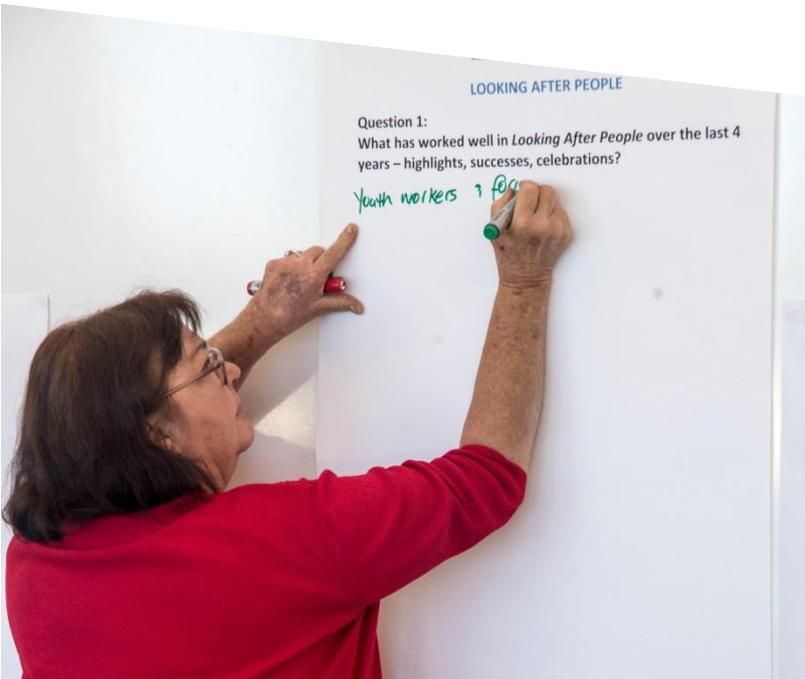




SUSTAINABLE BLUE MOUNTAINS together



SBM Together Consultation Report:

Aboriginal & Torres Strait Islander
Community Engagement 2015





Acknowledgements

Blue Mountains City Council acknowledges that the City of the Blue Mountains is located on the traditional lands of the Darug and Gundungurra peoples.

In addition, Blue Mountains City Council recognises the unique position Aboriginal people have in the history and culture of the Blue Mountains. It is acknowledged that Aboriginal peoples in the Blue Mountains have strong and ongoing connections to their traditional lands, cultures, heritage and history. Aboriginal people are recognised as the “Traditional Owners of the land” and it is important that this unique position is incorporated into Council’s community protocols, official ceremonies and events.

The Blue Mountains City Council thanks the Aboriginal and Torres Strait Islander residents of the Blue Mountains for participating in this consultation process, and greatly values their input into shaping the future of the Blue Mountains.

Our thanks also to Anny Druett from Cultural Bridge Builders for compiling this report and facilitating the two Aboriginal & Torres Strait Islander workshops – held at Katoomba on 5 December 2015, and at Springwood on 6 December 2015.





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Introduction

The Blue Mountains City Council (BMCC) has been seeking to adopt and apply an inclusive approach to ensure the best possible outcome for all Aboriginal and Torres Strait Islander people living and working in the City of the Blue Mountains, from now and into the future.

As part of the legislatively required review and update of the Community Strategic Plan *Sustainable Blue Mountains 2025*, the Council will consult with Aboriginal and Torres Strait Islander people living in the Blue Mountains. This report refers to the two community consultations for Aboriginal and Torres Strait Islander people living and working in the Blue Mountains.

Background

State legislation (Local Government Act 1993, s402), requires that each local government area has a community strategic plan that identifies the main priorities and aspirations for the future for a period of at least 10 years. In addition, the legislation requires that the plan:

- (a) Addresses civic leadership, social, environmental and economic issues in an integrated manner;
- (b) Is based on social justice principles of equity, access, participation and rights;
- (c) Is adequately informed by relevant information relating to civic leadership, social, environmental and economic issues; and
- (d) Is developed having due regard to the State government's State Plan and other relevant State and regional plans of the State government.



The Community Strategic Plan for the City of the Blue Mountains aims to support and enhance quality of life by focusing on the following 6 key directions:

1. Civic Leadership – Inspiring leadership
2. Looking After Environment – An environmentally responsible city
3. Using Land – A liveable city
4. Moving Around – An accessible city
5. Looking After People – An inclusive, healthy and vibrant city
6. Sustainable Economy – An economically sustainable city

Aims of the workshop

Two community consultation engagements were held with the Aboriginal and Torres Strait Islander community in December 2015 at Springwood and Katoomba. These sessions enabled Aboriginal residents to voice their views on matters significant for the community now and into the future.

The key aims of the Aboriginal Community Consultation are to provide an opportunity for Aboriginal and Torres Strait Islander people who live, work, study, and play in the Blue Mountains to put forward their perspectives on matters that are significant, within the context of the update and review of the 6 key directions contained within the Community Strategic Plan *Sustainable Blue Mountains 2025*.

The consultation workshops were designed to give all participants an opportunity to voice and write down their ideas and concerns on each of the six key directions.

Promotion of Consultations

- 1 Advertisements were placed in the Blue Mountains Gazette two weeks prior the events
- 2 Written invitations from the Group Manager of Integrated Planning and Finance at Blue Mountains City Council were sent to Aboriginal residents across the Blue Mountains
- 3 Information about the consultations were posted on the Blue Mountains City Council's Facebook page



Consultation Methodology

The methodology used on the day was designed to ensure all participants had an opportunity to name their issues. Traditionally with consultations involving a dozen or more people, the pattern has been that only one or two people get to talk while others listen. The methodology for these consultations provided ample opportunities for all participants to work in small groups of two, three, or four people to discuss each of the six Key Directions at their own pace.

