



BROKEN HILL COMMUNITY  
WORKING PARTY  
COMMUNITY ACTION PLAN 2019



**MURDI PAAKI  
REGIONAL  
ASSEMBLY**

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# ACKNOWLEDGEMENTS

This Community Action Plan (CAP) was developed through the Broken Hill Community Working Party (CWP). The Broken Hill CWP would like to acknowledge the valuable contributions of the community members who participated in the development of this plan.

We acknowledge and pay our respects to the Elders past, present and those to come of the Wiljakali Nation of which the Broken Hill area is part. We also acknowledge and pay respect to those Elders, past, present and future and those from other Nations who have found their home now in Broken Hill.

In the introduction to its regional plan, the Murdi Paaki Regional Assembly (MPRA) acknowledges with respect the roles of the Local Aboriginal Land Councils, Native Title holders and claims groups in asserting our people's rights to Country through the Native Title and Land Rights regimes, and affirms that MPRA's agenda does not cut across these roles in any way.

This plan belongs to the Broken Hill CWP. As licensee, the Broken Hill CWP have full and unrestricted First Party Rights of Use.

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# ABBREVIATIONS

<b>ADHC</b>	Dept. of Aging Disability and Home Care
<b>AHO</b>	Aboriginal Housing Office
<b>CAP</b>	Community Action Plan
<b>COAG</b>	Council of Australian Governments
<b>CWP</b>	Community Working Party
<b>DEEWR</b>	Dept. of Education, Employment and Workplace Relations
<b>DHFWHD</b>	Dept of Health - Far West Local Health District
<b>HACC</b>	Home and Community Care
<b>IBA</b>	Indigenous Business Australia
<b>MPRA</b>	Murdi Paaki Regional Assembly
<b>MPSL</b>	Murdi Paaki Services Limited
<b>NGO</b>	Non-Government Organisation
<b>NIAA</b>	National Indigenous Australian Agency
<b>RAHLA</b>	Regional Aboriginal Housing Leadership Assembly
<b>RDA</b>	Regional Development Australia
<b>REDI.E</b>	Regional Enterprise Development Institute Ltd
<b>RFDS</b>	Royal Flying Doctors Service



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# EXECUTIVE SUMMARY

This Community Action Plan (CAP) has been developed by the Broken Hill Community Working Party (CWP) with support from Murdi Paaki Services Limited (MPSL). It is intended to inform external agencies of the priorities of the Broken Hill Aboriginal community and provide guidance in working with the Broken Hill CWP to improve services and programs.

Broken Hill is in New South Wales, near the border with South Australia in the City of Broken Hill local government area. They are a part of the Wiljakali Nation. At the 2016 Census, the ABS Indigenous Location of Broken Hill had a total population of 17 708 people, of whom 1500 or 8.5% identified as Aboriginal and Torres Strait Islander.

The Broken Hill CWP developed from a reference group first established in 2003 and is the peak Aboriginal governance and representative body for the Broken Hill Aboriginal Community. It is one of sixteen CWPs representing the communities of the Murdi Paaki Region and forming the MPRA. The Assembly and the CWP are governed in their relationship with the NSW government by the Murdi Paaki Local Decision-Making Accord.

The Broken Hill CWP sets community priorities to guide external agencies such as government departments, Non-Government Organisations and the private sector in developing policies and programs for the Broken Hill Aboriginal Community. When working in Broken Hill, external agencies should follow the engagement process set by the Broken Hill CWP to ensure they adhere to principles of Local Decision-Making, co-design and community capacity building.

