



THE PLAN OF STATEMENT OF COMMITMENT
Adopted by Council on 9th July, 2002

Amended on 14th July, 2003
Amended by Aboriginal Liaison Committee on 7th December 2005

ISSUE/TOPIC	STRATEGIES	ACTION	BY WHOM	PROGRESS	STATUS
1 Leadership <ul style="list-style-type: none"> Street Naming with Aboriginal meaning Paragraphs 3, 4 & 9	Those only local Aboriginal names are used for street naming. Aboriginal names for existing, new and geographical sites and areas listing Traditional names to be used.	Street to be named after the "Sands" (Ritchie Brothers). Armidale Road to be named as "Dunghutti Way" A street to be named Charles Perkins Street.	Manager Community Services and Lifestyle. Director of Shire Services Kempsey/Thunghutti Local Aboriginal Lands Councils, Elders. Manager Community Services and Lifestyle. Director of Shire Services Kempsey/Thunghutti Local Aboriginal Lands Councils, Elders.	Refer to KLALC for further consultation Refer to the Kempsey Local Aboriginal Lands Council for further consultation Refer to Local Lands Council for further consultation	In Progress In Progress Not commenced
<ul style="list-style-type: none"> Name change of major geographic sites. Paragraphs 3, 4, 5 & 9 Traditional names to be used.	Sugarloaf Mountain at Bellbrook. Crescent Headland claim. Aboriginal name. Investigate other major sites in the Shire.	Burrel Bulai Investigate Investigate	Local Aboriginal Lands Councils Dunghutti Elders Council, KSC	Refer to above Major geographic sites renamed in Dunghutti	Not commenced Consultation and Planning

<ul style="list-style-type: none"> • "Welcome to Dughutti Nation" signs at shire boundaries, railway station and the airport. Paragraphs 3,4, & 9 	<p>Signage at Airport</p> <p>Letter to be written to the R.T.A. requesting signs be erected at Shire Boundaries- 4 boundaries</p> <p>Signage to be placed at Railway Station</p>	<p>To erect sign</p> <p>To erect signs</p> <p>Sign to be erected</p>	<p>Kempsey Shire Council</p> <p>Roads and Traffic Authority</p> <p>Manager of Community Services and Lifestyle</p> <p>State Rail Authority.</p>	<p>Sign remains at airport</p> <p>Request as been forwarded to the RTA for approved colour schemes, sign costs and erection costs November 2005 and still awaiting their response.</p> <p>Letter still to be written to the SRA</p>	<p>Completed 9th July 2001</p> <p>In progress</p> <p>2nd Letter to be drafted</p>
<ul style="list-style-type: none"> • Kempsey Shire Council Statement of Commitment and Apology. • Information Package • Cultural Protocols • Flying of the Aboriginal Flag 	<p>Copies of the Apology and the Statement of Commitment in all Council facilities. Information compiled</p> <p>Cultural protocols for Council as a guideline when dealing with Aboriginal issues</p> <p>Flags flying 5 days a week</p>	<p>Copies to all Council facilities to be distributed.</p> <p>Develop Information package.</p> <p>Develop and adopt a KSC Cultural Protocol</p> <p>Flags being displayed.</p>	<p>Kempsey Shire Council Community Services and Lifestyle Section.</p> <p>KSC Community Services and Lifestyle Section.</p> <p>KSC ALC and Aboriginal Liaison Officer</p> <p>Aboriginal Community Customer First Centre</p> <p>Customer First Centre</p>	<p>Copies to all Council facilities</p> <p>ALC brochure available in March 2006</p> <p>Cultural protocol document to be finalised by June 30th 06</p> <p>Flags flying</p>	<p>Completed.</p> <p>Research and retrieving completed</p> <p>In progress</p> <p>On-going</p>