The overall design of the workshop included:

Participants were asked to respond to four questions, relating separately to the six Key Directions, as set out in the Community Strategic Plan, *Sustainable Blue Mountains 2025*.

1. *“What has worked well over the past four years?”*
2. *“What is not working well and what could be improved?”*
3. *“What would the key direction look, sound and feel like in 20 years’ time?”*
4. *“What do we need to get there, as an individual, an aboriginal advisory group member, a family member, or the local community”*

There were six sets of posters, (one for each Key Direction), which were blue tacked on walls and tables around the room, and writing paper with each of the four questions with each key direction. Coloured texters were provided for writing answers on the paper, and participants could move around the room at their own pace and write their own thoughts and ideas down.

Community participants were also handed a 12 page booklet that replicated content on the walls. This meant that every person in the room had a copy of the agenda in their hands which provided the opportunity for them to connect what was in their hands with what they could see on the walls.

Rationale for methodology

The rationale for the above methodology was to ensure as many people as possible had the opportunity to name and describe their issues. The process was designed to enable everyone in the room to have their say safely and comfortably. The process reduced the possibility of a small number of people dominating a large group because of their confidence in speaking in large groups.



What worked well with the facilitations?

1. Overall the facilitation methodology provided multiple opportunities for individual engagement and points of view to be voiced and captured
2. The format reduced potential dominance of confident speakers and created a safe space for all community members in the room
3. Commencing the event with lunch and the perpetual cuppa throughout kept participants nourished as well as provided opportunity for casual conversation and sharing of ideas
4. By providing two workshops at Katoomba and Springwood allowed the difference between the Upper Mountains and Mid Mountains to come through
5. Scheduling the two workshops across two different venues, on consecutive days (5th and 6th December 2016) minimised the risk of lobby-groups influencing the second workshop
6. Weekend consultations enabled residents who had Monday to Friday work commitments, to attend
7. Advertising the workshops in the Gazette was widely appreciated and demonstrated inclusiveness within the Aboriginal Community
8. Engaging specific Council Staff from IP&F (as required by the GM) during the workshops worked well in this particular context.



What could be improved?

1. A robust means of notifying the community.

Suggested Improvements

- Continue to develop a broader contacts database, including both Aboriginal organisations and individuals to invite to future consultations
- Consider the timing for future events outside of the Christmas season

2. A small number of participants initially found the process difficult to understand.

Suggested Improvements

- Make sure any late comers to the process are walked around the room and given an overview of the process so they can join in more easily
- Number each set of posters from 1 to 6 for easier reference with a cross reference in the mini booklet
- Provide a step by step outline of the process in the mini booklet as well as a large poster on the wall

Key Findings

Key Findings for Civic Leadership

- The importance of developing Aboriginal young people as future leaders
- The value of listening and talking with many different people of all ages as possible across the Blue Mountains Aboriginal community
- Improving the level of inclusiveness between the different Aboriginal groups and individuals
- Supporting equity in advice and decision making about Aboriginal business with all Aboriginal organisations and groups across the Blue Mountains
- Capturing individuals not usually involved with Aboriginal groups so their views can be identified



Practical applications for the future

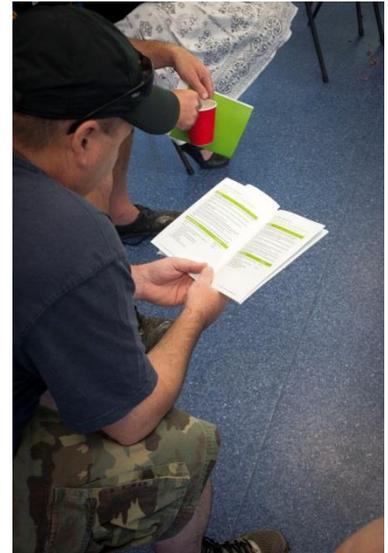
- i. Establish a youth leadership program that supports Aboriginal young people to develop their roles as future leaders
- ii. Communicate the principles of engaging with as many Aboriginal people as possible and from all groups when seeking input from the Aboriginal community
- iii. Ensure people to be engaged in community development activities are informed when their advice is being sought or they are being asked to make decisions about Aboriginal community business

Key Findings for Looking After Environment

- The passing on of traditional and cultural land management practices that can be collaboratively shared between Aboriginal custodians and mainstream government and local business
- The importance of identifying local Aboriginal places to be protected
- The significance of sharing cultural land management practices with respected partners across the Blue Mountains
- Maintaining local cultural protocols, practices and principles as the cornerstones for keeping the environment culturally safe and protected

Practical applications for the future

- i. Establish agreed principles and mechanisms between all Aboriginal groups and individual's interests in the dealing with ancestral places, sacred sites, and visitors doing business on country with cultural protocols
- ii. Work together with the local Aboriginal community to identify other local Aboriginal places to be protected
- iii. Implement programs in local schools and TAFE to facilitate learning traditional cultural practices such as plants for healing and bush medicines
- iv. Engage with business, community and government entities to establish employment opportunities in both enviro and cultural tourism
- v. Identify opportunities to invite volunteers from all cultures to participate and share the information
- vi. Ensure the wider community has access to local cultural protocols and practices to guide their engagement with the local Blue Mountains Aboriginal Community



Key Findings for Using Land

- Acknowledgement of six Aboriginal places with culture and spiritual meaning that strengthens the significance of these sites and assists in their ongoing protection (The Gully, Echo Point, the Megalong Valley, Kings Tableland, Red Hands Cave and Euroka)
- The shared importance and support for practicing culture on Aboriginal country such as bush regeneration, bush tucker, and cultural camps on Aboriginal designated places such as the Gully
- Acknowledgements of the on-going roles BMCC and National Parks & Wildlife Services play in managing and maintaining Aboriginal places across the Blue Mountains
- The need for more dual Aboriginal and western signage across the Blue Mountains for all Aboriginal places to inform and educate locals and visitors about Aboriginal traditional and contemporary cultural business
- The strengths of engaging a broader range of Aboriginal people in identifying, naming and protecting Aboriginal places across the Blue Mountains

