

Murdi P



# WALGETT GAMILARAAY ABORIGINAL COMMUNITY WORKING PARTY

COMMUNITY ACTION PLAN 2019



MURDI PAAKI  
REGIONAL  
ASSEMBLY



# A MESSAGE

**From the Members of the Walgett Gamilaraay Aboriginal Community Working Party**

“OUR ANCESTORS FOUGHT HARD THROUGH THEIR LIVES FOR OUR PEOPLE  
AND OUR RIGHTS. WE WISH TO ACKNOWLEDGE THE STRENGTH, COURAGE  
AND WISDOM OF OUR ANCESTORS WHO LIVED WITH THIS LAND  
AND WERE NURTURED BY THE SPIRIT WHICH KEPT THEM ALIVE  
AND WELL, LIVING IN HARMONY AND UNITY”

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# ACKNOWLEDGEMENTS

This Community Action Plan (CAP) was developed through the Walgett Gamilaraay Aboriginal Community Working Party (CWP).

We acknowledge and pay our respects to the Elders past, present and those to come of the Gamilaraay Nation of which the Walgett 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 Walgett.

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 document remains the property of the Walgett Gamilaraay Aboriginal CWP

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

Walgett is located within the country of the Gamilaraay people in the Walgett Shire. It is home to 1546 people, of whom 757 identify as Aboriginal. The Aboriginal people of Walgett are mostly from the Gamilaraay, Yuwaalaraay and Ngayimbaa nations. The two Aboriginal communities of Namoi and Gingie are located close to Walgett on Aboriginal land.

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

The WGACWP 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 Walgett Aboriginal Community. When working in Walgett, external agencies should follow the engagement process set by the Walgett CWP to ensure they adhere to principles of LDM, co-design and community capacity building.

The Walgett Gamilaraay Aboriginal CWP follows priorities in housing, health, youth and early childhood, safer communities, law and justice, leadership, community and economics, underpinned by the pillars of Culture and Heritage and Education and Training. This CAP was reviewed and endorsed in 2019. It sets out goals and objectives in the seven action areas of Education and Training; Employment and Economic Development; Infrastructure Upgrades; Youth; Health; Culture and Safe communities.



# OUR STORY, OUR PLAN

Our ancestors fought hard through their lives for our people and our rights. We wish to acknowledge the strength, courage and wisdom of our ancestors who lived with this land and were nurtured by the spirit here which kept them alive and well, living in harmony and unity.

We need to become a unified community of people, white and black, resting on values of what it is to be better human beings, creating a future for our children and grandchildren through careful husbandry of the resources of this land and through care and respect for all people.

We acknowledge our elders and look to them for advice and direction drawn from the experience of their lives and from what they have learnt from those who have gone before.

We honour and support the adults in our community who are working hard to not only be good providers for their families but also who have taken on great commitments to the community through their mainly voluntary contributions to developing better governance and management capabilities in the organizations and enterprises we started. We are particularly proud that they are using the skills they have learnt through the education we made sure was available to them.

We want to care, nurture and teach the young to ensure they build on what their ancestors, grandparents and parents have started so they can continue to create a healthy, responsible, caring, community in the future.

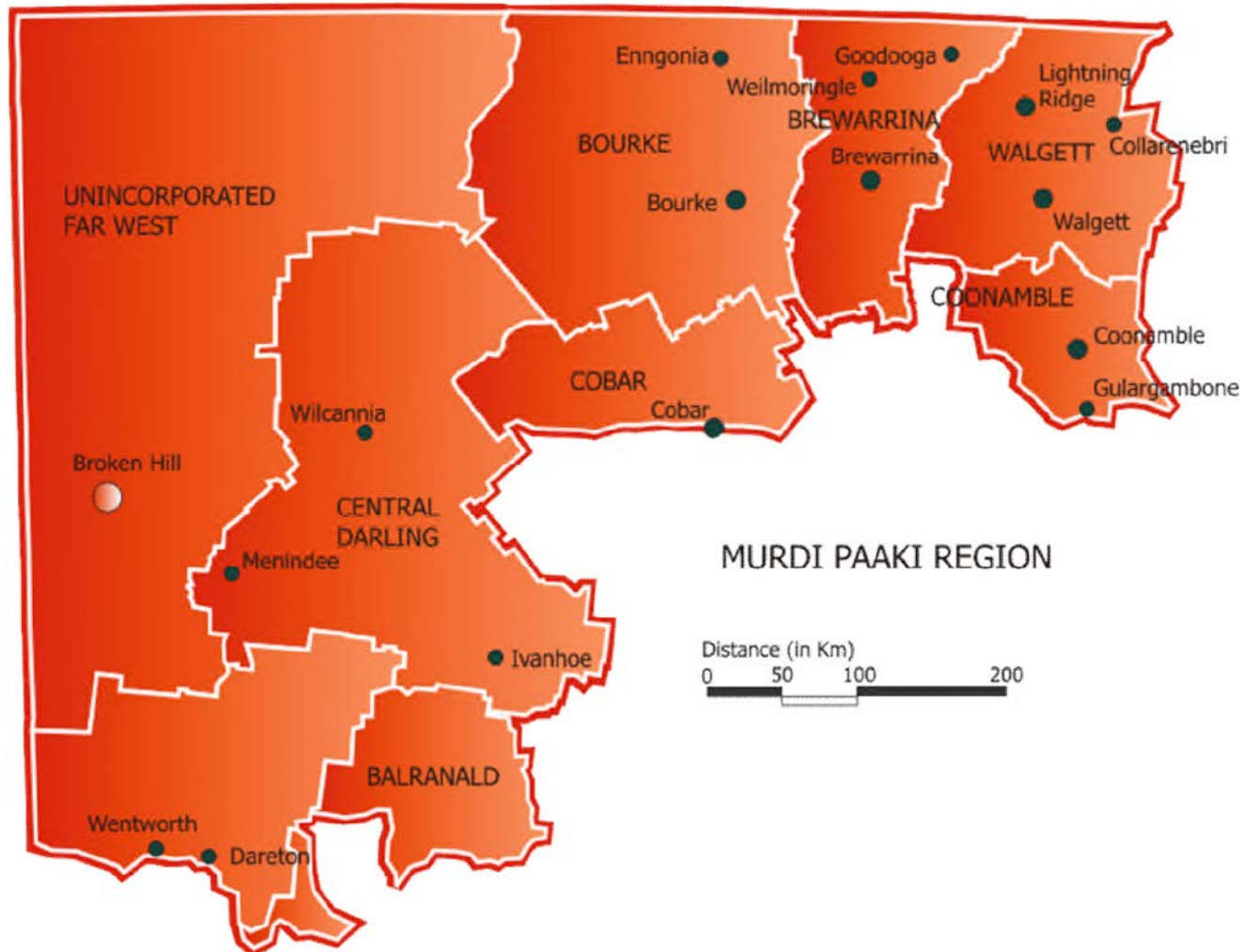
The Aboriginal community of Walgett want to bring together all the people of this place into a harmonious, peaceful, creative, healthy and constructive community which will lead the way as a model around the country for a truly reconciled way to live in this land and with each other. This is a plan for the whole Walgett community.



