

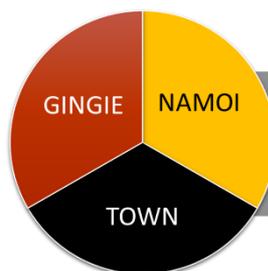


WALGETT ABORIGINAL COMMUNITY WORKING PARTY

COMMUNITY ACTION PLAN 2023



**MURDI PAAKI
REGIONAL
ASSEMBLY**



Together we can make a
difference working with our
Community for our Community



A MESSAGE

From the Members of the Walgett 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”



ACKNOWLEDGEMENTS

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

We acknowledge and pay our respects to the Elders past, present and those to come of the Gamilaroi 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 anyway.

This document remains the property of the Walgett Aboriginal Community Working Party.

ABBREVIATIONS

AHO	Aboriginal Housing Office
AU	Australian Unity
CAP	Community Action Plan
COAG	Council of Australian Governments
WCWP	Walgett Community Working Party
DOE	Department of Education
DEEWR	Department of Education, Employment and Workplace Relations
DHWHD	Dept of Health - Western Local Health District
HEHP	Housing Environmental Health Plan
IBA	Indigenous Business Australia
KCS	Kirinari Community Services
MPRA	Murdi Paaki Regional Assembly
MPSL	Murdi Paaki Services Limited
NDIS	National Disability Insurance Scheme
NGO	Non-Government Organisation
NIAA	National Indigenous Australian Agency
RAHLA	Regional Aboriginal Housing Leadership Assembly
RDA	Regional Development Australia
REDI.E	Regional Enterprise Development Institute Ltd
RFDS	Royal Flying Doctors Service
MFS	Mackillop Family Services
MA	Mission Australia
NSWPF	NSW Police Force
TAFE	Technical And Further Education
WAMS	Walgett Aboriginal Medical Service
PCYC	Police and Community Youth Club
LALC	Local Aboriginal Land Council
MPS	Multipurpose Service (Hospital)
TFVSIC	Thiyama-Li Family Violence Service Indigenous Corporation
TSEP	Tenancy Support Education Program
WSC	Walgett Shire Council
DCJ	Department of Communities and Justice
CC	CentraCare
W	Wellways
OCHREH	OCHRE Health
KP	Koolyangarra Preschool
WCCHS	Walgett Community College High School
WCCPS	Walgett Community College Primary School
LA	Legal Aid
ALS	Aboriginal Legal Service
AECG	Aboriginal Education Consultative Group
RNSW	Regional NSW
AA	Aboriginal Affairs
MPY&EL	Murdi Paaki Young & Emerging Leaders
WOW	Women Of Walgett
WCCH	Walgett Cultural Community Pop-Up Hub
V	Verto
BE	Best Employment
JLP	Joblink Plus
NSWALC	New South Wales Aboriginal Land Council
MH	Marathon Health
CK	Coolabah Kids
HiP	Homes In Place
DH	Dreamtime Housing
C	Centrelink



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EXECUTIVE SUMMARY

This CAP has been developed by the Walgett 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 WACWP to improve services and programs.

Walgett is located within the country of the Gamilaroi 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 Gamilaroi, Yuwaalaraay and Ngayimbaa nations. The two Aboriginal communities of Namoi and Gingie are located close to Walgett on Aboriginal land. The Walgett Aboriginal Community Working Party would also like to acknowledge our neighboring nations.

The Walgett 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 WACWP 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 Aboriginal CWP to ensure they adhere to principles of LDM, co-design and community capacity building.

The Walgett 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 2022 however it is a live document that can be amended at any time. 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, regardless of race, 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 organisations 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.