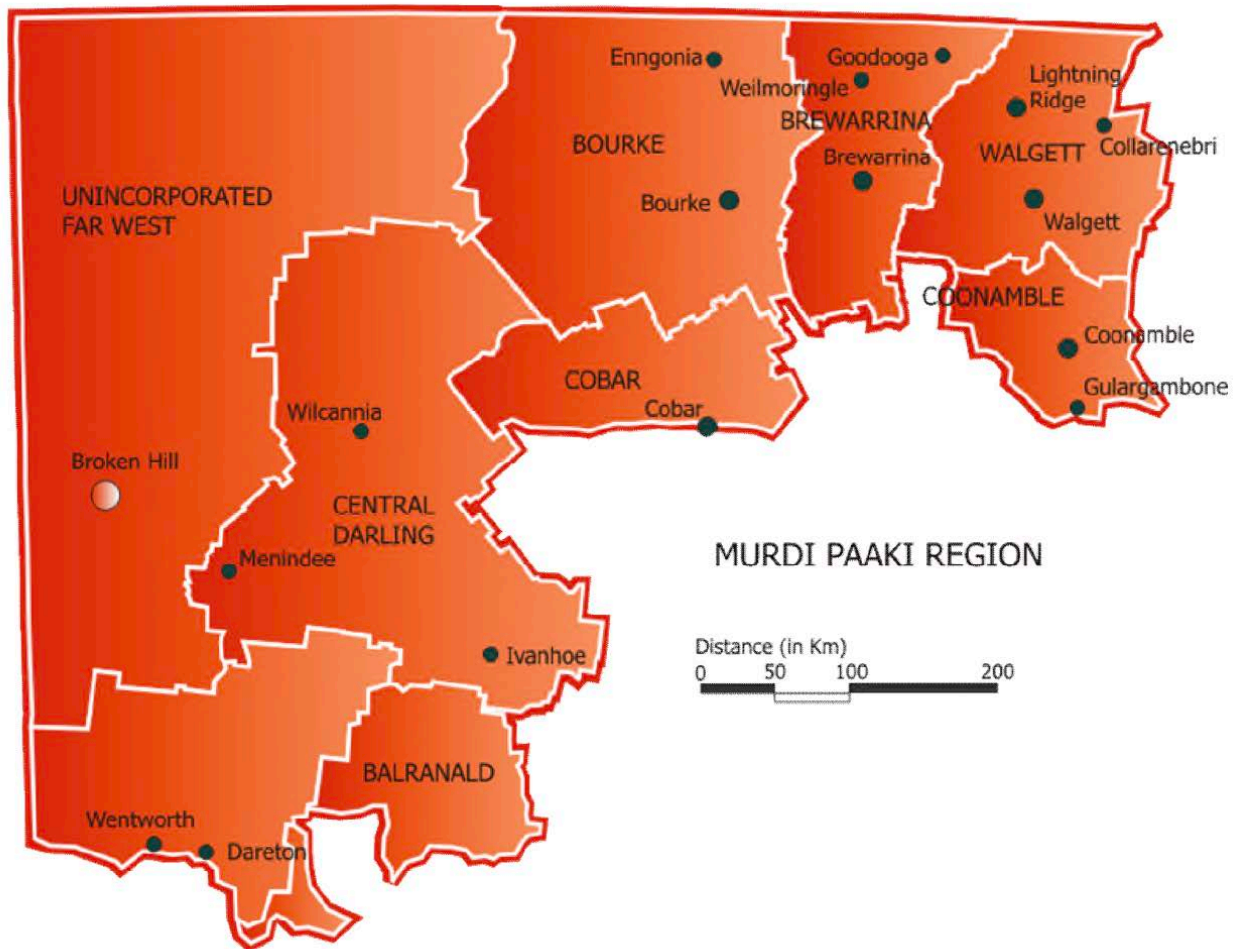
Since being formally recognised as the governance body in 2010, the Broken Hill CWP has reviewed their existing CAP and identified the following priorities to improve the fundamental needs of their community: Education; Economic Development and Employment Opportunities; Culture and Heritage; Health and Wellbeing; Family Support including Domestic Violence; Law & Justice (Law and Lore); Housing; Reconciliation; and Sports & Recreation.

Critical to the ability to achieve outcomes in the CAP, Broken Hill CWP identifies the need to implement a number of documents, such as Cultural Training developed by CWP members, Cultural and Communication Protocols and Service Level Agreements, to better support seamless and transparent services. These will allow the CWP to monitor and evaluate outcomes in the community ensuring it is driven by best practice, accountability and in-line with community needs.

# COMMUNITY PROFILE

## MURDI PAAKI REGION

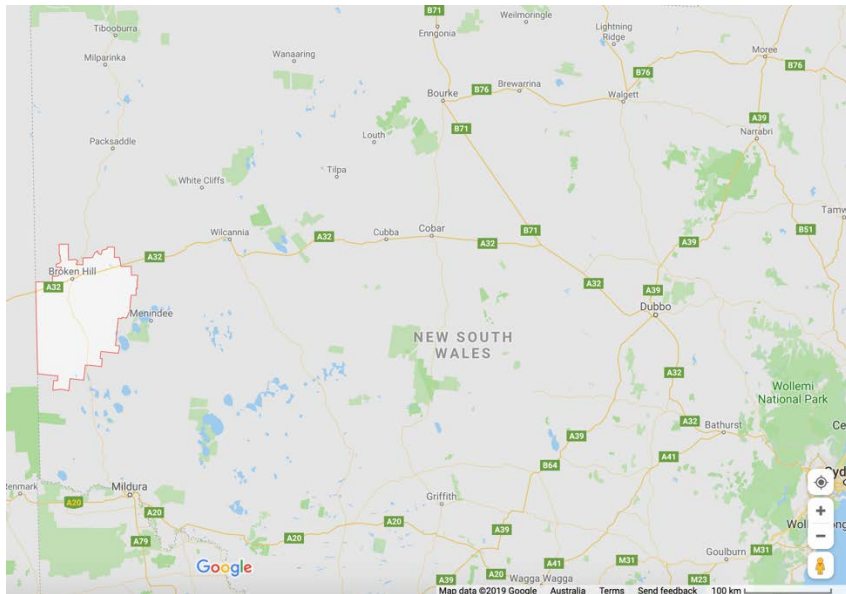
Broken Hill is in the far west of the Murdi Paaki Region in the City of Broken Hill local government area.



*Murdi Paaki Region (Murdi Paaki Regional Plan)*

## LOCATION

Broken Hill is in New South Wales, near the border with South Australia. It is in the Barrier Range, on the crossing of the Barrier Highway and the Silver City Highway, 1143 kilometres west of Sydney. Broken Hill is influenced by the local steppe climate, having little rainfall throughout the year. Its average annual rainfall is 259.8mm. In summer, the temperature reaches an average maximum of 32°C, dropping down to an average minimum of 6°C in winter.<sup>1</sup>



*Broken Hill, Location in Far Western NSW*

(Source *map on right:* CC BY-SA 3.0, [https://en.wikipedia.org/wiki/Broken\\_Hill#/media/File:Australia\\_New\\_South\\_Wales\\_relief\\_location\\_map.png](https://en.wikipedia.org/wiki/Broken_Hill#/media/File:Australia_New_South_Wales_relief_location_map.png))

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<sup>1</sup> Australian Government Bureau of Meteorology, 'Broken Hill (Patton Street)', *Climate statistics for Australian Locations*, [http://www.bom.gov.au/climate/averages/tables/cw\\_047007.shtml](http://www.bom.gov.au/climate/averages/tables/cw_047007.shtml), accessed 7 Oct 2019.