# COMMUNITY PROFILE

## MURDI PAAKI REGION

Walgett is in the north-east of the Murdi Paaki Region in the Walgett Shire.



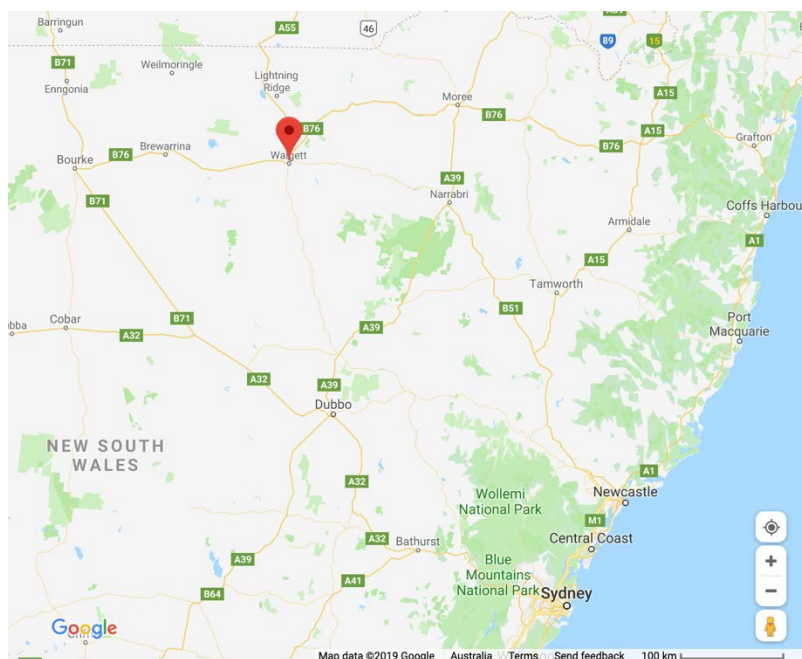
*Murdi Paaki Region (Murdi Paaki Regional Plan)*

## LOCATION

The name Walgett comes from a Gamilaraay word meaning “the meeting of two waters”.

Walgett is in Gamilaraay country, in the central north of New South Wales, at the junction of the Namoi and Barwon Rivers. Walgett is 1.5 hours’ drive south of the Queensland border, and 9 hours’ drive north-west of Sydney. Lightning Ridge is the closest township to Walgett situated 45 minutes’ drive from Walgett. To the west of Walgett are the Grawin, Glengarry and Sheepyards opal fields, and the wetland and nature reserve, Narran Lakes. Dubbo is 270kms south of Walgett.

Walgett Shire is in the State Electorate of Barwon and the Federal Electorate of Parkes. Walgett Shire includes the townships and localities of Lightning Ridge, Collarenebri, Pilliga, Pokataroo, Rowena, Burren Junction, Cryon, Cumborah, Glengarry and Carinda. The Shire covers 22,336 square kilometres and the population is approximately 6 107 residents (2016 Census).



*Walgett, Location in North-Western NSW*

*(Source map on right: NordNordWest/Wikipedia, <https://creativecommons.org/licenses/by-sa/3.0/de/legalcode>)*

## ABORIGINAL COMMUNITY

The Aboriginal people of Walgett are mostly from the Gamilaraay, Yuwaalaraay and Ngayimbaa nations. They have a renowned cultural heritage of warrior weapon making and an active artists community.

