

Broken Hill Community Working Party Plan 2005 >



Dreaming the future

Prepared by:

Broken Hill CWP with the support of;

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part one, the background

Chairperson's address

The purpose of the Community Action Plan is primarily as a social improvement plan. In working with Burdon Torzillo it was our aim to try and design the future for the community in Broken Hill.

The Broken Hill Aboriginal Community Working Party (CWP) was established in 2001 but began meeting regularly in 2002 and has been going strong ever since. A meeting has occurred every month for the last three years (except in January of each year). This is a testament to the commitment of the people that attend.

The CWP is primarily concerned with the exercise of governance to influence the services provided to Aboriginal people by government agencies to ensure they work effectively. Governance involves developing a vision for how the future might look; negotiating with agencies to commit to our vision and then monitoring the progress of these agencies in achieving the outcomes we are after.

The CWP provides a forum for Indigenous people living in Broken Hill to meet, discuss, debate, make decisions and policies on issues that affect our community. We are exercising our right to be responsible.

We are learning to respect each other's opinions even if we don't always agree with each other. We have been able to work through differences and have kept this forum going.

The CWP is aiming to be the central community forum for the development of policies and a vision for our community. We want the CWP to be the gateway to our community so that we are all aware of what is happening and information is shared.

We recognise the need to continue to try and engage more Aboriginal people to get involved in the CWP; and we will continue to do this. We are planning a monthly newsletter and perhaps two community gatherings each year.

Broken Hill Community Working Party Plan, 2005

This Community Action Plan should be thought of as a living document that will inform government and non-government agencies about the aspirations of Aboriginal people in Broken Hill. I hope many will read it and become familiar with it, and offer suggestions as to how it can be improved.

I would like to thank all members of the CWP who contributed to the development of this Plan.

Richard Weston

Acting Chairperson, May 2005.



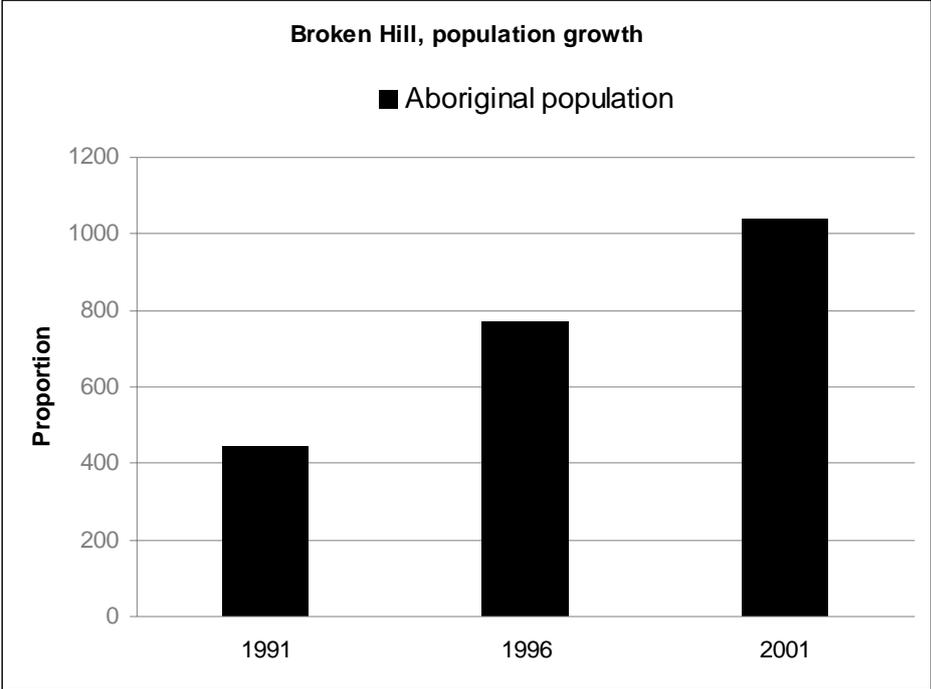
Left to right; Nola Whyman, Christine Cole and Richard Weston planning

Population profile

The Aboriginal population in Broken Hill is growing more rapidly than Non-Aboriginal population.