<p>in front of Civic Centre.</p> <ul style="list-style-type: none"> Aboriginal and Torres Strait Islander Flags displayed in the Council Chambers. 	Refer to above	Refer to above	Customer First Centre	Flags displayed in the Council Chambers	On-going
<ul style="list-style-type: none"> NAIDOC WEEK 	Planning, Coordinating	Planned activities implemented July 06	Naidoc Week Planning Committee	Planning meeting 15 th February 06	Planning
<ul style="list-style-type: none"> Local Government Aboriginal Mentoring Program Paragraphs 1,2,6, & 8 	Local Government Elections	Participating in the Mentoring Program	Review of the Mentoring program	Reviewed by June 06	For discussion
<p>2 Education</p> <ul style="list-style-type: none"> Stolen Generations Paragraphs 1-9 Education Policies 	<ul style="list-style-type: none"> Tell the real history – invite lecturers for a week To invite lecturer Professor Henry Reynolds, Professor Marcia Langton AM 	<p>To organise workshop</p> <p>That a day workshop with "Link Up" be organised.</p>	Partnerships Kempsey Shire Council / Department of Education and Kempsey Macleay Women for Reconciliation. Community Services and Lifestyle Section, Local AECG, Djigay Students Association & Department of Education Kempsey Shire	<p>Consultation workshops need to be facilitated and implemented</p> <p>Letters of invite to be drafted</p>	<p>For discussion</p> <p>Drafted</p>

<p>Paragraphs 3,4,5,6, & 7</p> <ul style="list-style-type: none"> Mentoring Program 	<ul style="list-style-type: none"> Library to be continually updated with current literature-Koorie Mail, Indigenous Times Kinchela Boys Home Reunion 	<p>Library continually updated with Aboriginal Literature</p> <p>Memorial and Healing Ceremony and Reunion.</p>	<p>Committee, Womens Reconciliation Group Council's Executive, Community Services section Manager Community Services and Lifestyle</p>	<p>Continuous</p> <p>Kempsey Shire Council to host a Civic Reception for the 4th September 2002</p> <p>Refer to Aboriginal Education Consultative Group</p> <p>More incentives to encourage Aboriginal people to enter the Education workforce.</p>	<p>On-going</p> <p>Completed</p> <p>Completed</p> <p>Needs to be reviewed at the ALC March meeting</p> <p>Planning</p>
<ul style="list-style-type: none"> Cultural Awareness Paragraph 9 	<p>Progress of Aboriginal Education Policy.</p> <p>Encourage attitude change of teachers, roles of Elders, Granny Programmes, Media e.g. Radio, local paper and the Local Committee to be involved.</p>	<p>AECG Chairperson member on the ALC</p> <p>The Aboriginal Education Assistants be involved to have successful implement of program</p>	<p>Refer to above</p> <p>State Government Dept of Education, Local EACG, CPO & KSC</p> <p>Refer to above</p>	<p>Develop Cultural Awareness package</p>	<p>Human Resources Manager, Community Services and Aboriginal Liaison Officer</p>
	<p>More Cultural Awareness Programmes throughout the shire with</p>	<p>Development and Delivery of Cultural Awareness packages.</p>	<p>Human Resources Manager, Community Services and Aboriginal Liaison Officer</p>	<p>Develop Cultural Awareness package</p>	<p>Planning</p>

<ul style="list-style-type: none"> • Role Models 	<p>emphasis on local Aboriginal people with local content</p> <p>Using local Aboriginal people in pro-active involvement in the local community and positions as role models for educational programmes</p>	<p>Compile a list of potential role models</p>	<p>Local AECG, Local Aboriginal Training Providers, Dept of Education Community</p>	<p>Listing still to be compiled and if there is a listing, need to retrieve a copy and refer to HR</p>	<p>In progress</p>
<ul style="list-style-type: none"> • Aboriginal Dance Groups 	<p>Support and encouragement</p>	<p>Keeping a list of Aboriginal Dance Groups that are pro-active</p>	<p>Kempsey Shire Council/Aboriginal Organisations</p>	<p>List compiled and maintained</p>	<p>On-going</p>
<ul style="list-style-type: none"> • Reconciliation-Schools 	<p>Promote essay competition on reconciliation, with schools</p>	<p>Develop a plan for the competition and letter be written to Regional AECG from the Women For Reconciliation Group</p>	<p>Dept of Education/AECG/Kempsey Macleay Women's Reconciliation Group</p>	<p>Need to research and report the findings.</p>	<p>Planning</p>
<ul style="list-style-type: none"> • Support and promote all community and educational reconciliation activities within the Shire 	<p>Support and Promotion</p>	<p>Support and Promotion of all Reconciliation activities That a event be planned for National Sorry Day, May 26th Annually</p>	<p>Kempsey Shire Council and ASSPA Committees Aboriginal Liaison Committee, Kempsey Macleay Women's Reconciliation Group</p>	<p>National Sorry Day activity implemented</p>	<p>On-going</p>