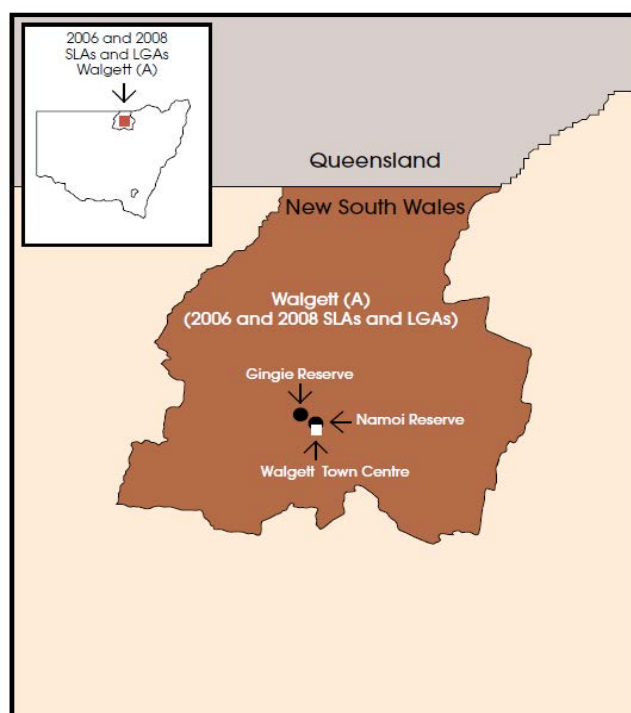
The Dharriwaa Elders Group (DEG) work to sustain Aboriginal culture in the community and publish a monthly magazine, "Yundiboo", which promotes the literacy of the Yuwaalaraay and Gamilaraay languages and culture.

## NAMOI AND GINGIE VILLAGES

Two Aboriginal communities are located close to Walgett on Aboriginal land: Gingie Village (171 ha) is situated 10 kms west of Walgett and Namoi Village (42.9 ha) is 3kms north of Walgett. Both communities are home to up to 100 Indigenous families in total.

Reserves were established under Aboriginal Protection Acts both in and out of New South Wales towns as early as the 1880s. Gingie (formerly Barwon) Mission was first gazetted in 1895. Namoi Reserve was established in 1952.

Gingi (Gingie) Station, the name taken from an Aboriginal word for a waterhole, was one of the largest pastoral stations in the state. In 1876, it occupied 250,000 acres (100,000 ha) and ran 95,000 sheep. Gingi also had the largest stockyard in Australia at the time, covering over six acres (2.5 ha) and equipped to process 10 000 head of cattle. Many Aboriginal people worked as stockmen, station hands and domestics on these stations.



By 1969, the NSW Housing Commission assumed responsibility for Indigenous rental housing in towns and on some reserves. With the reform to Aboriginal Affairs in the early 1970s and the Aboriginal Land Rights 1983 (NSW) Act, many town campers gained freehold tenure and funding to build conventional houses and install infrastructure on their old town camp sites. Title to Namoi and Gingie was transferred to the Walgett Local Aboriginal Land Council after the passing of the NSW Aboriginal Land Rights Act in 1993. Walgett Local Aboriginal Land Council also owns many houses and blocks of land in Walgett township.



## COLONIAL HISTORY

Captain Charles Sturt was the first European to see Barwon River in February 1829 while exploring western NSW. Two of the first non-Indigenous settlers in the area were Mrs. Ulambie and Mr. Henry Cox, who arrived in 1848. Mr. Cox was the owner of the “Wareena Run”, which later became the site of the town of Walgett. During early settlement Walgett was variously referred to as Walgett, Walchate, Wingate, Warrena, Warrana and Walgett.

The town of Walgett was officially proclaimed on 20 March 1885. Non-Indigenous people’s incursions onto land traditionally inhabited by Aboriginal people, and the inevitable competition over land and resources, resulted in violent conflicts between Aboriginal people and new settlers.

## SERVICES

The following services operate within the Walgett community:

- Mission Australia
- McKillop Rural Community Services
- Local Schools and TAFE
- Division of Outback Practices
- Walgett Medical Services
- CentaCare
- Ambulance Services
- Wellways
- Café 64 (Job Services Australia -JSA)
- Legal Aid
- Local Fire Brigade
- Police

## POPULATION STATISTICS<sup>1\*</sup>

At the 2016 Census, the ABS Indigenous Location of Walgett had a total population of 1546 people, of whom 757 or 49% identified as Aboriginal and Torres Strait Islander. Of the First Nations population, there were 410 females and 350 males. There were 235 individuals under the age of 14 years old (31% of the First Nations population) and 53 over 65 years old (7%). The median age of Walgett's First Nations people was 27 years. None spoke a First Nations language at home.

Of the 502 First Nations people 15 years or over no longer attending school, 89 (17.7%) attained year 12 or equivalent. 24 of these people (4.7%) had a higher education qualification at a certificate level, 5 at an advanced diploma or diploma level and 4 people, all between the ages of 55 and 64, had a bachelor's degree. Ten people indicated they were currently attending TAFE. 39.9% of First Nations people in Goodooga were participants in the labour force. There was a 29.8% unemployment rate within this group. The total percentage of the population in employment was 29%.