## POPULATION STATISTICS<sup>2</sup>\*

At the 2016 Census, the ABS Indigenous Location of Broken Hill had a total population of 17 708 people, of whom 1500 or 8.5% identified as Aboriginal and Torres Strait Islander. Of the First Nations population, there were 764 females and 741 males. There were 535 individuals under the age of 14 years old (35.7% of the First Nations population) and 67 over 65 years old (4.5%). The median age of Broken Hill's First Nations people was 22 years. Twenty-four people (1.6%) spoke a First Nations language at home.

Of the 897 First Nations people 15 years or over no longer attending school, 170 (18.9%) attained year 12 or equivalent. 176 of these people (19.6%) had a higher education qualification at a certificate level. 33 people had a bachelor's degree and 9 people a postgraduate degree, graduate diploma or graduate certificate. 55 people indicated they were attending TAFE while 25 were attending university. 51.2% of First Nations people in Broken Hill were participants in the labour force. There was a 22.7% unemployment rate within this group. The total percentage of the population in employment was 40%.

The median personal income was \$433 per week; 101 people indicated they received no income at all. 196 people (20.2% of the First Nations adult population) earned over \$1000 per week. The median weekly household income for First Nations families was \$1029 per week.

The average household size for First Nations families was 2.9 people with an average of 1 person per bedroom. The proportion of dwellings that needed one or more extra bedrooms was 8.5%.

\*Please note that Australian Census figures can be inaccurate, particularly for Aboriginal and Torres Strait Islander families who have a lower census response rate and a higher transient population.

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<sup>2</sup> Australian Bureau of Statistics, 'Broken Hill ILOC 10300501) 170.1 km<sup>2</sup>, 2016 Census of Population and Housing: Aboriginal and Torres Strait Islander Peoples Profile. Catalogue no. 2002.0  
[https://quickstats.censusdata.abs.gov.au/census\\_services/getproduct/census/2016/communityprofile/ILOC10300501?opendocument](https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/communityprofile/ILOC10300501?opendocument), accessed 7 Oct 2019.



# BROKEN HILL COMMUNITY WORKING PARTY

## ROLE AND PURPOSE

Community Working Parties are the peak Aboriginal governance and representative body for each community within the Murdi Paaki region.

The Broken Hill CWP was established in 2001, began regularly meeting in 2002 and has been going strong ever since. A meeting has occurred every month since 2002 (except in January of each year). It continues to be a highly functioning, cohesive and progressive body, developing a Terms of Reference and Code of Conduct. Its membership reflects the diversity of the Aboriginal community with members having the opportunity to participate at a local level.

The Broken Hill CWP provides a forum for Aboriginal people living in Broken Hill to meet, discuss, debate, make decisions and policies on issues that affect the community. The Broken Hill CWP is aiming to be the central community forum for the development of policies and a vision for our community. It is the intention that the Broken Hill CWP is to be the gateway to the community of Broken Hill.

In 2003, Broken Hill CWP commenced the Murdi Paaki Council of Australian Governments (COAG) trial and has participated in the successful delivery of the Aboriginal Community Development Program. With the establishment of their community reference group they were able to engage with government agencies to start a planning process to address the basic needs of the Broken Hill Aboriginal community.

In 2009, the Broken Hill CWP acknowledged the Two Ways Together Community Partnership Program and in December 2010 actions were put into place to form a recognised governance body. The CWP holds strong views on Aboriginal issues and continues to represent their community at the MPRA forums.

This CWP recognises that the Two Ways Together Community Partnership Program will engage government agencies to work in partnership with Aboriginal communities. It is with this commitment and a whole of government approach that the Broken Hill CWP can work in a collaborative way to improve and respond to community's needs, increase service delivery, improve the quality of the lives of our community and achieve sustainable outcomes on the ground for our people.

## ACHIEVEMENTS

- Establishment of a Community Reference Group as part of Murdi Paaki COAG Trial (2003).
- Formation of the Broken Hill CWP as a recognised governance body under the Two Ways Together Community Partnership Program (2009)
- Consistent representation by Broken Hill CWP Chairs on the MPRA.
- Participation in the Aboriginal Communities Development Program (ACDP).