There were 1039 people (5.1%) (481 males and 558 females) who identified as being of Indigenous origin in the 2001 Census. This represents an increase of 267 people (34.6%) (96 males and 171 females) since the 1996 Census, and an increase of 596 people (134.5%) (282 males and 314 females) since the 1991 Census.

In the 1996 Census there were 772 people (3.6%) (385 males and 387 females) who identified as being of Indigenous origin, and 443 people (1.9%) (199 males and 244 females) who identified as being of indigenous origin in the 1991 Census.



Further to this Broken Hill provides services to a wide area and much larger population base than its population this has a significant effect on all areas of service delivery.

part two, the plan

Guiding Principles

Guiding: *to show the way.*

Principles: *1) fundamental, primary or general truths on which other truths depend; 2) guiding sense of the requirements and obligations of right conduct.*

Guiding Principles

The principles which guide all aspects of our life including this Plan are as follows

We believe that:

- To Reconcile ourselves, our community will follow, as will the mainstream community, we resolve our own issues
- We are proud of the legacy our ancestors have left us, it is our purpose to leave an even richer legacy for our children
- We respect and value persons as individuals
- One person can not speak for another person, their country or culture, Community autonomy flows from individual respect and autonomy
- Our country is our reality
- Self-determination is our future

Vision

The Community Working Party

Community working party is respected as a community based advocate for policy development, setting direction for the community, Government and Service Providers in the region.

The Community

Some ideas and key words for our vision

- A rich and vibrant Aboriginal Community.
- Here to help and guide our Community.
- Proactively address issues.
- Our right to take responsibility.
- Leave an enduring and rich legacy.
- Lead with a positive attitude.
- Be at peace.
- Realise our dream, unite our community with a single voice through listening and collaboration.

Purpose statement

To support community ownership, listen and respect all people and work together to build a sustainable and strong community, and a better future for all our people.

Governments, their departments, agencies, policies and programs continually change.

Issues facing our people and basic needs and rights seldom change.

The Community Working Party have taken an outcome and big picture approach to their planning and will support the Government and our service providers in improving outcomes for and with our people.

Position and key strategies

Broken Hill CWP will use the following key strategies in implementing this plan and achieving improved outcomes for our people:

Agreements with government and service providers

Use agreements with the three tiers of Government, their agents and mission critical service providers to: -

- implement our plan.
- set priorities for programs and resource allocation.
- set and review policies that affect our people.
- enable a coordinated and community driven process to guide implementation of this plan, programs and service delivery.
- recognise our role and report to us regularly.
- obtain data and information to monitor progress on the outcomes of programs and activities as they affect our people.

Our people serving our people

Our people know and understand our people, we are best placed to sensitively and serve our own people. Our Aboriginal local and regional service delivery bodies have our endorsement and support while they demonstrate sound governance, management and deliver positive outcomes for our people.

We advocate for the Government to recognise this and build cultural recognition into the criteria for all contractual and service delivery arrangements.

Priority setting

Local service priorities, resource allocation and planning affecting Aboriginal people in Broken Hill are set in consultation with the Community Working Party and advice from the relevant Aboriginal service providers and agencies.

Monitoring well being holistically

The Community Working Party will use a selection of indicators from the United Nations Division of Sustainable Development Indicators of Well Being, the Productivity Commission – COAG (Coalition of Australian Governments) Indicators of Indigenous Disadvantage, our own Plan indicators and develop a qualitative survey of Community Well Being to monitor and holistically inform our decision making and priority setting. It is planned to conduct the community survey annually.

Aboriginal Community informed of Government programs

Government departments and agencies shall inform the CWP and our Aboriginal Organisations of where and how to obtain the support and resources required to deliver services, as information comes to hand.

Government meeting obligations

The Community Working Party will use its advocacy and monitoring role to ensure that relevant Government departments meet their obligations to Aboriginal clients through financially supporting Aboriginal organisations that demonstrate sound governance, management and deliver positive outcomes for our people.