<ul style="list-style-type: none"> Dispel myths and misconception s ("As a matter of Fact") 	Encouragement of dispelling myths and misconceptions	Promotion and distribution of the book for all Libraries, schools and Council facilities.	Kempsey Shire Council, ASSPA	"As a Matter of Fact" booklet donated and distributed to all the Shire's Schools	Complete
<ul style="list-style-type: none"> Regional Task Force Paragraphs 1-9 	Lack of Regional Agreements	Regional Agreements be developed	ALC Task Force, Dept of Land and Water Conservation, National Parks and Wildlife Services, Kempsey Local Aboriginal Lands Councils and Elders	Meetings to be facilitated with the stake holders and refer to KLALC	Planning
<p>3 Achieving Economic Independence</p> <ul style="list-style-type: none"> Aboriginal Employment Strategy Paragraphs 3, 5, 6 & 7 	Work opportunities for Aboriginal Youth Understanding of the expectations of Aboriginal Enterprise pressures Aboriginal Traineeships	Aboriginal Employment Strategy developed	Kempsey Shire Council Human Resources Dept, Human Resources and Aboriginal Liaison Officer	KSC have Aboriginal workers indicative of the ratio of the population	Facilitate a meeting on the 20 th Feb 06
<p>➤ Economic Renewal Project Paragraphs 1-9 Refer to document from the North Coast Regional Coordination Management</p>	<ul style="list-style-type: none"> Pathways to more jobs- traineeships and opportunities Aboriginal Enterprise CDEP Career 	Refer to Economic Renewal Project Administration and financial support	Kempsey Shire Council All employing agencies and accredited training providers Community Services	Objectives from the Economic Renewal project implemented.	Complete

<p>Group and NSW Premier's Department with acknowledgement of assistance of the Kempsey Aboriginal community, ATSIC and DEWRSB</p>	<p>pathways</p> <ul style="list-style-type: none"> • Permanent employment Wutuma • Aboriginal Keeping Place 	<p>Support and financial Assistance for Wutuma Keeping Place</p>	<p>Kempsey Shire Council, Community services and Aboriginal community</p>	<p>Wutuma Aboriginal Keeping Place established.</p>	<p>Consulta tion</p>
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THE NATIONAL STRATEGY TO PROMOTE RECOGNITION OF ABORIGINAL AND TORRES STRAIT ISLANDER'S RIGHTS					
<p>4 Symbols of Reconciliation</p> <ul style="list-style-type: none"> • Welcome to Country Signage • Stolen Generation • SOC • Tribute to Dr Charles Perkins and the Freedom Ride • Displaying Aboriginal artworks • The Drover's Boy Art • Croc Festival 	Sign at Airport	Sign erected	Kempsey Shire Council	Refer to 1 Leadership	Completed
	Acknowledgement and Recognition of the Stolen Generations	Plaque to be erected in the Kempsey Mall	Kempsey Shire Council, Kempsey Macleay Women For Reconciliation Kempsey Shire Council ALC, Wutuma Keeping Place and RTA, Elders	Plaque erected in the Mall	Completed 1998 Completed 1999
	Signing of the Statement of Commitment and "The Sea of Hands display	Sea of Hands displayed and Signing of the Statement of Commitment	Kempsey Shire Council	Signing of Agreement Feedback from the Women's Reconciliation is to see the return of the Sea of Hands in Kempsey again.	Completed 2000
	Memorial plaque erected at Pool.	Plaque erected	Kempsey Shire Council	Gladestone Gallery opened and Aboriginal artworks displayed.	Ongoing
	Council Chambers, Libraries and Civic Centre and Gladstone Gallery	Artworks being displayed	Community Services and Lifestyle		Completed 2002
	Displayed in the Library	Artworks being displayed	Shire Services	Croc Festival held in September 05	Planning
	Kempsey Shire area	Croc Festival held	Community Services		