- A commitment from Broken Hill City Council to regularly attend meetings.
- Being presented with a Statement of Commitment by Broken Hill City Council to develop a Reconciliation Action Plan (RAP) by 31<sup>st</sup> December 2011 at the National Land and Sea Management Conference (1/11/10).
- A highly developed relationship with Broken Hill Police who attend every third CWP meeting.
- A highly developed relationship with and extensive support from Maari Ma Health Aboriginal Corporation.
- Supporting and endorsing the establishment of the TAFE learning commons which included the refurbishment of a TAFE building to include an Aboriginal focus. This was designed for Aboriginal people to have a natural and friendly learning environment.
- Supporting and endorsing the TAFE Early Childhood Centre to develop a TAFE course with an Aboriginal focus.
- Coordinating NAIDOC week activities for the whole of community each year, including a flag raising ceremony and a Family Fun Day in the Park.
- Continually supporting the Murdi Paaki Aboriginal Young Leaders in Broken Hill to attend CWP meetings and represent the Broken Hill community at workshops.
- Facilitating and coordinating the Midnight basketball program for the whole of the Broken Hill Community.
- Supporting a resident of Creedon Street to successfully lobby City Council for the street, a housing commission area with high Aboriginal residency, to be an alcohol-free zone.
- Endorsing the National Indigenous Land and Sea Management Conference which saw over 600 Aboriginal and Torres Strait Islander people from across the nation visit Broken Hill to talk about Caring for Country (land and water), governance and leadership, climate change, carbon markets, economic development and innovation.
- Workshopping, endorsing and signing a Service Level Agreement with Family and Community Services
- Supporting the Broken Hill City Council in flying the Aboriginal Flag on a daily base in front of the council chambers.
- Supporting and Coordinating the Anniversary of the National Apology Day.
- Supporting a NAIDOC Ball held in Broken Hill for the first time covering all regions in the Far West.

## SERVICES

The Broken Hill CWP aims to conduct the following services on behalf of the Aboriginal community of Broken Hill.

### Priority Setting

In the CAP, local service priorities, resource allocation and planning affecting Aboriginal people in Broken Hill are set in consultation with the CWP, taking into consideration advice from relevant Aboriginal service providers and agencies. It is important to remember

community priorities will change and that the CAP is a living document which will be developed and changed over time.

### **Aboriginal Community informed of Government and non-government programs**

Government department, agencies and non-government organisations 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 & Non-Government meeting obligations**

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

### **Whole of Government & Non-Government – Whole of Community approach**

The CWP 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 CWP advocate that all staff in Government and non-Government agencies and service providers who serve our people, receive ongoing cultural awareness training as a part of their professional development. The CWP want to see a localised cultural awareness package developed with local Aboriginal people delivering the program.

### **Confirmation of Aboriginality**

The Broken Hill CWP will assist Aboriginal community members wishing to gain a letter/certificate of confirmation. The members of the CWP must be satisfied that the person is in fact Aboriginal using the following three criteria points: identified as a person of Aboriginal descent; Acknowledge - present documentation identifying their family's Aboriginal descent; be accepted by their local Aboriginal community as a person of Aboriginal descent.

*The Broken Hill CWP does not issue Letters of Confirmation of Aboriginality or Certificates of Aboriginality.*

## **VISION AND VALUES**

The Broken Hill CWP has identified the following vision:

*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.*

By taking responsibility and leading with a positive attitude we will leave an enduring and rich legacy to the next generation.

We will encourage all people to work in peace and partnership to listen and work together, uniting our voices as one, to make our dream a reality.

## MISSION

The Broken Hill CWP is respected as a community-based advocate for policy development, setting direction for the community, Government and Service Providers in the region. The BHCWP will develop a Memorandum of Understanding to secure the future of Broken Hill by governing the service provision of all government and non-government organisations who engage with the Broken Hill CWP.

On behalf of the Broken Hill community, the Broken Hill CWP will:

- Advocate for our community's needs.
- Encourage a rich and vibrant Aboriginal Community.
- Be here to help and guide our Community.
- Proactively address issues.
- Follow our right to take responsibility.
- Leave an enduring and rich legacy.
- Lead with a positive attitude.
- Be at peace.
- Realise our dreams, unite our community with a single voice through listening and collaboration.
- Build community capacity.
- Promote healing.
- Ensure accountability.

## GUIDING PRINCIPLES

The following principles guide all aspects of the plan and direction for Aboriginal people in Broken Hill, as supported by the CWP.

- We resolve our own issues and reconcile ourselves. Then our community will follow, as will the mainstream community.
- 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 people as individuals.
- One person cannot speak for another person, their country or culture.
- Community autonomy flows from individual respect.
- Our country is our reality.
- Self-determination is our future.

By following these guiding principles, we will support a rich and vibrant Aboriginal community and help and guide this wider community to proactively address issues on:

- How the CWP does business;
- Community infrastructure & corporate relationships;
- Aboriginal community empowerment;
- Closing the Gap;
- Education;
- Economic development;
- Country and Culture;
- Health;
- Family support;
- Justice;
- Housing; and
- Reconciliation.

# ORGANISATIONAL STRUCTURE

The internal structure refers to the governance of the Broken Hill CWP itself and its connections to the Aboriginal community and the MPRA. The Broken Hill CWP acts as a professional and culturally appropriate consultation arm that is in touch with its Aboriginal community. Internal bodies are governed by the MPRA Charter and Code of Conduct. As the Broken Hill CWP sits within the MPRA, its relationship with NSW Government departments is governed by the Murdi Paaki Local Decision-Making Accord Mark II, drafted in May 2019 (Annexure A).

The external organisational structure gives an overview of the community environment within which the Broken Hill CWP sits. Services delivered in the Broken Hill Aboriginal community operate under the guidance of the Broken Hill CWP as the community's consultation arm. This provides a transparent and culturally appropriate process for all to conduct business that is aligned with community needs and requirements. CWPs are supported by MPSL through Community Coordinators, as outlined in the Project Work Plan (Annexure D). The structure provides a foundation for respectful, community-driven approaches to guide community services and projects, in line with the principles of Local Decision-Making.