Whole of Government – Whole of Community approach

The Community Working Party will use regular forums and meetings with Government, Aboriginal and Non-Aboriginal Service Providers and the Community to progress this plan and improve outcomes for and with the Aboriginal people of the region.

Cultural awareness

The Community Working Party advocate that key staff in Government agencies and service providers who serve our people, receive ongoing cultural awareness training as part of their professional development.

Population – client base

The Community Working Party advocate that Government recognise and take into account the client base our service providers serve not just the town population.

Summary of main aims and likely indicators

Key flexible strategies used throughout the plan

Agreements with government and service providers.

Service delivery to our people, by our people.

Priority setting.

Monitoring well being holistically.

Aboriginal and Torres Strait Islander Community informed of Government programs.

Government meeting obligations.

Whole of Government – Whole of Community approach.

Main Aims

How CWP does business

Community Infrastructure & Corporate relationships

Regional service priorities, resource allocation and planning affecting Aboriginal people are set with the Community Working Party direction.

Outcomes are monitored and evaluated by the Community Working Party at a local level and by the Regional Assembly at the regional level as the Peak Aboriginal Representative Body.

Aboriginal Community Empowerment

The Community Working Party works inclusively, sharing and delegating responsibility with the Aboriginal community and its organisations, to improve life and well being.

Education

Our children attain continuous improvement in academic achievement, enriched by strong cultural values and beliefs.

Economic development

Improved economic well being that enhances and supports our lifestyles and development.

Increased opportunity for our people as individuals to have meaningful work and improved economic well being.

Key likely indicators

Level of group and individual satisfaction.

Number and list of formal complaints.

Departments, agencies and service providers that formally recognise our role.

Departments, agencies and service providers that seek and receive endorsement of their plans and directions at our local level.

Selection from our regional indicators, Community surveys, COAG headline indicators and UN theme; Institutional framework and capacity indicators.

Basic skills test attainment level at years 3 and 5.

ELLA (Literacy) test attainment levels in year 7.

SNAP (Numeracy) test attainment levels in year 7.

Certificate of attainment at years 10 and 12.

Improved attendance at all levels of schooling.

Tertiary students enrolled, attending and attaining at all levels.

Number of Aboriginal Teachers in the Education system.

Employment levels in the public, private and all industry sectors.

Unemployment level of aboriginal people in Broken Hill.

Number of traineeships and apprenticeships.

Number of Aboriginal businesses and joint ventures.

Individual, household and family income for Aboriginal people.

Main Aims

Land and culture

Land and Native Title issues are resolved throughout the region and our people own and have access to and are managing their own land and natural resources.

Our cultural assets are maintained and developed.

Health

We have a healthy, happy Aboriginal community in Broken Hill. This is reflected in the improved health and well being of our people.

Family Support

Stronger Communities are built through stronger families and stronger individuals, our families strong and happy.

Justice

Our people treated with justice, fairness, equality and respect before the law.

Housing

We have sufficient, healthy, safe and affordable housing and accommodation for all Aboriginal people in our region.

Key likely indicators

Area and number of groups with access to their country.

Area of Aboriginal land ownership in the region.

Key departments and agencies that do not have cross cultural training as part of their orientation.

Formal agreements with key departments and agencies recognising the role of the CWP and cultural principles.

All national parks in our area are jointly managed.

Number of cultural sites threatened or damaged in area.

Our under 5 year olds, those with chronic conditions and men's and women's health problems are properly addressed.

Detoxification and rehabilitation services are available and level of use.

Holistic health services are accessible to our people; environmental, sexual, mental, emotional, preventative and clinical health care.

Targeted preventative and health awareness programs operating and participation levels.

MoU between CWP and relevant services supporting families is used.

Access levels to support, refuge and counseling.

Events of family violence.

Level of events of children at risk.

Children at risks have accessible support.

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Number of Aboriginal Police Officers, Aboriginal Community Liaison Officers in the Legal support services.

Legal awareness is a part of our education.

Number of diversionary events.

Community service orders.

Events of custody.

Number of houses that do not meet State and healthy housing standards.