The median personal income amongst First Nations people aged 15 years and over was \$393 per week; 39 (7.4%) people received no income at all. 10.8% of the First Nations adult population earned over \$1000 per week. The median weekly household income for First Nations families was \$831 per week.

The average household size for First Nations families was 3.1 people with an average of 0.9 people per bedroom. The proportion of dwellings that needed one or more extra bedrooms was 10.9%.

According to the Baseline Mapping Report, completed in 2010 under the Remote Service Delivery Initiative, the Aboriginal population of Walgett was projected to grow from 1002 in 2011 to 1748 in 2026. The number of Aboriginal people aged under 20 was predicted to increase from 329 to 681 over this period. The changing size and age composition of the Indigenous population of Walgett will increase the need for housing, employment opportunities, and particularly aged care and health services (Data from the Baseline Mapping Report which was completed in 2010 under the Remote Service Delivery initiative).

The Walgett region has one of the lowest socio-economic statuses in NSW. Under the ARIA Remoteness Index, Walgett is classified as Remote.

\*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>1</sup> Australian Bureau of Statistics, 'Walgett (ILOC 10300605) 5.8km<sup>2</sup>', 2016 Census of Population and Housing: General Community Profile. Catalogue no. 2002.0  
[https://quickstats.censusdata.abs.gov.au/census\\_services/getproduct/census/2016/communityprofile/ILOC10300605?openDocument](https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/communityprofile/ILOC10300605?openDocument), accessed 17 Sept 2019.



# WALGETT GAMILARAAY ABORIGINAL COMMUNITY WORKING PARTY

## HISTORY

The Walgett Gamilaraay Aboriginal CWP in its present form has a history of over 20 years of governance in Walgett which was officially formalised under the 2003-2007 COAG trial agreement, of which Walgett continues to be an active member of the MPRA. The Walgett community established an Aboriginal CWP in the late 1980s to enable them to function as the key point of contact with government. The CWP's purpose was originally to provide community liaison relating to the planning and provision of housing under the NSW Government Aboriginal Community Development Program. Membership of the Working Parties was 'refreshed', at the commencement of the RSD, and they then had responsibilities for dealing with a wide range of issues affecting the community and its relationships with government bodies. In the present context, the role of CWPs canters on community governance rather than the day-to-day coordination of the delivery of services to each community.

In 2003, Walgett commenced the Murdi Paaki Council of Australian Governments (COAG) trial. 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 Walgett Aboriginal community.

The WGACWP has demonstrated its ability to represent the views and advocate on behalf of the Walgett Aboriginal community. This was formally recognised under the Two Ways together Partnership Community Program in August 2010. It is the point of contact for many parties including Local, State and Federal government.

## ROLE AND PURPOSE

CWPs are the peak Aboriginal governance and representative body for each community within the Murdi Paaki region. CWP members (and especially CWP Chairs) have dedicated much time and energy to building community cohesion and governance capacity. Their work includes preparing for and attending CWP meetings, attending regular Community Governance Workshops, and attending meetings of the MPRA where engagement with Government to improve services that Close the Gap are a priority for discussion and resolution.

A CWP's function is to provide communities with the ability to respond more effectively and efficiently to the community's requirements in a holistic manner. The CWPs provide a direct link to the Regional Assembly from individuals and/or community groups and vice versa. The CWP is instrumental in providing a link to offer knowledge, advice and support to the community's service providers. This relationship ensures resources are being responsibly utilised and service provision aligned with community requirements.



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 Walgett 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.

The WGACWP has been established to: -

- Endorse, support and advocate for projects and programs that work towards achieving the outcomes developed in this plan
- Provide a forum for the leaders of the Aboriginal community to meet together and support each other in developing our community
- Create a community that is just, safe, alive, healthy, respectful and enjoyable
- Work towards developing and implementing the clear, unified and long term aims and essential outcomes of our whole community
- Provide direction to government and other service providers for the provision of services to the Aboriginal people of Walgett
- Monitor, evaluate and review the operations of service providers to the Aboriginal people of Walgett

## ACHIEVEMENTS

- Establishment of a Community Reference Group as part of the Murdi Paaki COAG Trial (2003).
- Formation of the Walgett Gamilaraay Aboriginal CWP as a recognised governance body under the Two Ways Together Community Partnership Program (2009)
- CAP has been reviewed and endorsed at regular intervals.
- Consistent representation by WGACWP Chairs on the MPRA.

## VISION

The vision statement was completed by members of the WGACWP.

*“A unified, healthy, harmonious, respectful, creative and educated Walgett Community, economically strong and living with care, nurture and respect for the land, for our ancestors, our Elders, our adults, our youth, our children and future generations”*

## GUIDING PRINCIPLES

The Guiding Principles for the Walgett Aboriginal Community are:

- We leave this place a better place for those who follow.
- We work for what the whole community needs, no-one left behind.
- We respect the land as the basis of our life and culture.
- We remember our history and the values of courage, excellence, and wisdom passed from our ancestors.
- We support programs that are relevant, community based and sustainable.
- We make decisions in an open, transparent, consensus manner.
- We fully utilize the resources that we have.
- We are responsible for our youth who are our future and teach them to be responsible and respectful and to provide input for the future as well.
- We create equity of opportunity.
- We share our ideals.