## INTERNAL AND EXTERNAL BODIES

INTERNAL	EXTERNAL
<ul style="list-style-type: none"><li>A. Chairperson</li><li>B. Members</li><li>C. Aboriginal Community</li><li>D. Murdi Paaki Regional Assembly</li></ul>	<ul style="list-style-type: none"><li>A. MPSL Regional Coordinator</li><li>B. Local, State and Federal Government</li><li>C. NGOs and Private Sector</li><li>D. Local Community</li></ul>

### Internal – 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.

**Members** encompass Aboriginal Elders, Community and Aboriginal identified government public servants working in the Broken Hill community.

**MPRA** and its membership of Community Working Parties, CWPs, form the governance framework that provides strategic engagement and co-ordination from Australian and NSW Governments and service providers for the delivery of services and programs against priorities determined by Aboriginal people through a comprehensive planning process.

### **External - agreements with Government & Service Providers**

Build agreements with the three tiers of Government, their agents and 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.

**MPSL** is wholly owned by the MPRA and governed by a board of MPRA members. MPSL forms the operating arm of MPRA, giving it a means of entering into legally binding agreements, and provides executive support for MPRA and its chairperson. It builds a robust incontestable evidence base to give governments a clear pathway for investment. It acts as an auspicing agent for MPRA and targets funding as becomes available. Once sufficient funding is accrued, MPSL Regional Coordinators will provide administrative support to assist CWPs to provide leadership in implementing their local CAPs.



This table summarises the roles and responsibilities of internal and external bodies:

INTERNAL	
<b>Traditional Owners/Elders</b>	Are members of the Broken Hill CWP.
<b>Aboriginal Community Members</b>	Act in an advisory role and as members of the Broken Hill CWP.
<b>Murdi Paaki Regional Assembly Council</b>	Is the governing arm of CWP in the Murdi Paaki region.
EXTERNAL	
<b>MPS</b>	Is the operational arm of the Murdi Paaki Regional Assembly.
<b>State and Federal Government</b>	Consults consistently with the Broken Hill CWP as the peak Local Decision-Making (LDM) body to come to agreements on strategies to address common issues and goals for the local Aboriginal community.
<b>Local Government</b>	Works towards achieving outcomes and addressing localised Aboriginal issues in collaboration with the Broken Hill CWP.
<b>NGOs</b>	Help the Broken Hill CWP achieve goals through appropriate assistance and funding opportunities; are accountable and responsible to the Broken Hill CWP, using it to oversee the implementation of Aboriginal programs within the Broken Hill community.
<b>Private Sector</b>	Work with the Broken Hill CWP for future employment and economic participation strategies for Aboriginal people.
<b>Wider community &amp; other stakeholders</b>	Are entitled to the transparency of actions, achievements and focus areas of the Broken Hill CWP and should be encouraged in active participation.

Table 1: Roles, Internal and External Bodies

## THE ACCORD

As the Broken Hill CWP sits within the MPRA, the relationship between the CWP and NSW Government departments is governed by the Murdi Paaki Local Decision-Making Accord Mark II, as drafted in May 2019 (see Annexures). Implementation processes for facilitating the Accord are included in Annexures B and C.

When external bodies engage with the Broken Hill CWP following the engagement process outlined in this CAP, they will support key principles from the Accord, particularly the following:

- 2.1.2** Aboriginal leaders and Elders understand their own community needs. They have the drive and ability to develop their own solutions.
- 2.1.5** Regional and local solutions for regional and local problems, with ideas and help from outside when, where and in the form in which the Assembly requests it.
- 2.1.10** A genuine commitment on the part of both parties to developing transformative rather than transactional relationships, with a renewed focus on developing innovative and holistic solutions and on considering different, more equal approaches to partnership.
- 2.1.11** Optimising returns on investment through better targeted, more efficient, effective and equitable forms of program and service delivery.<sup>3</sup>

As per the Accord, the NSW Government can use this CAP to fulfil its obligations to 'collaborate with the Assembly to seek solutions and achieve tangible outcomes and to foster partnerships with each other' and to 'operate consistently within the principles of Local Decision-Making and ensure the Aboriginal cultural competence of their staff to improve the quality of services delivered, and to better respond to the needs of Aboriginal communities in a culturally safe manner.'<sup>4</sup> In turn, by working through MPSL to support CWPs to develop, review and deliver the CAP, the Assembly meets its obligations to 'support Community Working Parties in negotiating agreements with the NSW Government at a community level to plan for and deliver local initiatives.'<sup>5</sup>

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<sup>3</sup> Murdi Paaki Local Decision-Making Accord, May 2019, pp. 3-4.