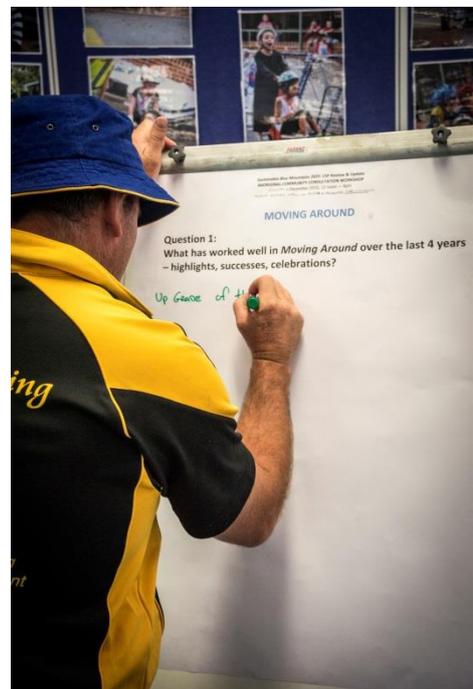


Practical applications for the future

- i. Negotiating the use of Aboriginal places for ongoing cultural business such as cultural forums, training, social events, film nights, local international forums, environmental stuff, connections with country
- ii. Explore opportunities for land management with reference to existing agreements (such as Gundungurra Area Agreement ILUA) to move beyond voluntary and into formal agreements with local business, community, governments and their respective strategic directions
- iii. Explore the establishment of a legally incorporated Aboriginal group that equally represents all groups on Aboriginal business across the Blue Mountains
- iv. Preparation of booklets to be available on Aboriginal sites across the mountains with clearly defined walkways

Key Findings for Moving Around

- Improvements to the widening of the Great Western Highway supported
- The need for clearer signage and information showcasing traditional links with the area, pathways, Aboriginal sites and places and how traditional people lived in the area, local stories about the areas
- Access to affordable public transport for young people and people with a disability
- The quality of off- highway or secondary roads between villages for local and emergency use
- The necessity for increased bus routes between stations to increase people's access and their mobility around the mountains
- Safer cycling pathways that connect each village, other than the highway



Practical application for the future

- i. Explore and improve Aboriginal people's access to transport to attend health appointments with local health and community service providers
- ii. Review bus routes between stations for greater access around the mountains
- iii. Upgrade secondary roads between villages to assist traffic movements for locals
- iv. Explore ways to inform and educate young unemployed people of the benefits they can access in relation to concessional travel on public transport.

Key Findings for Looking After People

- Multiple activities that involve and engage young people, school groups, such as cultural programs, camps, dance groups, and local radio programs that include cultural mentoring and positive role modelling
- For the older mountains residents, men's and women's groups for social activities and their access to health and dental services
- The work of the health coalition has made tremendous inroads into improving Aboriginal people's access to local health service providers
- Areas such as mental health require more input and work to capture and engage people who need support and aren't yet accessing local services
- More affordable housing that meets the diverse needs of Aboriginal residents at different life stages remains a priority; particularly for people on low incomes within the current economic climate. Access to rental accommodation without discrimination also remains a priority.
- The isolation of carers and how they can benefit by connecting with each other for social and cultural support

Practical application for the future

- i. Support for festivals that celebrate Aboriginal diversity such as spiritual, cultural, healing and cultural seasonal changes
- ii. Investigate setting up formal partnerships between local service providers in the health and wellbeing space such as health, aged care, disability and carers to bring people together
- iii. Review programs across the mountains for Aboriginal residents of all ages with a view to increasing support, access and support to meet their changing needs
- iv. Engage with the local businesses, the corporate sector, the community development sector and government agencies to offer ongoing cross-generational and cross-cultural awareness of healing programs for all ages across the Blue Mountains
- v. Explore ways for increased cooperation and collaboration between Aboriginal and non-Aboriginal sectors to work towards closing the gap locally.



Key Findings for a Sustainable Economy

- Collaboration and co-operation between Aboriginal and non-Aboriginal service providers across different sectors is critical for a better future e.g. aged care, Elders support health, welfare, young people, women's and men's issues, education, sport, education and tourism
- Employment opportunities of Aboriginal workers in the areas of tourism, environmental care, performances and cultural arts are critical for progressing a socially and economically sustainable mountains community
- Information about employment opportunities in the mountains is critical for potential job applicants.

Practical applications for the future

- i. The Blue Mountains community engage in a whole of community response to implementing the matters raised in this report, with regular accountability for commitments and actions taken.
- ii. Specific Aboriginal and non-Aboriginal sectors across the mountains work together to review this document to identify sector specific strategies and sourcing of resources to progress the ideas identified in this report
- iii. That each sector develop a range of methods to communicate their achievements on a regular basis to track progress, outcomes and reviews for future improvements
- iv. Invite and influence local employers across local, state and federal government and corporate sectors to employ or contract Aboriginal people in alignment with the Supply Nation practices and targets
- v. Coordinate the promotion and marketing of jobs across the mountains from a centralised place for easier access by residents



Concluding Remarks

These community consultation workshops with the Aboriginal and Torres Strait Islander residents in the Blue Mountains were undertaken as part of the process for reviewing and updating the Blue Mountains Community Strategic Plan: *Sustainable Blue Mountains 2025*.

The findings from these consultations will form part of the findings of many consultations with other community groups, government agencies, businesses, residents/ratepayers who live, work, play and study in the Blue Mountains, as outlined in the Community Engagement Strategy.

The findings and raw data contained in this report will also inform the development of the BMCC Aboriginal Advisory Council Strategic Plan.