## MEMBERSHIP

The WGACWP meets on a regular basis. It has representatives from the community as well as from the major Aboriginal service organisations and Aboriginal representatives from Government and non-Government agencies. The table below lists representatives from different groups.

MEMBERSHIP	
<b>Elders</b>	Dharriwa Elders; Community Elders
<b>Individuals</b>	Men; women; male youth; female youth
<b>Communities</b>	Namoi; Gingie; Town.
<b>Organisations</b>	Walgett Aboriginal Medical Service (WAMS); Local Aboriginal Land Council (LALC)



	Regional Enterprise Development Institute Ltd (REDI.E)
	Thiamali
	Aboriginal Legal Service (ALS)
	Aboriginal Education Consultative Group (AECG)
	Koolyangarra

## OUR DECISION MAKING

Our decision making is based on consensus and respect for the individual and family. As the CWP this means ensuring that all sections of our community have a voice and that everyone knows what is going on and has an opportunity for their voice to be heard. This can mean that some decisions take longer than in the western world. However, this process creates decisions that are more effective in the long term. Consultation and participation in all of our decision making is crucial to effective and long-term community development.

The main role of the WGACWP is to endorse strategies, programs and projects that are in line with our main aims and essential outcomes. Proposals for these will be presented to the WGACWP with an executive summary as well as more detailed outlines. The WGACWP will then formally endorse the proposals, request more information, or not endorse if it is felt they do not fit within the general aims and directions of the Strategic and Action plans.

## VOTING RIGHTS

Voting rights sit with Aboriginal members only.

Non-Aboriginal members will have associate membership including but not limited to service providers, local mainstream businesses and government agencies.

## QUORUM

Must have a minimum of 4 Aboriginal members in attendance at the meeting to vote and make decisions.

The Chairperson or Deputy Chairperson must also be present in all decisions requiring a vote.

# ORGANISATIONAL STRUCTURE

The internal structure refers to the governance of the Walgett Gamilaraay Aboriginal CWP itself and its connections to the Aboriginal community and the MPRA. The WGACWP 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 WGACWP sits within the MPRA, its relationship with NSW Government departments is governed by the Murdi Paaki LDM Accord Mark II, drafted in May 2019 (Annexure A).

The external organisational structure gives an overview of the community environment within which the WGACWP sits. Services delivered in the Walgett Aboriginal community operate under the guidance of the WGACWP 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 LDM.

## 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. MPRA</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>

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

**MPRA** and its membership of 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.

**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 CWP 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 Walgett CWP.
<b>Aboriginal Community Members</b>	Act in an advisory role and as members of the Walgett CWP.
<b>MPRA</b>	Is the governing arm of CWP in the Murdi Paaki region.
EXTERNAL	
<b>MPSL</b>	Is the operational arm of the MPRA.
<b>State and Federal Government</b>	Consults consistently with the Walgett CWP as the peak 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 Walgett CWP.
<b>NGOs</b>	Help the Walgett CWP achieve goals through appropriate assistance and funding opportunities; are accountable and responsible to the Walgett CWP, using it to oversee the implementation of Aboriginal programs within the Walgett community.
<b>Private Sector</b>	Work with the Walgett 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 Walgett CWP and should be encouraged in active participation.

Table 1: Roles, Internal and External Bodies

## THE ACCORD

As the WGACWP sits within the MPRA, the relationship between the CWP and NSW Government departments is governed by the Murdi Paaki LDM 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 WGACWP 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>2</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 LDM 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>3</sup> In turn, by working through MPSL to support CWP's to develop, review and deliver the CAP, the Assembly meets its obligations to 'support CWP's in negotiating agreements with the NSW Government at a community level to plan for and deliver local initiatives.'<sup>4</sup>

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<sup>2</sup> Murdi Paaki Local Decision Making Accord, May 2019, pp. 3-4.

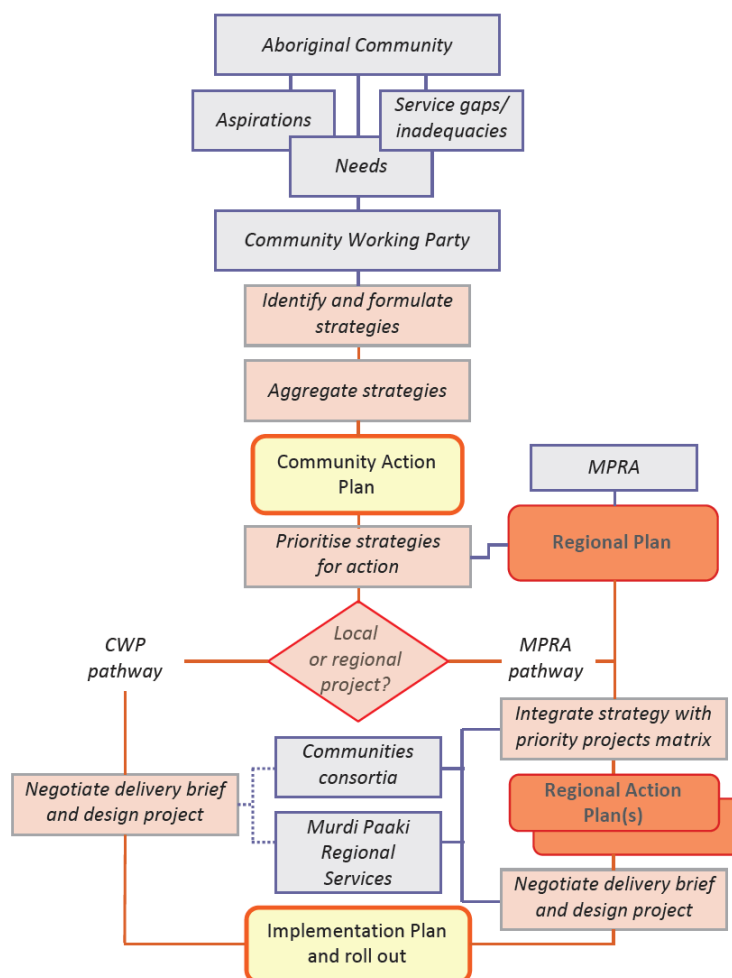
<sup>3</sup> Murdi Paaki Local Decision Making Accord, May 2019, p. 6.

