



# ROAD TO TOMORROW

NOVEMBER 2020-2023

*Yabang Gumba-Gu*

(ROAD TOMORROW-TO)



A person in traditional Indigenous Australian attire, including a red and white patterned body paint and a red headband, is crouching on a sandy beach. They are playing a long, dark brown didgeridoo. The background is a vast, flat, sandy landscape under a clear sky.

# OUR PURPOSE

Yabang-Gu-Butunga was the originally named agreement between Port Stephens Council and the Worimi and Karuah Local Aboriginal Land Councils. It was signed during NAIDOC Week 2018 and articulated a set of mutually beneficial actions, highlighting the respectful relationship between Council and the Aboriginal community.

During the first two years of this agreement being in place, a number of actions were achieved and are documented in Appendix 1. The agreement was reviewed quarterly at the Aboriginal Strategic Committee meetings, keeping the journey along the 'Road to Tomorrow' moving in a positive direction toward reconciliation.

Reviving the traditional Gathang language of the Worimi people is just one priority to instil identity through cultural awareness and education. The challenge in bringing a dormant language to life is identifying the unique words, sounds, structures and dialects

that exist in each Gathang speaking Nation. Ongoing consultation with the Gathang Language Group and local Aboriginal language advocates identified a closer translation of 'Road to Tomorrow' as Yabang Gumba-Gu.

Yabang Gumba-Gu, as a living moving roadmap, now outlines ongoing actions from Yabang-Gu-Butunga and additional actions to achieve a shared vision for the future of Port Stephens.

## Code of Co-operation

Whilst travelling this Yabang Gumba-Gu, we will;

1. Be respectful at all times
2. Be honest and authentic in our discussions.
3. Work positively towards achieving our purpose
4. Show patience and courage to overcome obstacles along the way

## Our shared actions (carried over from Yabang-Gu-Butunga 2018-2020)

Action	Responsible	Timeframe	Measure of Success
Review annual events and activities that involve both Port Stephens Council and the Local Aboriginal community/s	Community Development and Engagement Aboriginal Strategic Committee Local Aboriginal organisations, individuals and stakeholders	Annual Ongoing	<ul style="list-style-type: none"> <li>Attendance at events</li> <li>Additional funding for celebrations</li> <li>Community feedback</li> <li>Continuous improvement of events</li> </ul>
Review street banners (signage) for NAIDOC Week in both the Nelson Bay and Raymond Terrace areas	Community Development and Engagement Aboriginal Strategic Committee Local schools and Aboriginal artists	2021	<ul style="list-style-type: none"> <li>Program for a design for NAIDOC Week street banners is established and resourced.</li> <li>Street banners are re-designed every three years</li> </ul>
Improve Aboriginal content on Council's website	Communications Section Manager Community Development and Engagement Unit Aboriginal Strategic Committee	Ongoing	<ul style="list-style-type: none"> <li>Information/content on Council's website is reviewed and appropriate according to the wants and needs of the Aboriginal community.</li> <li>Enquiries regarding Council's work with the Aboriginal community increases and is directed straight to the website for a thorough understanding of contacts for further information and resources.</li> </ul>