Level of Aboriginal home ownership.

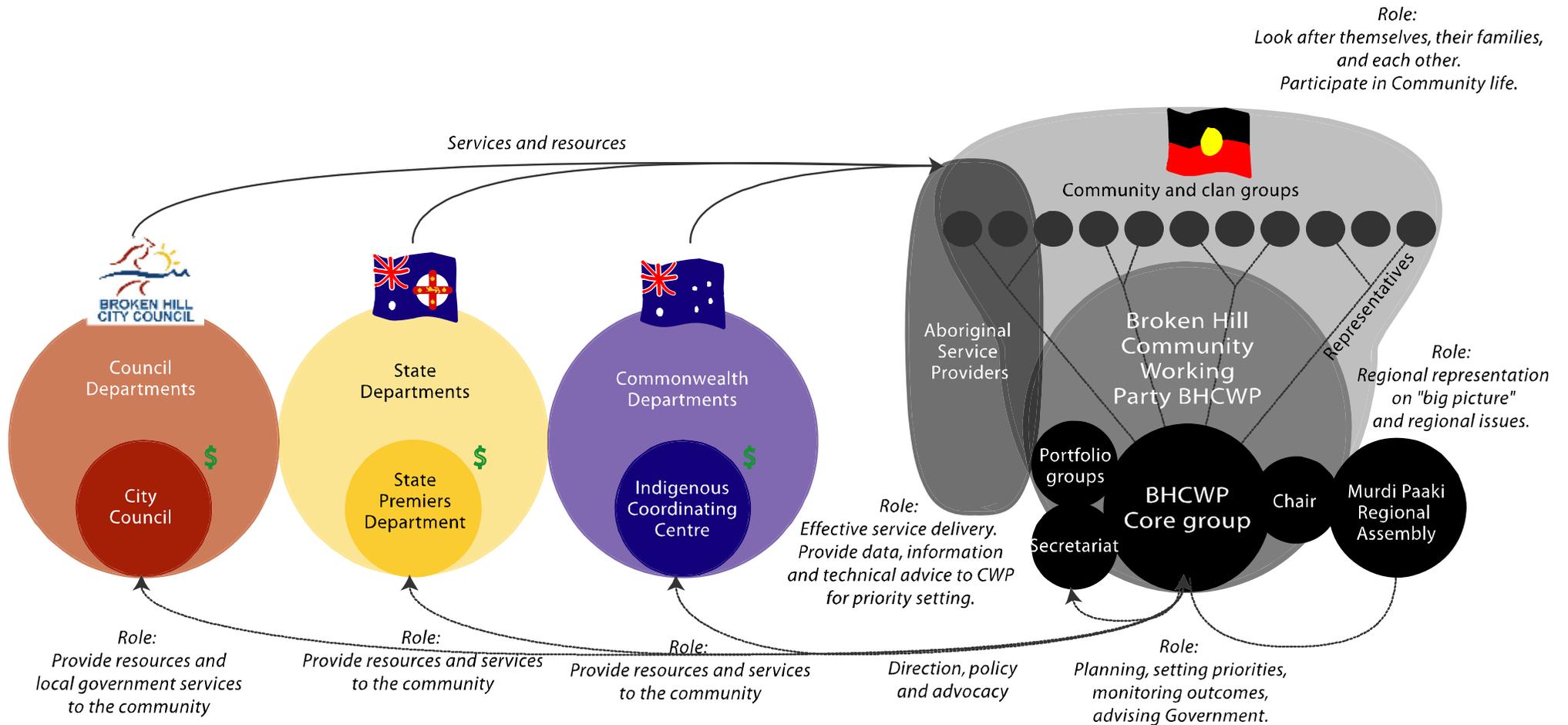
We have sufficient, safe and healthy accommodation to meet demand for residents and visitors.

Number of people on waiting lists.

Availability of short term hostel accommodation.

Community working party role in governance

Broken Hill Community Working Party Structure , Relationships and Roles



Graphic 1: Broken Hill CWP roles and relationships

Policy and planning area interconnectedness

The Broken Hill CWP have mapped the interdependent and holistic nature of the main policy and planning areas as below and encourage all to consider where their work and service fits on this map.