As *Sustainable Blue Mountains 2025* is reviewed and updated, there will be ongoing opportunities for community input. These include the availability of the online community engagement website, *Blue Mountains Have Your Say*, which enables all residents to comment.

Assuming the Local Government elections in New South Wales keep to its current timetable, the final draft of the new Community Strategic Plan, *Sustainable Blue Mountains Together*, will be placed on public exhibition in April 2017.

The Blue Mountains City Council thanks the Aboriginal and Torres Strait Islander residents of the Blue Mountains for participating in this consultation process, and greatly values their input into shaping the future of the Blue Mountains.

Warm respects



Rosemary Dillon

Group Manager
Integrated Planning and Finance
Blue Mountains City Council
March 2016

Appendices

Appendix 1 – Post-Consultation Participant Feedback



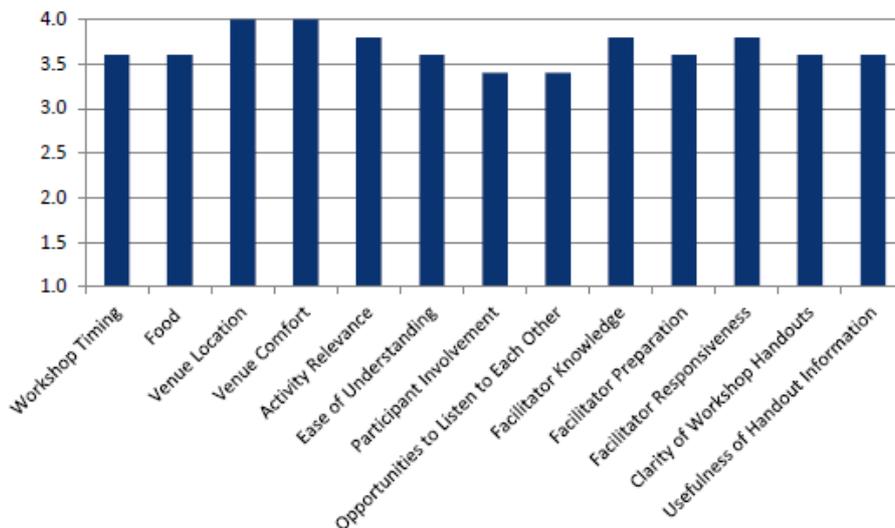
Aboriginal Community Consultation Workshop Feedback Analysis, December 2015

Of the 20 participants across two consultations, held in Katoomba and Springwood, there were a total of 5 written evaluations returned post-consultation, or a 25% response rate.

Feedback

- The timing of the workshop was noted to be appropriate overall. However there was room for improvement, particularly given the sessions' proximity to the holiday period.
- 80% of respondents agreed or strongly agreed that there was a good level of participant involvement and opportunity to listen to each other. One respondent noted that this area could have been improved, reflected in their 'moderately disagree' response to the above statements.
- Facilitator feedback was overwhelmingly positive, with 80% of respondents giving the facilitator a perfect score.
- Attention was drawn to the handouts. It was suggested that the Community Strategic Plan summary booklet be handed out at the beginning of the workshop.
- 1 respondent commented on the number of questions: "Questions asked were 4 in total this could have been reduced to 2, as it was worded, this created confusion... [For] example [Questions] 1/2 could be 1A/1B and [Questions] 3/4 could be 2A/2B."

Satisfaction Level



Average response to each category, on a scale of 1 to 4, where 1 is Strongly Disagree and 4 is Strongly Agree.

Respondent Comments	
<p>"Well done... Enjoyed it."</p> <p>"I think Bi-Annually would be good as well."</p> <p>"We need more workshops for young people"</p>	<p>"I came away feeling that this wasn't just something that would be put on a shelf but will be acted on. Thank you."</p>
<p>"Good to see this advertised in the Blue Mountains Gazette"</p>	<p>"Very well facilitated by Anny [and team]... Well structured and planned."</p>
<p>"...Excellent, respectful and structured."</p>	<p>"Good to see council and ATSI [Aboriginal Torres Strait Islander] communities trying to work together"</p>
<p>"Experienced trainer, people skills, understood cultural content."</p>	

Blue Mountains City Council values the feedback given by the participants in the two Aboriginal community consultation workshops. This feedback will be incorporated into the final report.

Sincerely,



Rosemary Dillon

Group Manager, Integrated Planning and Finance

Blue Mountains City Council



Appendix 2 – Raw Data: Civic Leadership

KEY THEMES FOR KEY DIRECTION: CIVIC LEADERSHIP

All responses contained within these tables are verbatim statements written by the workshop participants.

What has worked well in Civic Leadership over the last four years - highlights, successes, celebrations?

Springwood	Katoomba
<ul style="list-style-type: none"> - Youth programs - The continues success of the mayoral get-together on White Ribbon Day - Ongoing youth programs that support identity/culture - Council has an Aboriginal advisory body - Council Aboriginal liaison officer and the men’s worker - The council Aboriginal consultative committee - The consistent dance of Jo Clancy bringing up many women showing leadership locally nationally and internationally - Through AECG we’re showing best practice e.g. Hazelbrook public school collecting many resources of all information written about the local traditional owners for all schools - Song and language getting stronger 	<ul style="list-style-type: none"> - Delivered by Aboriginal and mainstream committee what works with non-Aboriginal committees - Acknowledgement of country at council meetings and all gatherings - BMCC take part in NAIDOC, same-sex unions, aged issues, Harmony day, and youth council - Civic signs town entry showing you an Aboriginal country - BMCC Aboriginal Advisory Council

What needs to be improved?