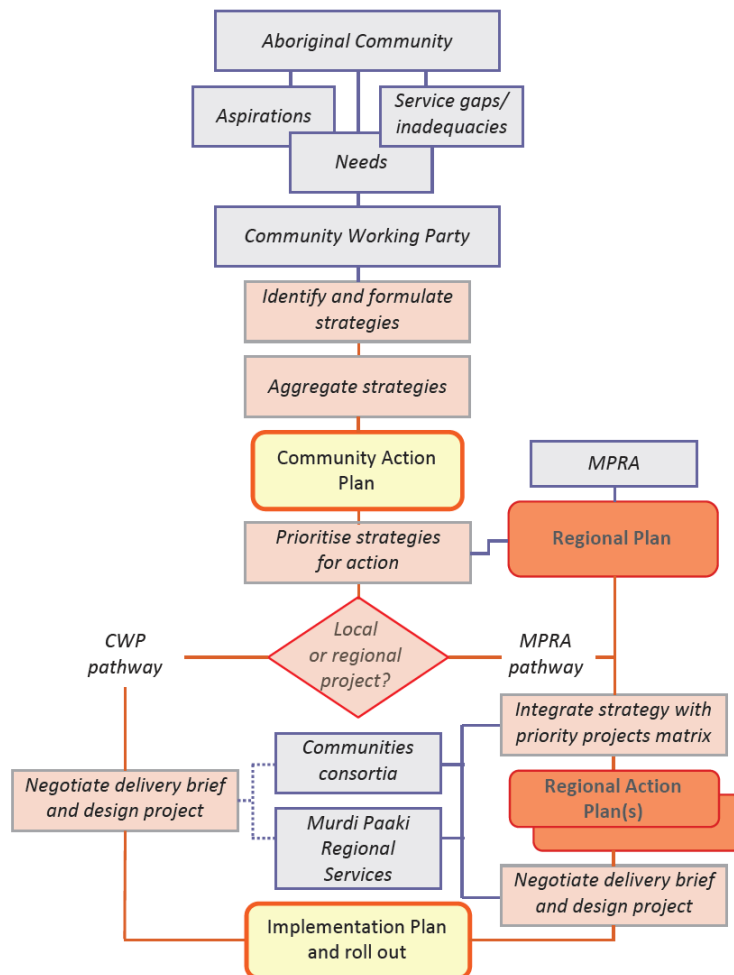
<sup>4</sup> Murdi Paaki Local Decision-Making Accord, May 2019, p. 6.

<sup>5</sup> Murdi Paaki Local Decision-Making Accord, May 2019, p. 7.

# THE PLAN

## INTERNAL IMPLEMENTATION PROCESS

This CAP was developed by the Broken Hill CWP to reflect the aspirations and needs of the Broken Hill Aboriginal Community and address service gaps and inadequacies. To fulfil these aspirations and address these gaps, the CAP includes an action plan with a range of strategies prioritised by need. Priorities from all CAPs across the region informed regional priorities in eight action areas in the Regional Plan. Local priorities, as outlined in individual CAPs, will be addressed by the CWP with support from MPRA and external bodies. Regional priorities will be addressed by MPRA with support from external bodies. This internal implementation process is outlined in the diagram below:



Implementation Process, from Murdi Paaki Regional Plan

## ENGAGEMENT PROCESS FOR EXTERNAL BODIES

To assist the internal implementation process and ensure service delivery meets community aspirations and needs, external bodies, such as government departments, NGOs and the private sector, should follow a culturally appropriate engagement process with the CWP, as the peak representative body and professional and culturally appropriate consultation arm for the Broken Hill Aboriginal Community. The steps below, further illustrated in the following flowchart, will ensure an engagement process guided by principles of co-design, Local Decision-Making (LDM) and community capacity building.

### Ongoing: Communicate

- Keep in regular contact with CWPs through the Chair and Secretary as per the LDM process.
- Regularly attend CWP meetings to provide updates, but more importantly, gather information about current community priorities as led by the LDM process.
- Keep connected to wider community stakeholders, through the CWP.
- Ensure local cultural protocols are followed, as guided by the CWP.

### 1. Plan

- Map current policy and program initiatives against priorities in the CAP (see Appendix B for template).
- Update six-monthly to continue alignment with community priorities.
- Plan future policy and program development to address priorities in the CAP (see Appendix B for template).
- Check planned initiatives with CWP and wider community stakeholders to ensure they address community needs, before developing detailed plans.
- Develop policy and/or program outlines.

### 2. Consult

- Engage the CWP as the lead facilitators in culturally appropriate consultation on planned policies and/or programs.
- Engage the CWP to guide stakeholder lists for consultation.
- Hold culturally appropriate consultation with CWP and wider community stakeholders on proposed policy and program details.
- Reshape policies and programs to suit community feedback.

### 3. Endorse

- Review final outlines and implementation for endorsement by CWP and wider stakeholders.

- Finalise policy and program outlines.