How CWP does business

Community Infrastructure & Corporate relationships

Aboriginal Community Empowerment

Education

Economic development

Land and culture

Health

Family Support

Justice

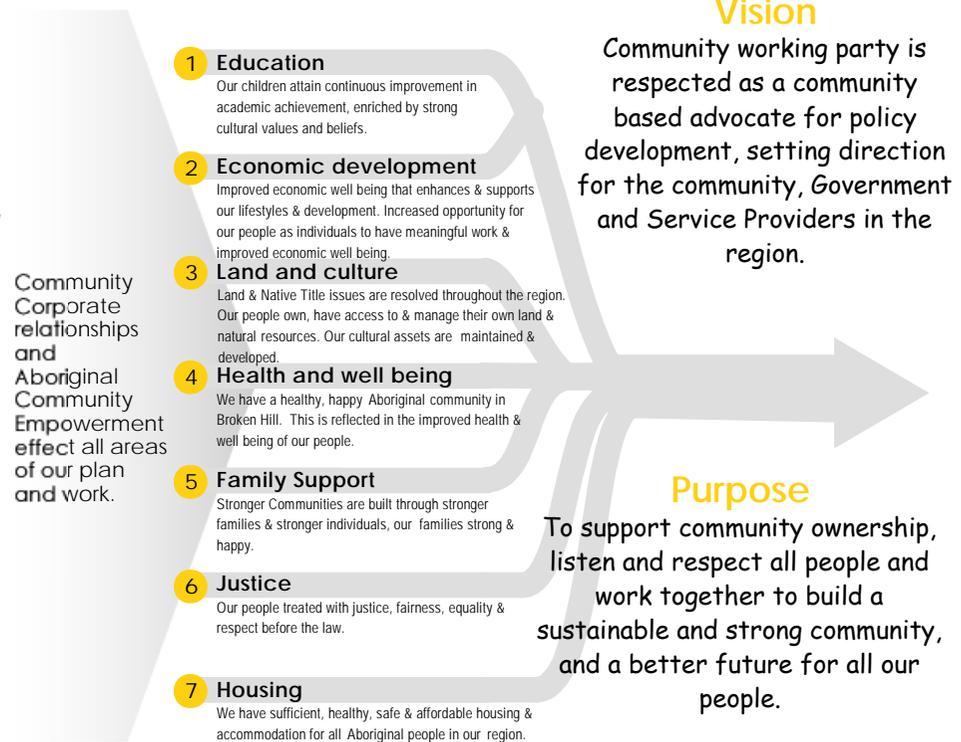
Housing

Broken Hill Community Working Party, summary plan

Our guiding principles

- To Reconcile ourselves, our community will follow, as will the mainstream community, we resolve our own issues
- We are proud of the legacy our ancestors have left us, it is our purpose to leave an even richer legacy for our children
- We respect and value persons as individuals
- One person can not speak for another person, their country or culture, Community autonomy flows from individual respect and autonomy
- Our country is our reality
- Self-determination is our future

Main Aim Areas



Graphic 2: Broken Hill, Community Working Party Plan, a Summary

part three, the detail

The Plan, essential outcomes and policy

The process followed

After consultation with numerous Aboriginal groups and individuals, the 3 tiers of Government, their Departments and Agencies that serve the Aboriginal Community, service providers, the Community Working Party has identified the essential outcomes that ultimately lead to the Main Aims and Vision.

High priority essential outcomes will appear in brown text.

Essential Outcomes

Essential:

Something fundamental.

Something necessary or indispensable

Outcomes:

that which results from some action; the consequence.



More of the future

Main Aim

Community Representation

Regional service priorities, resource allocation and planning affecting Aboriginal people are set with the Community Working Party direction.

Outcomes are monitored and evaluated by the Community Working Party at a local level and by the Regional Assembly at a regional level as the Peak Aboriginal Representative Body.

Community Working party and Community Empowerment

The Community Working Party works inclusively, sharing and delegating responsibility with the Aboriginal community and its organisations, to improve life and well being.

