and cadets.

Cr. Hayes noted that the need to encourage and mentor the two Aboriginal Administration Officers at Ali Curung to ensure employees feel valued and respected.

Cr. Jackson noted that there are opportunities for women in Ali Curung such as the Safe House however; there are very few opportunities for men.

The type of jobs for communities could include Beautification (Parks and Gardens), Cert III in horticulture.

The Local Authorities are to be approached in regards to what they would like to see in their community.

35 employees have undergone training of a total cost of \$400,000, Barkly Regional Council make a 50% contribution with the remaining 50% contributed by the Department of Business. Council Officers are continually seeking grant funding to assist with the training into the future.

It is to be noted that the term "educated" not be used, as this is disrespect to the elders that did not have the opportunity to undertake training and school education. Rather the term "on the job training" is used.

**ACTION:** PR to approach Local Authorities in relation to job role wants and needs

**3.3. DATABASE RELATIVE TO TRADITIONAL OWNERS THROUGHOUT THE BARKLY REGIONAL COUNCIL AREA**

A database of Traditional Owners of the Barkly Region is to be generated. Information can be obtained through Central and Northern Land Councils along with Barkly Regional Council Elected Members.

Members advised the correct protocol when visiting community. The visitor is to advise the relevant Elected Member of their visit so therefor the Elected Member can direct to the most appropriate person such as Traditional Owner of that land or significant person of that land.

**ACTION:** CB to establish Traditional Owner list

**3.4. NON-ABORIGINAL COMMUNITY BASED EMPLOYEES INDUCTION PROCESS:**

- Protocols
- Use of language in LA and other Council related meetings
- Standard protocol for the passing of significant Aboriginal people
- Respect for Culture

**3.5. CULTURAL AWARENESS TRAINING**

Barkly Regional Council has conducted Cultural Awareness Training in the last 12 months however; feel that the training was not relevant due to the trainer not being local of this country.

It is recommended that Barkly Regional Council's Elected Members conduct this training in consultation with the PATTA Group.

The proposed training is to come back to the committee for final endorsement, before it is conducted with staff.

**ACTION:** PR to liaise with Elected Members and PATTA Group to establish Cultural Awareness training.

#### **4. GENERAL BUSINESS**

##### **4.1. CULTURAL LIAISON OFFICER**

CEO Edwina Marks presented the opportunity to undertake recruitment for a Cultural Liaison Officer and sought feedback from members. Members thought that there is no need for this position within Barkly Regional Council as the strength is already here, especially with the Aboriginal Elected Members. It was noted that previously when this position was filled, it was very messy.

#### **5. NEXT MEETING**

2:30pm, Wednesday, November 18 2015

#### **6. MEETING CLOSE**

Chair, Cr. Tim Price closed the meeting, the time being 9:58am



## CROSS CULTURAL ADVISORY COMMITTEE ACTION LIST

**18 September 2015**  
Updated for 16 March Meeting

Meeting Date	Subject	Resolution/Action/Task	Action Officer	Completed/Status
19 June 2015	Welcome to Country Protocol and Policy	Committee recommended that a policy be developed and put for Council's consideration; the policy would outline the cultural protocol of Welcome to Country or Acknowledgement of Country	Director People and Safety	Under development and will work with new CEO and committee members upon her arrival in March on this matter <b>Ongoing</b>
19 June 2015	Position Titles	Committee recommended that recruitment processes should be more culturally appropriate. This includes the job title, explanation of job role.	Director People and Safety	This requires further discussion and input required from committee members to establish what exactly it is that is required. <b>Ongoing</b>
18 September 2015	Build Framework for Policy	That electronic copies of the tabled Build Framework for Policy be sent through to members	EA to CEO	<b>COMPLETED</b>
18 September 2015	Recruitment of Aboriginal People	Local Authorities are to be approached in relation to job role wants and needs	Director People and Safety	Letters sent to each community coordinator late last year and as yet no responses received <b>COMPLETED</b>
18 September 2015	Traditional Owner List	List to be generated outlining all Traditional Owners across the Barkly Region	EA to CEO	Current list, tabled at 16 March Meeting. List has been sent to Central Land Council and Northern Land Council to review. <b>Ongoing</b>
18 September 2015	Cultural Awareness Training	Discussion to take place with Elected Members and PATTAs Group to establish Cultural Awareness Training	Director People and Safety	Arrangements shall be made following CDU presentation at upcoming meeting (16 March) in relation to this matter <b>Ongoing</b>