Springwood	Katoomba
<ul style="list-style-type: none"> - Communication between all Aboriginal groups - Direction so everyone is working together - Continued support for youth programs to develop unity and understanding - Cultural understanding in other groups - More inclusive of all mobs Aboriginal and non-Aboriginal at public events - More public events at various locations across the mountains - More transparency from councils Aboriginal advisory committees – what is their mandate - Assisting council i.e. Councils Aboriginal liaison officer to implement plans for further engagement when dealing with Aboriginal issues i.e. Agencies, Interagencies, traditional tribal groups, government and non-government agencies, and not-for-profit groups - Further assistance in tourism and renaming of civic places back to oral alongside current European named places - Assist providing community spaces for cultural events and art events - Assisting employment programs for Aboriginal peoples - Assisting in implementing language of traditional peoples of the nation's back into schools - Need constant funding for long-term dances in the Blue Mountains 	<ul style="list-style-type: none"> - We don't have a definition ourselves of community, we are unsure how to define ourselves as community - There is pressure on elders to be across all areas and interactions with young people, mental health issues and so on - Community might not be as community oriented as it used to be e.g. more politically active and motivated socially (more personal and community) - More flexibility and decisions need to be involved and engaged - Need to include Aboriginal kids on the Youth Council - Develop strategies to engage Aboriginal young people - Cultural strategies for engaging with young people in schools - Develop relationships to engage - The way is to support non-Aboriginal workers to gain confidence to work with Aboriginal kids - Need a civic committee for justice and DOCS issues - Unity with all Aboriginal organisations within the mountains

What will Civic Leadership look, sound and feel like in 20 years' time for you, your family and community?

Springwood	Katoomba
<ul style="list-style-type: none"> - All Aboriginal groups should be heard and have equality in decisions not as it stands today – - Ditto - Growing young Aboriginal leaders – use council mentoring Aboriginal representation in elected council - Aboriginal representation in government and successful businesses within the mountains i.e. Managers, CEO'S, directors - Aboriginal tourism body - Original management of traditional lands i.e. having tolls in places but dollars go back to traditional owners - Whole of mountains approach to rolling Aboriginal education up and down the mountain - Showing six seasonal changes by the plants given by the BMCC for every school private and public - Educational packs of all resources 	<ul style="list-style-type: none"> - Aboriginal people delivering and funded - Aboriginal people involved in participating in city leadership i.e. BMCC - Aboriginal representation in positions of senior leadership (CEO'S, male and female)



What do we need to do to get there?

Springwood	Katoomba
<ul style="list-style-type: none"> - Change current systems to recognise that there are more people who have more knowledge of local life than the ones you are dealing with - Develop youth forums for young leaders – leadership in all dimensions - Encourage original people to participate in election process - Apology 	<ul style="list-style-type: none"> - Local packages to put together passing information e.g. mental health, aged care supports, disability supports, youth - Get more people to be referrers other than elders - Opportunities for elders to debrief - Respect – funding - Greater participation and inclusion in mainstream growth - Greater self-determination - Have more consultations with Aboriginal community - Police liaison – all mobs - Parental assistance and legal assistance - Training in leadership and male and female mentors - Treaty within the three levels of government - Better referral systems between people (not organisations) i.e. Personal connections and relationships



Appendix 3 – Raw Data: Looking After Environment

KEY THEMES FOR KEY DIRECTION: LOOKING AFTER ENVIRONMENT

All responses contained within these tables are verbatim statements written by the workshop participants.

What has worked well in Looking After Environment over the last four years - highlights successes, celebrations?

Springwood	Katoomba
<ul style="list-style-type: none"> - Bush care and land care groups (Sustainability Street) - What about The Gully - Recognition by council of the original owners - Recycling 	<ul style="list-style-type: none"> - Connecting to country, keeping clean, National Parks & Wildlife services - there are more indigenous positions - Collaborating is working together for the environment - Kept in the loop with Office of Environment and Heritage and local bush care, Sydney local and council and the Aboriginal advisory committee at council - There are more Aboriginal places (need more) - ACRC has care supported of Aboriginal country and has worked well with NPWS

What needs to be improved?

Springwood	Katoomba
<ul style="list-style-type: none"> - Introduce curfews for future mountains flights - Identify areas for fuel dumping away from national parks 	<ul style="list-style-type: none"> - Education and funding - Fewer plastics - Bring back recycling to community collection bottles

Springwood	Katoomba
<ul style="list-style-type: none"> - Plans for rescuing/recovering/emergency response to air crashes - More use of traditional learning not ad hoc hazard reductions - needs to be done by those who know - School programs e.g. Plants for healing and medicines - What about flights in bushfires and faults - Listening to the local Aboriginal population caring for country - There isn't any checks/accountability for visitors when they touch base to do business on country with cultural protocols - Need many ways to name the principles and identify the solutions 	<ul style="list-style-type: none"> - Make sure all employment is fair and put out to community and advertised - Follow up for law - Aboriginal communities need to work with councils that may have control on how land is used – need Aboriginal committee for dealing with ancestral issues and sacred sites – councils need to consult before they impact land - No airport or flight paths over the mountains - World heritage

What will Looking After Environment look, sound and feel like in 20 years' time for you, your family and community?

Springwood	Katoomba
<ul style="list-style-type: none"> - High flight paths/ no noise / clean air cross the Blue Mountains x 2 - More traditional plant usage in gardens – leads to less weed species - Teaching all children about caring for country - Housing with enough space between houses (don't overcrowd) 	<ul style="list-style-type: none"> - Amazing - Management over council and NPWS lands - Aboriginal people can camp and carry out cultural and country without interference - Aboriginal people are still the traditional caretakers of the land - No planes equal peaceful Blue Mountains

What do we need to do to get there?