1. Corporate Relationships / Community Infrastructure

Policy statements

Community working party works:

- in an inclusive and collaborative manner consistent with its principles.
- with a 'Whole of Government and Whole of Community' approach in implementing the plan, setting priorities and monitoring outcomes.
- providing advice and direction to Government and service providers on Aboriginal Community priorities.

Government and service providers who work with us or our people will do so in a respectful manner acknowledging the Community Working Party as the valid voice of our people, we in turn defer and delegate decisions to the appropriate persons or groups. This is a fundamental principle of our culture and how we do business.

All policy statements and plans will be reviewed on an ongoing and as needed basis, with a specific review taking place annually.

The Community Working Party shall develop portfolio members and groups to progress implementation of this plan.

Essential outcomes

Government agents and service providers provide up to date information to the Community Working Party in appropriate formats to enable the Community Working Party to monitor and evaluate outcomes and review policy, directions and priorities.

Regional service priorities, resource allocation and planning affecting Aboriginal people are set with Community Working Party direction.

Mainstream planning recognises the Broken Hill Community Working Party Plan and integrates elements of our plan in their planning.

Funding and resource allocation are flexible, long term and targeted to meet specific needs and follow Community Working Party priorities.

2. Education

Policy positions

Education is a human right.

It is required that cultural recognition, local Aboriginal history and priorities are to be integrated into all educational plans, policies and curricula that affect our people.

Community Working Party supports the Aboriginal Education Consultative Group as our agent and adviser in the field of Education services conditional on them demonstrating good governance, sound management and delivering beneficial services to our people.

Essential outcomes

Continually improving educational outcomes for our children.

More of our children attain each level of education.

Continually improving educational and training outcomes for our youth and adults.

The Community Working Party advocates for an “Aboriginal Education Forum” (AEF) involving all key stakeholder as a vehicle for development and implementation of strategies to improve education and training outcomes. This Forum reports to the Community Working Party and assists with the implementation of this plan.

The Community Working Party encourages schools to use an Aboriginal Community school committee as a reference point and for cultural and curriculum advice.

Resources a specifically targeted to improve Aboriginal educational outcomes in the Broken Hill area.

Young people that are progressing well in the education are supported to realise their full potential.

Main Aim

Our children attain continuous improvement in academic achievement, enriched by strong cultural values and beliefs

Main Aim

Improved economic well being that enhances and supports our lifestyles and development is attained.

Increased opportunity for our people as individuals to have meaningful work and improved economic well being.

3. Economic development / Employment

Policy positions

Welfare dependence has for many of our people become a part of their life, programs that target breaking this cycle are a high priority.

Our culture, the importance of family and 'country' and chosen lifestyles have an effect on our economic well being, but do not exclude us from maximising our economic benefits. Our chief assets are our people, culture (including but not limited to the arts) and 'country'. Maximising economic return from our people's involvement in the arts, tourism and using our natural resources sustainably is a high priority.

Meaningful work is a human right.

Increasing Aboriginal employment as a part of the wider Community and the Government is essential. This is to be reflected in the three tiers of Government s' policies for Broken Hill.

Programs aimed at improving individual and Community sustainable economic well being are a high priority.

Our people have the right to be involved actively in the wider economy, this requires support and is to be encouraged.

Community Development Employment Program (CDEP), is a work for the dole scheme it is our policy to support the transfer of people from CDEP to CDEP with 'top up' or preferably to full time employment.

Aboriginal employment is part of the essential criteria for all contracts to serve our people, this is to be built into all service agreements and contracts.

Community Working Party supports Murdi Paaki Regional Enterprise Corporation as our regional agent and adviser in the field of enterprise and economic development conditional on them demonstrating good governance, sound management and delivering beneficial services to our people.

Essential outcomes

A local Aboriginal Economic Development and Investment Fund is developed.

Full time employment is maximised for our people in the private and public sectors and across all industry sectors.

Business ownership or joint venture participation for our people is maximised.

Our people have access to direct and personal support in developing business ventures.