<sup>4</sup> Murdi Paaki Local Decision Making Accord, May 2019, p. 7.

# THE PLAN

## INTERNAL IMPLEMENTATION PROCESS

This CAP was developed by the Walgett Gamilaraay Aboriginal CWP to reflect the aspirations and needs of the Walgett 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 Walgett Aboriginal Community. The steps below, further illustrated in the following flowchart, will ensure an engagement process guided by principles of co-design, 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.

#### 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.

#### 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.

## Endorse

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

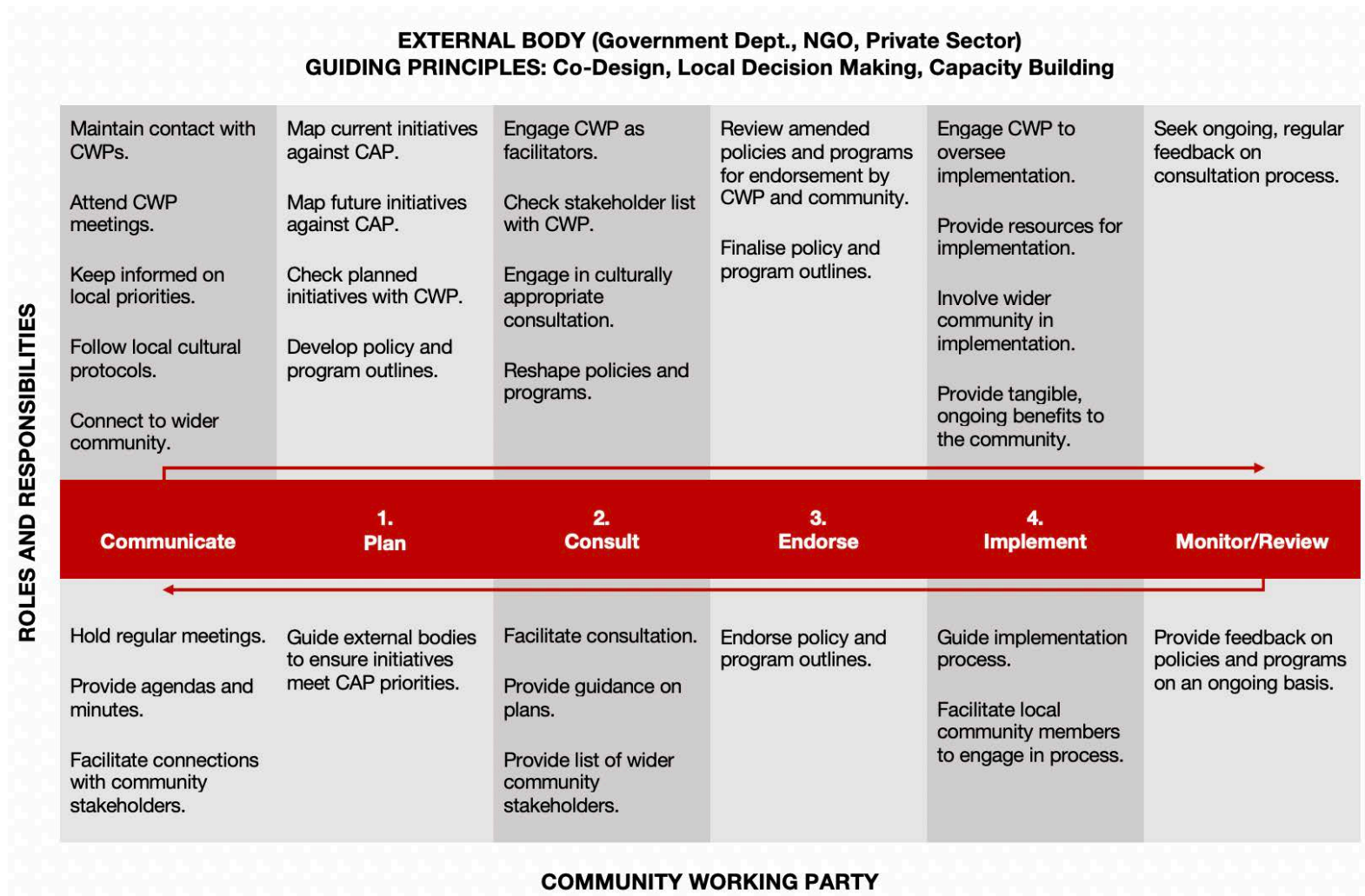
## Implement

- 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.