## Traditional Owners and Elders

<b>Elliott</b>	
<b>Marlinja/Newcastle Waters</b>	
Susan Raymond	Contact via Elliott Service Centre
Jeffery Dixon	Contact via Elliott Service Centre
Renita Collins	Contact via Elliott Service Centre
Dorothy Nugget	Contact via Elliott Service Centre
Rosemary Raymond	Contact via Elliott Service Centre

<b>Narralwan/Upper Murranjai</b>	
Raymond Dixon	Contact via Elliott Service Centre
Shannon Dixon	Contact via Elliott Service Centre
Wendy Hughes	Contact via Elliott Service Centre
Darryl Jones	Contact via Elliott Service Centre
Farryl Jones	Contact via Elliott Service Centre

<b>Lilyhole</b>	
Mona Rennie	Contact via Elliott Service Centre

<b>Jangirru/Gleeson Springs</b>	
Sally Henderson	Contact via Elliott Service Centre
<b>Wallarmanda/Lower Murranjai</b>	
Samuel Sandy	Contact via Elliott Service Centre
Phillip Ulamari	Contact via Elliott Service Centre

<b>Arlparra/Utopia Region</b>	
Harold Nelson	Contact via Arlparra Service Centre
Cowboy Loy	Contact via Arlparra Service Centre
Albert Bailey	Contact via Arlparra Service Centre
Jack Club	Contact via Arlparra Service Centre
Motorbike Paddy	Contact via Arlparra Service Centre

<b>Ampilatwatja</b>	
Banjo Morton	Contact via Ampilatwatja Service Centre

<b>Wutungurra/Epenarra</b>	
Andrew Beasley	Contact via Wutungurra Service Centre
Joshua Beasley	Contact via Wutungurra Service Centre
Stewart Beasley	Contact via Wutungurra Service Centre

<b>Alpurrurulam</b>	
Michael Teague	Contact via Alpurrurulam Service Centre
Kerry Campbell	Contact via Alpurrurulam Service Centre
assisted by Reggie Nelson	Contact via Alpurrurulam Service Centre

<b>Ali Curung</b>	
Graham Besley	Contact via Ali Curung Service Centre
Jacky Holmes	Contact via Ali Curung Service Centre
Keith Thompson	Contact via Ali Curung Service Centre
Dean Camphoo	Contact via Ali Curung Service Centre
Peter Corbet	Contact via Ali Curung Service Centre

<b>Jingaloo</b>	
Pompey Raymond	Contact via Elliott Service Centre
Lennie Raymond	Contact via Elliott Service Centre
Rosemary Raymond	Contact via Elliott Service Centre

<b>Pamayu/Powell Creek</b>	
Linda Benson	Contact via Elliott Service Centre
Maryanne Brian	Contact via Elliott Service Centre
Gilbray Alum	Contact via Elliott Service Centre

<b>Namirrini</b>	
Jeremy Jackson	Contact via Elliott Service Centre
Pauline Jackson	Contact via Elliott Service Centre

<b>Muckaty</b>	
Alice Bill	Contact via Elliott Service Centre
Amy Launder/Dixon	Contact via Elliott Service Centre

<b>Imangara</b>	
Ned Kelly	
Billy Dobbs	

<b>Tara</b>	
Tommy Thompson and Family	

<b>Gurungu/Kulumindini</b>	
Harry Bates	Contact via Elliott Service Centre
Heather Wilson	Contact via Elliott Service Centre