Support for people to become 'job ready' is available.

Job opportunities are maximised for our people.

Training outcomes leading to employment are maximised.

Progression from unemployed or 'not in the work force' is increased, this includes CDEP with 'top-up'.

CDEP is innovatively used as a Community Development tool not only a substitute for unemployment benefits.

There is a continuing reduction in welfare dependence for our people.

Relations with the private sector through, local businesses and philanthropic bodies are established and healthy.

4. Land & Culture

Policy positions

Main Aim

Our people own, have access to and are managing their own land and natural resources.

Native Title

The right to land or waters enjoyed by Aboriginal people who have maintained their connection to the land or water and whose possession under their traditional law or customs is recognised by Australian law.

Our cultural assets are maintained and developed.

In recognition of the relationship between well being and access to 'country' the Community Working Party advocates for any and all efforts be made to enable those who choose to, to return to, live on or access their 'country'.

Community Working Party recognise the 'as if principle, that Native Title has never been extinguished' principle this spirit is a fundamental principle.

Sustainability of natural resources underlies all development.

It is considered improper for one person to speak for another's country or culture, questions involving country or culture will be deferred to the proper elders or Traditional Owners.

Aboriginal cultural intellectual property¹ is an important asset and is to be used for the benefit of the original artists and our people.

Community Working Party supports Broken Hill Local Aboriginal Lands Council as our agent and adviser in the field of 'Land Rights' and the NSW Native Title Services as our Native Title Representative Body conditional on them demonstrating good governance, sound management and delivering beneficial services to our people.

¹ This includes all forms of property, art, stories, site, song and knowledge

Essential outcomes

Land Ownership and Access Rights maximised.

Our people managing their own natural and cultural resources.

The general public, townspeople and Government workers in Broken Hill have an improved understanding respect for and recognition of our culture.

Those working with our people receive ongoing cultural awareness training as part of their professional development and demonstrate sensitivity, respect and understanding in their work with our people.

Sites of environmental significance are protected from inappropriate development.

Sites of cultural and spiritual significance shall be protected from inappropriate or unapproved development.

Joint management of all national parks in our region.

Land and Native Title issues are resolved throughout the region.

Land acquisitions made for or on behalf of our people meet with Community Working Party endorsement.

Indigenous Land Use Agreements (ILUAs) follow best practice processes and guidelines.

Items of cultural significance that have been stolen are found and placed at the direction of the rightful owners.

Aboriginal Artists have local support to market their work.

Australian Aboriginal arts authenticity labeling system is used in all retail outlets in Broken Hill.

Main Aim

We have a healthy, happy Aboriginal community in Broken Hill. This is reflected in the improved health and well being of our people.

5. Health

Policy positions

The Community Working Party, like the United Nations recognise that health and well being is holistic and includes the physical, emotional, mental and spiritual well being of a person and that health and well being is effected by all things.

Community Working Party supports Maari Ma Health Aboriginal Corporation as an adviser in the field of 'Health and Well Being', conditional on them demonstrating good governance, sound management and delivering beneficial services to our people.

Programs targeted to improve public and environmental health and prevention are a high priority.

Essential outcomes

Our people's health and well being is measurably improved. Best practice health practices are followed in the health management of our people, especially the under 5 year olds, those with chronic conditions, Women's and Men's health and the elderly.

All our people have annual health checks.

Valuable and targeted indicators for measuring health and well being outcomes are identified and reported in a meaningful manner to the Community Working Party annually.

Health services are adequately resourced in our region to provide holistic services including; environmental, sexual, mental, emotional, preventative and clinical health care.

People with addiction problems who choose to address their challenge have access to detoxification and rehabilitation services and the support they need to reduce dependence and overcome their addiction in Broken Hill.

A reduction in drug and alcohol misuse and its negative effects is achieved.

6. Supporting families

Policy positions

We are privileged to have strong family connections and support networks.

We recognise people by their relationship to us. Strength of the extended family and personal connection is a major characteristic of our culture. These relationships are most important to us as individuals and as a people. This needs to be recognised in all aspects of service delivery.