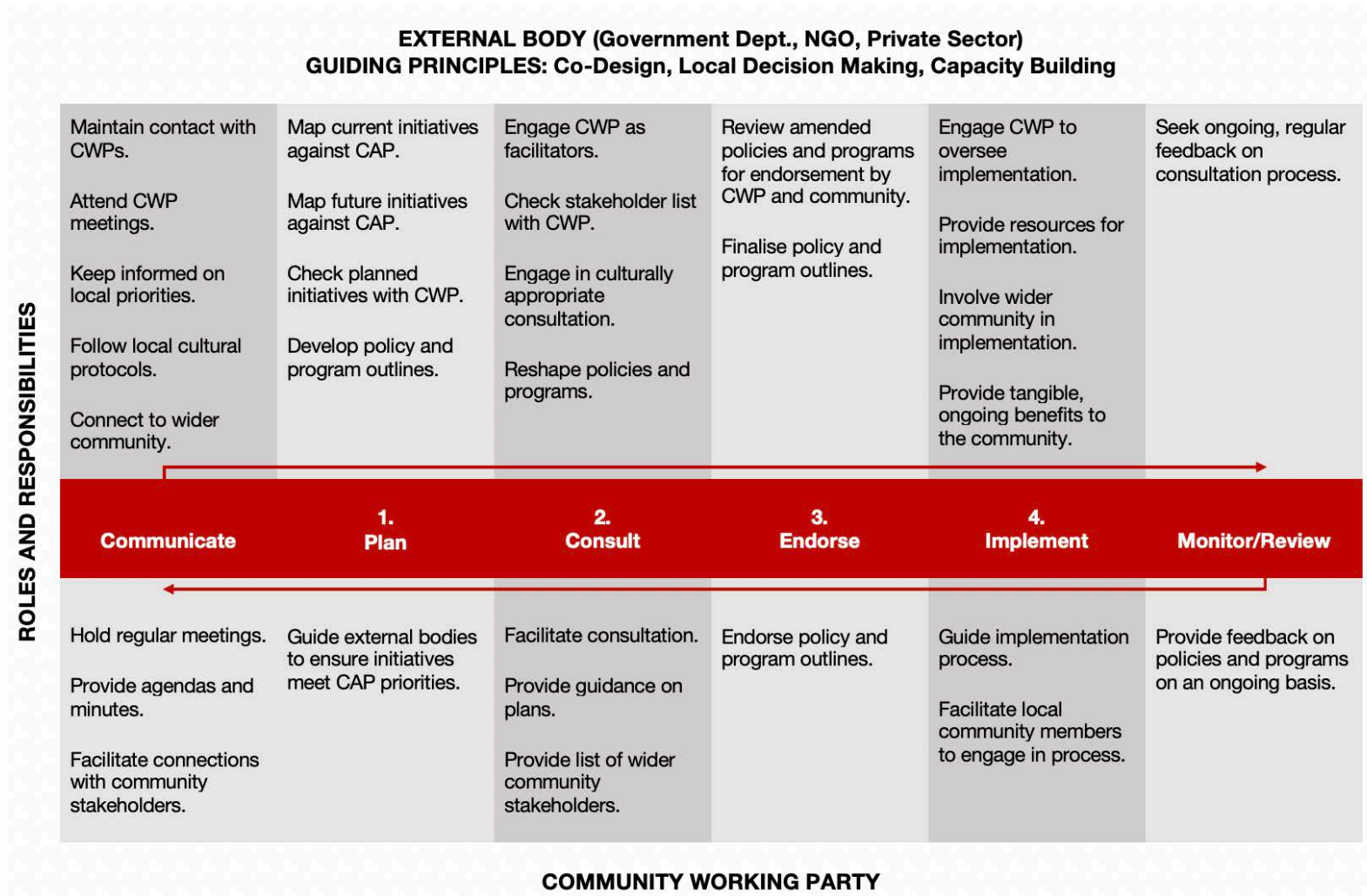
#### 4. Implement

- Engage the CWP to oversee the implementation of the policy or program within the community.
- Ensure appropriate resources, such as human resources and infrastructure, are supplied to ensure success of the implementation program and build community capacity on a long-term basis.
- Ensure tangible benefits, such as employment, training and economic development, are provided to the community.

#### 5. Ongoing: Monitor and Review

- Seek ongoing feedback on implemented policy and/or program through culturally appropriate consultation process, refining as necessary.

# ENGAGEMENT PROCESS EXTERNAL BODIES



Engagement Process External Bodies

## MONITORING AND REVIEW

This CAP is a living document and will be subject to an annual 12 monthly review for updates and input of additional information to address community needs. At the end of each 12-month period the CWP, along with key agencies, will review the CAP and agree to any suggestions or improvements. Following the revision of the Broken Hill CAP there will be an evaluation against the performance indicators and timeframes which may be subject for change to include the implementation of new programs.

## REGIONAL PRIORITIES

The Murdi Paaki Regional Plan identifies eight action areas informed by collating the priorities in all sixteen CAPs across the region. Although priorities differ slightly between CAPs and the regional plan, the symbols below are used throughout the Broken Hill CAP to indicate connections to regional action areas.



**Heritage and Culture**



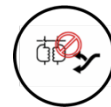
**Regional Resourcing and Capability**



**Democracy, Leadership and Citizenship**



**Economic Development**



**Law and Justice**



**Early Childhood and School Education**



**Housing and Infrastructure**



**Wellbeing**

## BROKEN HILL PRIORITY AREAS

The Broken Hill CWP has identified the following nine priority areas for the Broken Hill Aboriginal community. All areas are weighted the same in their importance to the community.

1. Education
2. Economic Development and Employment Opportunities
3. Culture and Heritage
4. Health and Wellbeing including Drugs & Alcohol
5. Family Support including Domestic Violence
6. Law & Justice (Law and Lore)
7. Housing
8. Reconciliation
9. Sports & Recreation

Critical to the ability to achieve outcomes in the CAP, Broken Hill CWP identifies the need to implement a number of documents that will better support seamless and transparent services. These will allow the CWP to monitor and evaluate outcomes in the community ensuring it is driven by best practice, accountability and in-line with community needs.

The documents will include localised Cultural Training developed by CWP members, Cultural and Communication Protocols and Service Level Agreements for all Government, NGO's and other stakeholders engaging with the CWP on Aboriginal affairs.

By creating a foundation of mutual respect, transparency, accountability and appreciation through this process the environment of the CWP will provide strong family units and individuals that contribute to the progression of the CWP and the community.