## 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 Walgett 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 Walgett 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**

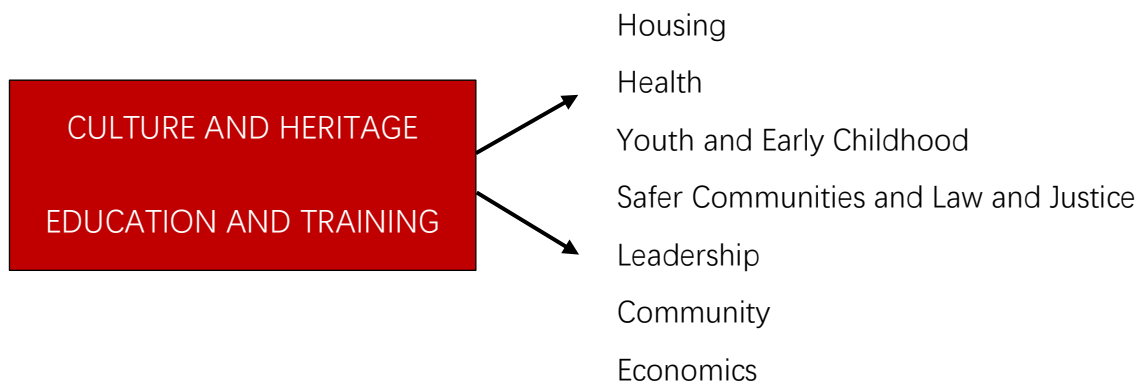
## WALGETT ACTION PLAN

This action plan was developed to give a clear focus for the future for all members of the Walgett Community. It aims to be inclusive of all peoples and was developed with a view to changing the future of the young people of the community, not looking to the past and repeating the mistakes of the past.

It should be noted that the plan requires consultation and co-operation between all community members, including Aboriginal people, Elders, Local, State and Federal Government employees and other persons employed by Non-Government organisations in town.

The WGACWP remains the recognised Governance Body in Walgett and will continue to strive for better outcomes for both the Aboriginal and non-Aboriginal residents in the area.

Generally, the WGACWP focusses on the following action areas, all underpinned by Culture and Heritage and Education and Training.



## PRIORITY GOALS

The Action Plan was completed from information sourced through the goals established by the Walgett Gamilaraay Aboriginal CWP. The goals sit underneath seven action areas.

### **Education and Training**

- Skills training and Employment for local organisations

### **Employment and Economic Development**

- Ongoing support for the Dharriwaa Elders Group (DEG), including premises upgrade and sustainable core operating funds
- Housing maintenance and repair business

### **Infrastructure Upgrades**

- Foundation Hall Project – transfer of Caveat
- Namoi and Gingi Roads
- Subdivision of Dewhurst, Namoi and Gingie Villages
- Community hall and conference center for 500
- New youth center and youth organisation, facilitating and delivering youth activities and coordinating existing youth services. To be consulted on the new PCYC.

### **Youth**

- Coordinated youth activities

### **Health**

- Health coordination
- Two new buildings needed for Walgett Aboriginal Medical Service Co-operative

### **Culture**

- Cultural Programs
- Establishment of incorporated Women's Group

### **Safe communities**

- Partnership with Walgett Shire Council (WSC)
- Housing
- Clean up reserves

# ACTION PLAN

## 1. EDUCATION AND TRAINING

**Goal:** To build skills training and employment opportunities to build participation of Aboriginal community members.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
1.1 Ensure development and availability of skills training and employment for local organisations.	Secure Governance and capacity building training for local Aboriginal organisations as well as the WGACWP to equip younger community members to eventually take on management and leadership roles.		Ongoing
	Secure Secretariat support for the WGACWP.		Achieved
	Succession planning – up skilling of local Aboriginal community members into manager and leadership positions.		Ongoing
	Audit of local skills to assess skills deficiencies required and to match Community Priorities with skills shortage and jobs available. (Identify who has certificate qualifications.		Ongoing
	Work with TAFE, Education services and other RTOs to be accessible and versatile in the delivery of training.	TAFE, DEEWR, RTOs	Ongoing
	Develop TAFE supported training packages for local Aboriginal community members to lead to employment opportunities in 2.2 (house maintenance and repair business) and 3.1 (upgrade of Foundation Hall).	TAFE	
	Develop TAFE supported training packages for local Aboriginal community members to lead to other employment opportunities such as Security.		

## 2. EMPLOYMENT AND ECONOMIC DEVELOPMENT

**Goal:** Support economic development projects to secure a future for the Walgett Aboriginal community.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
2.1 Ongoing support for the Dharriwaa Elders Group (DEG).	Secure ongoing, sustainable funding to support the core operating functions of the DEG to have a strong viable future.		
	Support the DEG to provide a cultural learning hub incorporating a keeping place, cultural exhibitions, heritage information and management, schools and communities learning programs and Elders support.		
2.2 Establish and support a housing maintenance and repairs business to fill the current demand.	Conduct a feasibility study into establishing a housing maintenance and repair business in Walgett to support applications for funding.		
	Establish a maintenance and repair business to create sustainable long term employment for local people with training as outlined in 1.1.		