The Community Working Party recognises that violence takes many forms, including but not limited to; physical, emotional, sexual and psychological or spiritual. Safety is a basic human right and any form of family violence is totally unacceptable.

Essential outcomes

Services supporting our families and programs are coordinated with Community Working Party taking a key advisory role.

Family service providers operate in a holistic and integrated manner, guided by the Community Working Party. Operations are aimed at improving family well being with a major focus on reducing family violence.

Our families (Women, Men and children) all have access to support, refuge and counseling to strengthen families that is sensitive and friendly.

Events of family violence continually decrease.

Children with risks to their well being have the support they need.

Events of children at risk continually decrease.

Main Aim

Stronger Communities are built through stronger families and stronger individuals, our families are strong and happy.

Main Aim

Our people treated with justice, fairness, understanding, equality, and respect before the law.

7. Justice

Policy positions

Natural and social justice principles apply equally to all people. Equality and equity before the law is a basic human right.

Justice systems and legislation that prejudices or disadvantages our people will be challenged vigilantly.

Community Working Party supports Western Aboriginal Legal Service as an adviser in the field of Justice conditional on them demonstrating good governance, sound management and delivering beneficial services to our people.

Community Working Party advocates for programs that raise self esteem, self respect, Community awareness and social responsibility as a high priority.

Essential outcomes

A continual increase in number of Aboriginal Police Officers, Aboriginal Community Liaison Officers and an Aboriginal presence in the Legal support services.

We have an Aboriginal Legal Service that meets all our legal needs for all our people that is adequately resourced.

Our members particularly young people and school children have an increased awareness and understanding of the legal system and their rights and responsibilities.

An Aboriginal Community Justice Committee is operating as a substitute for or to compliment the 'western' justice system.²

Where ever possible Community service orders or diversionary sentences are used instead of custodial sentences.

Minimise the number of our people in custody and in the justice system.

² When requested

8. Housing

Policy positions

Safe, healthy and affordable housing is a basic human right.

Community Working Party supports Weimaji Housing and the Broken Hill Local Land Council as our local as our agents and advisers in the field of housing and Murdi Paaki Regional Housing as our regional adviser conditional on them demonstrating good governance, sound management and delivering beneficial services to our people.

Essential outcomes

We have sufficient housing for all our people in Broken Hill.

We have healthy and safe housing for all our people in Broken Hill. All our people's accommodation meets 'housing for health' guidelines.

All Aboriginal housing in Broken Hill meets State health standards.

Our housing is affordable.

A regional accommodation policy, plan and housing needs survey is developed, maintained and is updated annually.

Aboriginal people visiting from outside the region to use our services have sufficient, safe and healthy accommodation to meet demand.

Home ownership is maximised.

Aboriginal people have the opportunity to rent / buy their own housing.

Tenure of individuals housing sites can be used as collateral.

Murdi Paaki Healthy Housing Worker Program.

Main Aim

We have sufficient, healthy, safe and affordable housing and accommodation for all Aboriginal people in Broken Hill.

Reconciliation

Main Aim

A reconciled and harmonious region.

Reconciliation:

To Reconcile:

1) to bring into agreement or harmony; make compatible or consistent;

2) to win over to friendliness (eg, to reconcile a hostile person);

3) to compose or settle (eg, to reconcile a quarrel, difference, etc)

Reconciliation:

1) the act of reconciling;

2) the state of being reconciled;

3) the process of making consistent or compatible

What does this mean to you

Wellbeing is closely dependent on self esteem, equity, respect, recognition and therefore reconciliation. This is recognised by the United Nations and people of good will.

Policy positions

Reconciliation is recognition of the past wrongs, mutual respect in the present and a willingness to move forward together in a spirit of cooperation.

Essential outcomes

There is an improved understanding of Aboriginal culture and issues leading to a more positive interaction amongst all peoples in our region.

Integration with other planning

The Community Working Party Plan is to be part of the integrated Whole of Government planning work and mainstream Community.

The integrated planning process covers all levels of Government Commonwealth, State (DAA) and Regional (Regional Assembly) - Local (BHCC).