The Broken Hill CWP feels this can only be achieved through nurturing all aspects of Aboriginal Culture and Heritage and creating an environment that encourages active and culturally appropriate participation from the wider community.



# ACTION PLAN

## 1. EDUCATION

**Goal:** For our children to attain continuous improvement in academic achievement, enriched by strong cultural values and beliefs.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
1.1 To improve literacy and numeracy skills.			
1.2 To increase school attendance.	Support the Home School Liaison Officer program.		
1.3 To increase attainment of year 10 and 12 certificates.			
1.4 To increase the number of Aboriginal staff in the education system.			
1.5 To increase tertiary enrolment and attainment.			
1.6 To give our young people the best chance in stages of early childhood development.			
1.7 To strengthen the relationship with the AECG.		AECG	

## 2. ECONOMIC DEVELOPMENT AND EMPLOYMENT OPPORTUNITIES



**Goal:** Increased opportunity for our people as individuals to have meaningful work and improved economic wellbeing that support our lifestyle and development.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
2.1 To develop a cultural centre.			
2.2 To increase economic participation for members of the Broken Hill Aboriginal community.			
2.3 To negotiate MOUs with key stakeholders.			

### 3. CULTURE AND HERITAGE



**Goal:** To increase the awareness of Aboriginal culture and heritage in the region.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
3.1 To ensure all organisations in Broken Hill have a good level of cultural awareness.	Develop a localised cultural awareness package.		
	Develop a Memorandum of Understanding for all stakeholders to adhere to when conducting business with the Broken Hill CWP under which all government and non-government organisations will be required to participate in the localised cultural awareness training.		
3.2 To develop Aboriginal tourism in the region.			
3.3 To conduct an assessment of culture and heritage in the region.			
3.4 To build community infrastructure and corporate relationships for the communication of our culture and heritage.			Long term

## 4. HEALTH AND WELLBEING

**Goal:** To continue to support and maintain a healthy, happy Aboriginal community in Broken Hill.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
4.1 To give support to people with chronic diseases.	Facilitate education programs on chronic diseases.		
4.2 To give support to people affected by alcohol and other drugs.			
4.3 To ensure accessible, holistic health care is provided for our community.			
4.4 For our community members to have access to health awareness programs.			

## 5. FAMILY SUPPORT

**Goal:** Our Families are strong and happy, having a strong community base.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
5.2 To ensure our families have access to support, refuge and counselling that is culturally appropriate and friendly.			
5.3 To decrease domestic and family violence.			
5.4 To decrease the number of children at risk and associated events.	To ensure children at risk have accessible support.		
5.5 To ensure services and programs supporting families are coordinated.			

## 6. LAW AND JUSTICE (LAW and LORE)

**Goal:** Our people are treated with justice, fairness, equality and respect before the law.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
6.1 To develop and facilitate a legal awareness education program.			
6.2 Increase the number of Aboriginal Police Officers, Aboriginal Community Liaison Officers and other Aboriginal employees in the Legal support services.			
6.3 To decrease in the number of diversionary events, community service orders and events of custody.			
6.4 To have input into the Community Police Action Plan.			

## 7. HOUSING

**Goal:** To secure safe, affordable and quality housing for our people

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
7.1 To ensure there are adequate heating and cooling systems for public and land council houses.		Broken Hill LALC; RAHLA	
7.2 To secure Remote Housing Status for Broken Hill.			
7.3 To conduct an evaluation of housing stock against State and Industry Standards.			
7.4 To increase the availability of short-term hostel accommodation to accommodate youth waiting lists and offender re-integration.			

## 8. RECONCILIATION

**Goal:** Improve understanding of Aboriginal culture and issues leading to a more positive interaction amongst all people in our region.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
8.1 The CWP is to be part of the integrated Whole of Government planning work and mainstream Community covering all levels of Government Commonwealth, State and Local.			
8.2 Refresh the Reconciliation Action Plan with Broken Hill City Council.			



## 9. SPORTS AND RECREATION

<b>Goal:</b>			
<b>Objectives (WHAT)</b>	<b>Strategies (HOW)</b>	<b>Responsibilities (WHO)</b>	<b>Priority (WHEN)</b>



# APPENDICES

**A.** Amendments

**B.** Current and Future Initiatives Template

## APPENDIX A: AMENDMENTS

### Broken Hill CAP Amendments

Page No.	Section No.	Description	Adoption date

## APPENDIX B: CURRENT AND FUTURE INITIATIVES TEMPLATE

BROKEN HILL CAP	CURRENT INITIATIVES			EMERGING AND FUTURE INITIATIVES		
Priority Area	Current Initiatives that your Department is delivering in the Broken Hill community	How the initiatives intersect with the Broken Hill CAP	How the initiatives intersect with the Murdi Paaki Regional Plan action areas	Emerging and future initiatives that your Department could deliver in the Broken Hill community	How the initiatives would intersect with the Broken Hill CAP	How the initiatives would intersect with the Murdi Paaki Regional Plan
INITIATIVE 1						
INITIATIVE 2						
INITIATIVE 3						



# ANNEXURES

- A. Murdi Paaki Local Decision-Making Accord II May 2019
- B. Murdi Paaki Local Decision-Making Accord Mark II Negotiations Logical Model
- C. Murdi Paaki Regional Assembly and NSW Government LDM Accord Mark II Implementation Process
- D. Murdi Paaki Community Coordinator Programme: Project Work Plan