## 3. INFRASTRUCTURE UPGRADES

**Goal:** Facilitate upgrades to key community buildings and infrastructure.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
3.1 Upgrade and refurbish the Foundation Hall as a culturally significant building for the Walgett Aboriginal community.	Create training and employment opportunities for the refurbishment as outlined in objective 1.1.		Ongoing
	Utilities previously undertaken scoping study on the Hall refurbishment.		Ongoing
	Following the refurbish, build economic development opportunities for the Walgett Local Aboriginal Land Council.		Ongoing
	Transfer Foundation Hall title from Murdi Paaki Regional Housing Corporation		Achieved

	(MPRHC) to the Walgett Local Aboriginal Land Council (WLALC).		
3.2 Upgrade of the roads within Namoi and Gingie Villages to support safe passage of school bus after rain and no longer pose a health risk as a breeding ground for mosquitos.	Engage newly established housing maintenance and repair business (2.2) to upgrade roads.	Walgett Local Aboriginal Lands Council, Walgett Shire Council	Achieved
	Fill in potholes and fix drainage.		
3.3 Finalise subdivision of Dewhurst, Namoi and Gingie villages to allow for home ownership opportunities.	Seek advice from Walgett Shire council on the exact scope of work that needs to be completed.		
	Conduct water and sewerage works at Namoi.		
	Conduct roads and guttering works at Gingie.		
3.4 Construct a community hall and conference centre for 500 people to be smoke, gambling, drug and alcohol free for social activities, meeting and training events and a non-licensed venue for funeral, wakes and weddings.	Engage repair and maintenance business for works.		Ongoing
	Partner with key organisations and businesses to secure funding and manage project.		
3.5 Construct a new youth centre to address inadequacies of current one.		Walgett Shire Council, PCYC	Achieved.

## 4. YOUTH



**Goal:** Ensure youth have access to a variety of services and programs and are supported in their health and wellbeing.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
4.1 Establish and support ongoing operations of a community run youth organisation.	Establishment of a community run youth organisation.	PCYC	Achieved
	Ensure coordinated delivery of youth activities.	PCYC	Ongoing
	Provide consultation to PCYC programs and Centre.	WGACWP	Ongoing
4.2 Establish and support a community hub with youth development activities located at the Walgett High School.	AECG and LALC to coordinate cultural activities as courted appointed community work.	Walgett High School; AECG; LALC	Achieved and ongoing
	Use community hub for community functions and meetings.		
4.3 Ensure variety of youth activities and programs available across town.	Utilise CDP building with sewing machines, computers.		
	Secure funding to extend Birrang Driver's License program.	Birrang	Achieved and ongoing
4.4 Support youth health and wellbeing.	Work on whole of community action against drugs and anti-social behaviour.		Ongoing

## 5. HEALTH

**Goal:** Coordinate and support health services across community.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
5.1 Support co-ordination of Walgett services in health, education and early childhood.	Ensure outside agencies confer with local agencies before implementing new services to avoid duplication.		Ongoing
	Build strategies to address the difficulty in recruiting and retaining personnel such as doctors, nurses, dentists, allied health professionals and Aboriginal Health Workers.		
5.2 Ensure provision of specialist health services in Walgett.	Secure funding for specialist health services such as speech pathology.	Walgett Aboriginal Medical Services, Walgett Health Service	Ongoing

## 6. CULTURE

**Goal:** Sustain, educate and empower both the Aboriginal community and service providers through understanding of culture.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
6.1 Support the delivery of a cultural program for service providers.	Provide support to deliver a Cultural Appreciation program to address the high need for service providers to attend a localised community and cultural induction and training.	CWP WLALC WAMS Dharriwaa Elders	12 months
6.2 Sustain, educate and empower our Aboriginal community with knowledge, understanding and connection to culture.	Arrange community visits to Narran Lakes.	AECG LALC	Ongoing
	Introduce other Culture and Heritage Sites that fall within the Gomeroi Nation.	Local Schools	



## 7. SAFE COMMUNITIES

**Goal:** Ensure our community is safe and protected.

Objectives (WHAT)	Strategies (HOW)	Responsibilities (WHO)	Priority (WHEN)
7.1 Build formal partnerships with Walgett Shire Council and service providers to.	Create and implement diversion programs for Youth, Victims of Domestic Violence, Drugs and Alcohol user	Local Police; CWP; Walgett Local Aboriginal Lands Council; Walgett Aboriginal Medical Service	Immediately
	Establish and support a position for a youth development officer.		
	Work with police to ensure a stronger police presence to prevent crimes.		
	Work with Council to get DA approval for infrastructure objectives.		
7.2 Clean up reserves so they are safe and healthy environments to live in.	Repair lighting.	LALC	Achieved
	Ensure ongoing repair and maintenance of reserves through maintenance and repair business.		
	Work with LALC to create funding submission for this.		



# APPENDICES

**A.** Amendments

**B.** Current and Future Initiatives Template

## APPENDIX A: AMENDMENTS

### Walgett CAP Amendments

Page No.	Section No.	Description	Adoption date

## APPENDIX B: CURRENT AND FUTURE INITIATIVES TEMPLATE

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



# ANNEXURES

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