Springwood	Katoomba
<ul style="list-style-type: none"> - Education programs - TAFE- course that leads to a job in council - Use work for the dole programs - Education –in the diversity of ecology and environments and publications - Teaching children of all ages about looking after country - Interest groups/volunteers – working groups cleaning along roadsides, highways and waterways - There is a community scientist program where everyday citizens can help record data regarding ecosystems and natural habitats. Perhaps an Indigenous group can be set up and participate as a volunteer group. This can foster a renewed respect for the natural heritage in our local surrounds. - An Indigenous Advisory Committee for Heritage and Environment - working with local government and national parks and wildlife regarding sites and protection of ecosystems and habitats 	<ul style="list-style-type: none"> - Collaboration. We can deliver funding and customer input - Willingness to learn. Funding for Aboriginal corporations only - Management or Memorandum of Understanding agreements to manage country - Leadership for looking after country



Appendix 4 – Raw Data: Using Land

KEY THEMES FOR KEY DIRECTION: USING LAND

All responses contained within these tables are verbatim statements written by the workshop participants.

What has worked well in Using Land over the last four years - highlights, successes celebrations?

Springwood	Katoomba
<ul style="list-style-type: none"> - Village character and maintenance of tourist villages - Increased signage highlighting significant areas to Aboriginal People. - The Three Sisters becoming an Aboriginal place 	<ul style="list-style-type: none"> - A place of special significance, spiritual cultural and native title - The Gully needs to be utilised more for all - Designated and gazetted Aboriginal places i.e. The Gully, Echo Point, the Megalong Valley, King's Tableland, Red Hands cave and Euroka - Aboriginal places are both NPWS and BMCC managed

What needs to be improved?

Springwood	Katoomba
<ul style="list-style-type: none"> - Increased signage for Aboriginal places not just The Gully and including Echo Point - Signage indicating Aboriginal places over the whole of the LGA - This requires an App to advise travellers where to find them - Respect for country and respect for the fragile yet enduring nature of the land 	<ul style="list-style-type: none"> - More Aboriginal and Torres Strait islander people utilising this place for holistic purposes - More Aboriginal housing that is affordable - More off leash areas for dogs - To be able to use Aboriginal places for cultural forums, training, social events, film nights, local international forums, environmental stuff, connecting to country

Springwood	Katoomba
<ul style="list-style-type: none"> - Consultation with the broader community and traditional owners about Aboriginal places (e.g. The Three Sisters) - A broader representation of people engaged in naming Aboriginal places - Revisit previous community decisions made by the community regards BMCC Aboriginal community membership/roles - Cultural safety for expression of views - Processes for people not in legal binding documents to work with council around land use, ceremony, decision-making, individuals / non-formal groups - The BMCC should look at other sustainable councils, such as Manly Council, and create a sustainable living city. More sustainable education programs for locals. - The local refuse tips could look at the Northern Beaches refuse tip in that they have a recycled shop for timber, plants and other useful objects that can be reused. 	<ul style="list-style-type: none"> - Aboriginal places aren't always managed through traditional practice of stick burning, cleansing, smoking, looking after country - Restrict future development in city area – protect our country

What will Using Land look, sound and feel like in 20 years' time for you, your family and community?

Springwood	Katoomba
<ul style="list-style-type: none"> - The way things are, cannot foresee any improvement as statement now has been set in and funding is not being utilised as it should be - Unless you respect country (a living entity) the future does not look positive for the environment; 	<ul style="list-style-type: none"> - Protection of sacred sites - Connection and being connected - Home - Bush regeneration - Native plants

Springwood	Katoomba
<p>working locally and using land productively yet sustainably</p> <ul style="list-style-type: none"> - More Aboriginal owning own homes - Traditional fire practice by Aboriginal/guidance/mentoring etc. by communities from that area - More bush tucker restaurants - More art and dance cultural hubs - Bush universities 	<ul style="list-style-type: none"> - Bush tucker - An Aboriginal place where everyone is respected and valued and is shared as much as possible

What do we need to do to get there?

Springwood	Katoomba
<ul style="list-style-type: none"> - Understanding the land and environment and the impacts of development on country - Aboriginal people believe we exist only to look after country and leave it no worse than we found it - More events celebrating Aboriginal land use and culture - Educate politicians - Develop more flexible transport options particularly for aged population/young families - Provide professional advice on homebuilding in the Blue Mountains not BMCC building department - Affordable and flexible housing for Aboriginal youth, mental health and aged care 	<ul style="list-style-type: none"> - All work together - Reassure people of ownership of the space kept safe and respected - More guidelines and principles and protocols to keep people honest - Identify the common things that work across all Aboriginal places by different authorities to find a common ground

Appendix 5 – Raw Data: Moving Around

KEY THEMES FOR KEY DIRECTION: MOVING AROUND

All responses contained within these tables are verbatim statements written by the workshop participants.

What has worked well in Moving Around over the last four years - highlights successes celebrations?

Springwood	Katoomba
<ul style="list-style-type: none"> - Upgrade of The Three Sisters walkways (agreed), brilliant - NPWS getting more involved in Aboriginal sacred sites - Roads and highway 	<ul style="list-style-type: none"> - Aboriginal medical transport is working well with the ACRC coordinating

What needs to be improved?

Springwood	Katoomba
<ul style="list-style-type: none"> - Booklets on walkways within the national parks - Booklets on Aboriginal sites - Aboriginal shops run by Aboriginal (owned) - Walkways to be clearly defined e.g. Starts from directional sign and the length of time anticipated - A curfew for trucks on highways - Village road links - Bike – bikeways 	<ul style="list-style-type: none"> - Signage on walkways to reflect Aboriginal and western names – dual naming for places - Cycling pathways - Kids don't have the money to catch trains and a lot of them get caught without tickets and fined. Disability access to railways, shops etcetera and public transport - Places are connected through names, stories, experiences - Some people feel stuck - Traffic inside the town is congested at roundabouts. Consider new bridges. - Accessibility to transport and how we can connect

What will Moving Around look, sound and feel like in 20 years' time for you, your family and community?