Artist: Jason Russell

Action	Responsible	Timeframe	Measure of Success
Develop community connections that strengthen Aboriginal children, families and communities.	Aboriginal Strategic Committee- Aboriginal Projects Fund Community Development and Engagement Community Interagency Local Aboriginal organisations and individuals Organisations funded by Department Communities and Justice (DCJ)	<ul style="list-style-type: none"> <li>• DCJ Targeted Earlier Intervention Funding- Annual reporting</li> <li>• Bi-monthly Community Interagency meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Achieved activities agreed to in the new Funded Service Agreement with DCJ.</li> <li>• Positive integration and involvement of DCJ funded services in Port Stephens.</li> <li>• Successful projects reported in the media that have empowered and raised the profile of the Aboriginal community.</li> <li>• Delivery Aboriginal Projects Fund annually</li> </ul>
Increase Aboriginal educational resources and access for the community services within Council's libraries and other suitable establishments	Community Services Section Manager Children's Services Library services Community Development and Engagement	Ongoing	<ul style="list-style-type: none"> <li>• Increased resources available to the community.</li> <li>• Increased resources and cultural awareness embedded in Council's Children's Services operations.</li> <li>• Increased size, promotion and use of the PS Library's Indigenous collection.</li> </ul>
Investigate the development of additional Training, Development & Employment opportunities for the Aboriginal community within Council	Organisational Support Aboriginal educational service providers Worimi and Karuah Local Aboriginal Land Councils State Training Services Equity and Diversity Committee	End 2023	<ul style="list-style-type: none"> <li>• Work experience placements with Aboriginal community increase.</li> <li>• Positive feedback and outcomes from student experience, educational institution/s and Council staff.</li> <li>• Available mentors for work experience students allowing them varied experience related to their area of interest.</li> <li>• Positive media on program.</li> <li>• Implementation and attendance at Cert III TAFE course in identification of Aboriginal sites.</li> <li>• Development of Workplace Equity &amp; Diversity Inclusion Plan is developed.</li> </ul>



Artist: Jason Russell

Action	Responsible	Timeframe	Measure of Success
Establish a formal process that ensures Development Applications and Planning proposals with a significant impact on areas of cultural significance are considered in collaboration with the Aboriginal land Councils	Development Assessment and Compliance Section Aboriginal Strategic Committee Strategic Planning	August 2023	<ul style="list-style-type: none"> <li>The development of a GIS layer for areas of significance is mapped following appropriate consultation with the Aboriginal community.</li> <li>Process for assessment of Development applications in significant cultural areas is streamlined and Conditions are tightened.</li> <li>Annual review of the process is undertaken.</li> </ul>
Establish a formal process that identifies Worimi and Karuah LALC Aboriginal Land Claims and status	Development Assessment and Compliance Section Aboriginal Strategic Committee	2022	<ul style="list-style-type: none"> <li>Terms of Reference and protocols are developed and implemented.</li> <li>Evaluation of the process is positive.</li> <li>Annual review of the process is undertaken.</li> </ul>
Establish terms of reference and process for negotiations where Council proposes works that involve areas of cultural significance to the Aboriginal community	Aboriginal Strategic Committee Property Facilities and Services	2023	<ul style="list-style-type: none"> <li>Terms of Reference and protocols are developed and implemented.</li> <li>Evaluation of the process is positive.</li> <li>Annual review of the process is undertaken</li> </ul>
Establish protocols for the development of Management Plans for Aboriginal Place gazettal	Aboriginal Strategic Committee Office Environment and Heritage	2022	<ul style="list-style-type: none"> <li>Protocols for the development of Management Plans for Aboriginal Place gazettal proposals are developed and are implemented.</li> <li>Evaluation of the protocols is positive.</li> </ul>
Proactively build cultural awareness and understanding in Port Stephens Council staff.	Public Domain and Services Section Manager Organisational Support/Learning and Development Karuah and Worimi Local Aboriginal Land Council cultural educators AECG	Annual	<ul style="list-style-type: none"> <li>Key staff - working within Public Domain and Services attend the Cultural Heritage Education training.</li> <li>An annual program of toolbox talks includes a cultural awareness focus with a representative to embed understanding in outdoor staff.</li> </ul>





Artist: Jason Russell

Action	Responsible	Timeframe	Measure of Success
Increase staff understanding of local Aboriginal communities through a regular guest speaker program for Council staff	Community Development and Engagement Organisational Development/ Learning and Development Guest Speaker – ASC Annual joint dinner	Nov each year	<ul style="list-style-type: none"> <li>Guest speaker for the Aboriginal Strategic Committee is resourced to include a lunchtime guest speaker session to Council staff.</li> <li>Attendance and interest is positive.</li> </ul>