<p>5 Protocol and Ceremony Paragraphs 1,3 &5</p>	<p>Traditional Welcome to Country Participation at Naturalisation Ceremonies</p>	<p>Major Civic Functions to have a welcome. Refer to above</p>	<p>Mayor/General Manager/Director Shire Services</p>	<p>Welcome to Country implemented at all Council functions.</p>	<p>On-going On-going</p>
<p>6 Peoples Movement</p> <ul style="list-style-type: none"> Developing protocols of traditional welcomes to the shire with govt dignitaries, welcome by Elder at official functions including new citizens to Australia. Australia Day 	<p>Lack of Council's presence at Aboriginal functions such as graduations of students and pupils at Community level. More community functions participation in reconciliation projects. Reconciliation Group to be involved wherever practical and informed of activities</p>	<p>Council's presence at Aboriginal Functions Participation in inaugural Sorry Day and signing of the "Sorry Books" Reconciliation Week and NAIDOC week activities. To survey Aboriginal Groups</p>	<p>Mayor/representative, DCCS, ALO Mayor, Councillors, Staff Dept CCS, ALC, Macleay Women for Reconciliation TAFE/Djigay Centre</p>	<p>Refer to above. Refer to Education, paragraph 9 Activities implemented Response from the Group whether they were in favour of participating.</p>	<p>On-going Completed in 1998- 1999 Planning Draft</p>
<ul style="list-style-type: none"> Local Government Paragraphs 1,2,6, & 8 	<p>Improve the communication with Aboriginal communities.</p>	<p>Distribution of literature provided by the Department of Local Government.</p>	<p>Kempsey Shire Council</p>	<p>Literature distributed and communication improved</p>	<p>On-going</p>

<p>7 Formal recognition of the documents of reconciliation Paragraphs 1-9</p>	<p>Lack of Community Awareness of the formal documents of Reconciliation</p>	<p>Participation in the draft document for reconciliation – Council for Reconciliation Lack of Participation</p>	<p>Disseminate information and literature.</p>	<p>Kempsey Shire Council</p>	<p>More community awareness and promotion of documents. Annual Donation</p>	<p>Ongoing</p>
<p>Lack of promotion and participation</p>	<p>Promote and participation of the draft reconciliation document including a vision statement of the Council for Reconciliation</p>	<p>Become financial members of the Friends for Reconciliation and organise</p>	<p>More promotions and partnerships, more copies on display and more workshops. KSC to participate in LG Aboriginal Mentoring Program. Treaty or not? Encourage Aboriginal people to participate on Council Committees</p>	<p>Kempsey Shire Council</p>	<p>Reconciliation projects implemented and on-going</p>	<p>On-going</p>
<p>Legislation</p>	<p>Lack of Aboriginal politicians in all tiers of government Lack of an agreement/Treaty with Aboriginal and the rest of Australia Lack of Aboriginal representation on all Council Committees</p>	<p>More promotions and partnerships, more copies on display and more workshops. KSC to participate in LG Aboriginal Mentoring Program. Treaty or not? Encourage Aboriginal people to participate on Council Committees</p>	<p>Council for Reconciliation's, KSC, ALC, & Macleay Women for Reconciliation Participation in the mentoring Program</p>	<p>The Aboriginal Liaison Committee calls for nominations from the Aboriginal community and then recommend to the Council</p>	<p>Refer to comments 9.7 of the Aboriginal Liaison Committee regarding Social Strategic Planning Committee.</p>	<p>On-going To be referred to the ALC for review In Progress</p>