Springwood	Katoomba
<ul style="list-style-type: none"> - Signs of how people lived in the area - Also should tell the truth - Support transport for the age population 	<ul style="list-style-type: none"> - Affordability if rail line is privatised - We have made sure that young people are supported to get to their interviews (jobs) and get to school and playgroups - We have all the Aboriginal transport services that we have now they have to continue

What do we need to do to get there?

Springwood	Katoomba
<ul style="list-style-type: none"> - A lot more work on the highway for vacation purposes - Real cycle path is interconnected across the mountains village to village - Footpaths and pathways in non-tourist villages - Improved secondary roads - Complete the non-highway connection roads between villages – for emergency and local use - More bus routes between stations - Improve stations access interface - Agreements between “landowners” and “council” 	<ul style="list-style-type: none"> - We need to be able to look at ways to help young people have their money/have income so they can afford public transport and get interviews and other places they need to go - Continuing to support Aboriginal health transport



Appendix 6 – Raw Data: Looking After People

KEY THEMES FOR KEY DIRECTION: LOOKING AFTER PEOPLE

All responses contained within these tables are verbatim statements written by the workshop participants.

What has worked well in Looking After People over the last 4 years - highlights, successes, celebrations?

Springwood	Katoomba
<ul style="list-style-type: none"> - Women's health worker (identified position) not sure if still in this role - Men's group, health for life, - Youth (Koori Kids) programmes and camps. - NAIDOC - Koori business advice workshops - Computer assistance programs - Women's dancing and culture groups - Heath and BMCC working with Koori groups and school providing programs around various issues such as culture, mentoring and positive role modelling - Interagency having Koori workers coming to meeting and inputting issues, highlights or just getting a voice at meetings - Council support for GONSKI funding of education particularly for Aboriginal students - Involvement of some teachers at school's looking out for our kids and helping them find their way in life 	<ul style="list-style-type: none"> - Youth workers in forums boxing for lifetimes 28 weeks - Art projects times x 3 - Mentoring - Health bus - Mentoring and training for school interviews meeting criteria - Aboriginal employment needs more promotion in mountains - Koori playgroups are working well - Women's group is working well - Happy with medical service available in Blue Mountains, have Aboriginal dental service at hospital and have Healthy for Life who come to your home - Closing the gap is working - but only child mortality has improved - Having the ACRC supporting the needs of Aboriginal people in the Blue Mountains - Ongoing work of the Aboriginal health coalition - ACRC directory of services for Aboriginal people in Blue Mountains

What needs to be improved?

Springwood	Katoomba
<ul style="list-style-type: none"> - Women's health worker – better communication - Access to affordable health services - \$80 per visit not affordable - Continued funding to facilitate and implement programs that assist, improve, and educate quality of life for Koori people and families - More positive engagement with tribal and cultural groups to better implement any and all programs throughout the mountains. Possibly even more financial support to assist these groups to better plan and implement help. - More engagement with Koori peoples not associated with traditional tribal groups and cultural centres who need assistance and a helping hand to improve their quality of life - More housing availability and affordable living/housing to Koori people of all ages - Help and assist traditional peoples of the mountains to take control back of lands and environment - OCHRE program health services - More men health workers - Better services in the lower mountains 	<ul style="list-style-type: none"> - Supporting transient people to be connected so they can explore the Blue Mountains - Currently Aboriginal women are 32% incarcerated - Currently Aboriginal people only make up 3% of the population - More funding - Mental health care and support - Building or rent a building - Connecting isolated carers - Need housing that is more affordable - Culturally sensitive and aware staff to work with Aboriginal young people - Need to improve awareness of services available for Aboriginal people - Addressing issues with drugs, alcohol, gambling - More sport – basketball, football, boxing - More support for structured opportunities for women's group to continue - Music and dance – all sorts – teachers, more support for elders - Cultural education

Springwood	Katoomba
	<ul style="list-style-type: none"> - More employment less Koori Kids in out-of-home care or kinship placements - Need more Aboriginal housing - Too much is expected of elders e.g. getting called out to help people with health issues, transport & counselling - Greater housing options and flexibility and inclusion maintain funding for young people, refuge, dv police need to be able to be more supportive and culturally aware in dealing with Aboriginal children and young people

What will Looking After People look, sound and feel like in 20 years' time for you, your family and your community?

Springwood	Katoomba
<ul style="list-style-type: none"> - Continuation of support/caseworkers mental health care e.g. Workers move on to quickly, clients feel left up in the air or forgotten, which disrupts healing processes - Aboriginal people looking after and leading, planning and having the ultimate say in all Aboriginal peoples facets of culture land and health - Seeing Aboriginal people leading change and leaving positive futures for the next generation 	<ul style="list-style-type: none"> - Improve self-worth and esteem education at the Aboriginal Health Centre - People feeling confident they can be looked after - Old-style communities - Homecare modifications - Aboriginal housing - No place for racism and discrimination - Police are currently aware and supportive of Aboriginal community especially in young people



Springwood	Katoomba
	<ul style="list-style-type: none"> - Our young people are no longer overrepresented in the justice system - Aboriginal people take their place in looking after a mob - Aboriginal people have great pride in who they are and where they come from - Aboriginal hostel

What do we need to do to get there?

