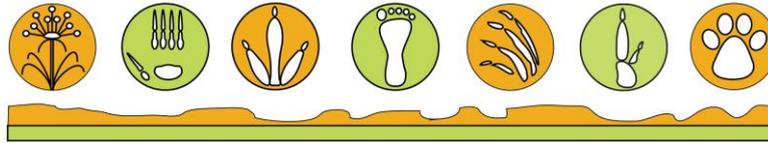


BARKLY REGIONAL COUNCIL



MINUTES INAUGURAL MEETING OF CULTURAL ADVISORY COMMITTEE

Meeting held at Tennant Creek Council Chambers
Friday 19 June 2015, 8:30am

1. OPENING & ATTENDANCE

Peter Ryan opened the meeting at 8:31am

1.1 **Members Present**

President Barb Shaw
Cr. Pat Braun
Cr. Jennifer Mahoney
Cr. Ada Beasley
Cr. Lucy Jackson

1.2 **Staff and Visitors Present**

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

1.3 **Apologies to be accepted**

Cr. Noel Hayes
Cr. Tim Price
Cr. Joyce Taylor

1.4 **Absent without Apology**

Nil

1.5 **Disclosure of Interests**

Nil

2. OPENING ADDRESS BY PRESIDENT

President Barb Shaw welcomed everyone to the first meeting of the Cultural Advisory Committee. President Shaw stated that the Aboriginal Elected Members of Council wanted to strengthen the culture of the organisation and guide the organisation in the development of a cultural framework which includes working within the two worlds. In addition Council wanted to develop a Reconciliation Action Plan which had a number of components as listed in the Terms of Reference.

3. OUTLINE 'TERMS OF REFERENCE'

Members discussed the Terms of Reference for the committee and highlighting which areas were meaningful from a Committee perspective.

4. **WORKFORCE PLANNING FOR ABORIGINALS – DIRECTION?**

The Director of People and Safety explained that the 67% of all Barkly Regional Council employees were of Aboriginal and Torres Strait Islander descent. In addition over 50% of the Elected Member representation was of Aboriginal and Torres Strait Islander descent. A notable gap was the lack of Aboriginal representation at management level and higher.

5. **CULTURAL AWARENESS TRAINING AND ORGANISATIONAL COMMITMENT TO THIS**

The Committee discussed the importance of the new Cultural Awareness Training model and that this should be presented to this committee in the first instance for review. The Committee will then have appropriate input and put a recommendation to Council.

6. **GENERAL BUSINESS**

6.1. Welcome to Country

As part of Councils current Strategic Plan Goals is Goal One: We embrace cultural diversity and work respectfully, accordingly the members agreed that this should include the cultural protocol of a Welcome to Council. The committee discussed that every public meeting such as Ordinary Council and Local Authority Meetings should have a Welcome to Country. A recommendation from the Committee was that a Welcome to Country/Acknowledgement of Country Policy be developed and submitted to Council for adoption.. Within the Policy framework was the action that if a Welcome to Country can not be organised, that at a minimum that the Chair acknowledges the Traditional Owners. All public events and meetings should incorporate this acknowledgement.

It was also discussed that this protocol should be recommended to the Barkly Australian Football League (BAFL) to conduct Welcome to Country at the beginning of each match as part of respect for Country.

6.2. Traditional Owners

The President discussed that information about the Traditional Owners across the region should be developed. The members discussed the investigation and documentation of all Traditional Owners in each of the areas within the Barkly. The Central Land Council and Local Authorities would be able to assist in collating this information together.

6.3. Positions Vacant

Members discussed the potential to make recruitment more culturally appropriate. Members identified that in some cases the job title of a position that is advertised can be off-putting. As a result, members suggested that there should be more effort about explaining positions and working with people who are seeking employment, for example for the relevant person to go through the job description with potential or applicants in person.

6.4. Using Language

The members discussed the advantages of promoting the use of local languages. They explained that by allowing members of committees such as the Local Authority, to speak in their language when discussing items, this encouraged and promoted good decision making because members were fluent in their own language and this allowed the ideas to flow freely. The Chief Executive officer explained that it was only a legislative requirement to document the minutes and decisions in English and there was no barrier to discussion being conducted in any language and then being interpreted and documented.

6.5. Passing of significant people

The President raised the importance of adopting a standard protocol for the time when a significant member of the community passes such as a Traditional Owner. The protocol that was suggested was that as part of Councils response that a letter from the President to the family be developed as well as a short message that could be read out at the funeral. In addition members recommended that there be an automatic process of having flowers sent to the family as part of this process.

7. MEETING CLOSE

Meeting closed at 10:36am