## Our shared actions (To be discussed)

Action	Responsible	Timeframe	Measure of Success
Promote and support Murrook Cultural Centre as a destination for the broader community to visit.	Public Relations & Marketing Worimi LALC Economic Development & Tourism Community Development and Engagement	Launch of Cultural exhibition space – Ongoing	<ul style="list-style-type: none"> <li>Exhibition space is well attended by a diverse range of people</li> <li>Visitation to the Murrook Cultural Centre increases</li> </ul>
Develop protocols and guidelines for the translation/integration of Gathang language, Aboriginal design, stories, Acknowledgement of Country and Welcome to Country, particularly for Council strategic plans, events, landscape design and infrastructure.	Community Development and Engagement Worimi & Karuah LALC	2021- 2023	<ul style="list-style-type: none"> <li>Aboriginal signage installed with positive community feedback at Birubi Point, Soldiers Point and Robinson Reserve.</li> <li>Create NSW (or other) funding application/s for aboriginal design incorporated into reserve upgrades successful.</li> <li>Management Directive developed for Council staff for the implementation of appropriate Acknowledgement and Welcome to Country and other Aboriginal acknowledgements and Ceremonies.</li> </ul>



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Action	Responsible	Timeframe	Measure of Success
Investigate funding opportunities for sand dune rehabilitation at Birubi Point	Aboriginal Strategic Committee Grant Officer – Finance Communications Section Manager Worimi LALC	2021- 2023	<ul style="list-style-type: none"> <li>Funding obtained for the rehabilitation</li> <li>Management Plan for the rehab and management of the sand dune.</li> <li>Sand dune is serving its purpose.</li> </ul>
Media promotion of Karuah Local Aboriginal Medical Service	Karuah LALC Awabakal Mayor's office PR & Marketing Community Development and Engagement	2021- 2022	<ul style="list-style-type: none"> <li>Number of Aboriginal people accessing the new Aboriginal Medical Service</li> <li>Amount of media promotion</li> <li>Appropriate fit out of medical service demountable building.</li> </ul>
Investigate language project to be implemented (e.g. Geraldton- Adopt a Word project)	Karuah and Worimi LALC's Community Development and Engagement Grants Officer-Finance	2021- 2023	<ul style="list-style-type: none"> <li>Funding sourced and successfully obtained</li> <li>Implementation of project</li> </ul>
Integrate Aboriginal curated exhibition for 'Raymond Terrace Reflections' public art project.	Aboriginal artist Raymond Terrace Reflections Steering Group	2021- 2023	<ul style="list-style-type: none"> <li>Aboriginal artist engaged for workshops</li> <li>Number of participants involved</li> <li>Positive media promotion</li> <li>Community feedback</li> </ul>
Collaborative strategic planning for use of land owned by Council and Karuah and Worimi LALC's	Property Assets Worimi LALC Karuah LALC	2020- 2023	<ul style="list-style-type: none"> <li>Public Domain Plans (Assets), Plans of management (community &amp; recreation) and Crown lands (Property) are developed in collaboration with Worimi and Karuah LALCs.</li> </ul>





Agreement signed this 9th day of November 2020, at 118 Adelaide Street Raymond Terrace NSW.

A handwritten signature in black ink, appearing to read 'Wayne Wallis', written over a horizontal line.

**Wayne Wallis**

General Manager

Port Stephens Council

A handwritten signature in black ink, appearing to read 'Karuah Local Aboriginal Land Council', written over a horizontal line.

CEO

Karuah Local Aboriginal Land Council

A handwritten signature in black ink, appearing to read 'Ryan Palmer', written over a horizontal line.

**Ryan Palmer**

Mayor

Port Stephens Council

**Leigh Ridgeway**

Chairperson

Worimi Local Aboriginal Land Council

A handwritten signature in black ink, appearing to read 'Andrew Smith', written over a horizontal line.

**Andrew Smith**

CEO

Worimi Local Aboriginal Land Council

A handwritten signature in black ink, appearing to read 'Michelle Perry', written over a horizontal line.

**Michelle Perry**

Chairperson

Karuah Local Aboriginal Land Council

A handwritten signature in black ink, appearing to read 'Leigh Ridgeway', written over a horizontal line.







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