Springwood	Katoomba
<ul style="list-style-type: none"> - Linking up health services for continuity of care needs to be two ways - Signing the treaty and gifting back all lands to all traditional peoples - Health plans that have real input from and is inclusive for all Aboriginal Mountains people - Land management agreements that consult and have real voice from the traditional peoples and their cultures; and real consequences for all involved that do not consult with traditional groups - Housing plan that connects Aboriginal people to relevant services and doesn't isolate them from services family and or friends - Community plans that are culturally significant and provide actual connection to culture be it their own or the community within which they reside 	<ul style="list-style-type: none"> - Opportunities for carers and their family members - Keep supporting closing the gap - Collaborate between Aboriginal and non-Aboriginal committees - Stop closing programs and funding down - Finding jobs for kids - Elders and community working together with volunteers - Integration by elders to keep kids home - Teaching is handed down - More involvement of police in supporting and getting to know Aboriginal community - More programs for young offenders and re-offenders



Springwood	Katoomba
<ul style="list-style-type: none"> - Social cohesion/inclusion – through festivals, food, break down stereotypes and fear and create a loving and caring society plus love - Prevent infighting amongst community groups and foster caring and sharing relationships through mutual understandings. This can be achieved through holding workshops which focus on healing. - People need to stop inciting each other to 'attack' other members of society, also. The 'alternatives to violence' workshops could be considered, and are run by the Quakers who are based in Woodford and have worked extensively with indigenous groups around Australia. - Having a safe place for those who are in need of emergency accommodation - maybe an Aboriginal hostel 	<ul style="list-style-type: none"> - Continue support for ACRC supporting Aboriginal people - Run cultural programs for young Aboriginal people - Get a core group of kids together for Koori Knockout (one of the biggest cultural events of the year) - Implement programs that generate income that will support ongoing community programs in jobs for people to learn respect for the culture - Programs to address intergenerational trauma



Appendix 7 – Raw Data: Sustainable Economy

KEY THEMES FOR KEY DIRECTION: SUSTAINABLE ECONOMY

All responses contained within these tables are verbatim statements written by the workshop participants.

What has worked well into Sustainable Economy over the last four years - highlights, successes, celebrations?

Springwood	Katoomba
<ul style="list-style-type: none"> - Aboriginal people (elders, cultural educators, performers, artists, musicians) working in schools through Ngroo and individuals - Schools are keen to be involved - Small business organisations such as rotary etc. 	<ul style="list-style-type: none"> - BMCC has created jobs for Aboriginal people e.g. Traineeships, employment strategy - Reclassifying target positions in Council - Policy and guidelines for recruiting Aboriginal staff are in place - Aboriginal protocols are being updated - Library collection at the entrance to the library with Aboriginal flag on spine - Support for pensioners

What needs to be improved?

Springwood	Katoomba
<ul style="list-style-type: none"> - Inclusion of local Aboriginal and Torres Strait Islander businesses - An Aboriginal and Torres Strait Islander position on the Chamber of Commerce and business awards - The schoolwork is not consistent throughout a year for regular work (for Aboriginal people to earn a living) 	<ul style="list-style-type: none"> - Shared approach to advertising jobs in the mountains in one place for example a website (e.g. WSCF jobs) - Website could be owned by any service provider who will take on the role - Information about jobs is not getting enough people across the mountains community's e.g. new positions in schools

Springwood	Katoomba
<ul style="list-style-type: none"> - Due to the price of living many who may assist in cultural understanding move due to lack of income - Further educational facilities to encourage sustainable and scientific investigation - More Aboriginal people to do the work of cultural education - Funding or income to sustain cultural educators (in a professional way) - Set up an Aboriginal and Torres Strait Islander Board for small business support - They should use language programs in schools - Increased collaboration between agencies for educational programs in schools - An established Aboriginal business directory - More Aboriginal and Torres Strait Islander jobs/small business section – - Ditto but implement it - Encourage more Aboriginal teachers and schools in the mountains - Preferential tendering for council/government work in Blue Mountains - Local jobs for local people - A focus on more community groups to volunteer time to clear rubbish around waterways and roadways; and focus on more community groups to volunteer time to clear rubbish around waterways and roadways. - Invite unemployed youth to volunteer their service to participate in 'caring for their country'. 	<ul style="list-style-type: none"> - Supporting Aboriginal people to manage their finances - Government should change policy on Job Start - could be given more opportunities even if not qualified - BMCC policies are recognised by the community as they are unaware - Increasing peoples overall awareness of Aboriginal things that have happened - The business rentals are way too high - empty shops - Government should look, respect Aboriginal culture and traditions and teachings - Nothing to do with finishing the white man's protocol of education - Need to know strengths and weaknesses of Aboriginal people - Aboriginal inclusion in procurement opportunities



What will Sustainable Economy look, sound and feel like in 20 years' time for you, your family and community?

Springwood	Katoomba
<ul style="list-style-type: none"> - Cultural hubs/camps where knowledge can be shared in a 24-hour setting - Aboriginal and Torres Strait Islander business school – connecting with Harvard - International students become involved in Aboriginal camps to learn about culture - Self-supporting camps - Cultural education for the wider community - A deeper understanding of Aboriginal cultures - Aboriginal manager/CEOs mentoring young people 	<ul style="list-style-type: none"> - Aboriginal people have jobs; the ones who have finished their education at school have had the opportunity to get skills and jobs - Black fellas learn more outside the classroom - Aboriginal controlled business is thriving in the city and beyond

What do we need to do to get there?

Springwood	Katoomba
<ul style="list-style-type: none"> - Meet consult and negotiate with those interested - Accommodation for visitors (live in accommodation for men and women and educators) - Cultural tours (education, health, healing weekends, retreats, festivals, music and performing arts) 	<ul style="list-style-type: none"> - Look at issues around the airport - Change the Job Start policy - People's circumstances are different. For them to move forward they have to be supported and trained even if they haven't finished school - Give a kid a chance regardless of skills otherwise leads to discrimination



<ul style="list-style-type: none"> - Seasonal change festivals (that cover the six seasons for example the Dance of the Lily) - Corporate jobs and small business jobs for Aboriginal and Torres Strait Islanders. - More tourism based on culture which will encourage work opportunities - Cultural education for tourism/business operators 	<ul style="list-style-type: none"> - Work with local Aboriginal publications to keep people informed of local achievements in the Aboriginal space - Implement programs to support Aboriginal people in managing their finances - Capacity building for Aboriginal businesses and opportunities for inclusion
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