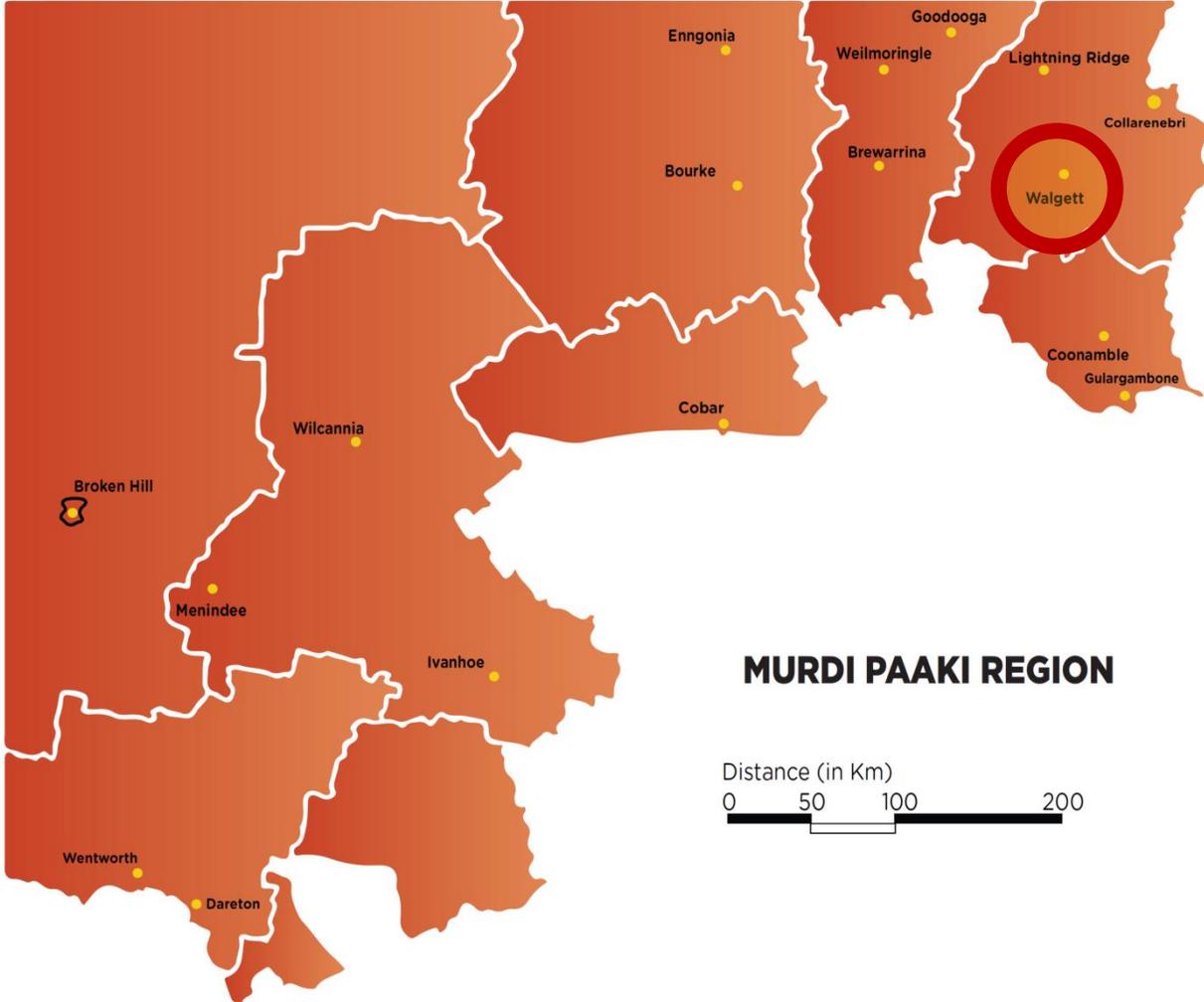
We want to care, nurture, and teach the young to ensure they build on what their ancestors, grandparents and parents have started so they can continue to create a healthy, responsible, caring, community in the future.

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, working together for the community with the community.

COMMUNITY PROFILE

MURDI PAAKI REGION

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

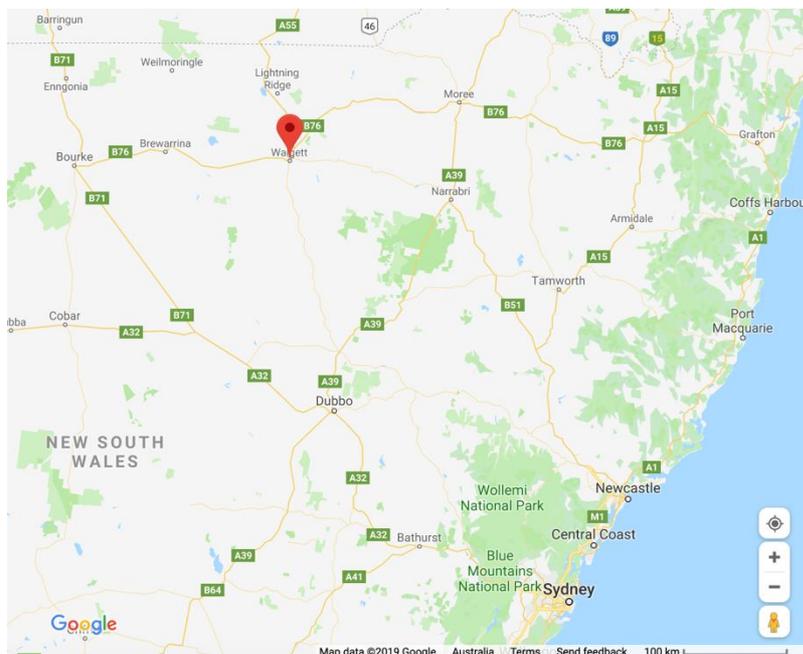


LOCATION

The name Walgett comes from a Gamilaroi word meaning “the hole in the ground where two Rivers meet”.

Walgett is on Gamilaroi 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 Gamilaroi, Yuwaaliyaay and Ngayimbaa nations. They have a renowned cultural heritage of warrior weapon making and an active artists community.

Many organisation and individual Aboriginal people in the Walgett community work together to sustain Aboriginal culture and language in the community.

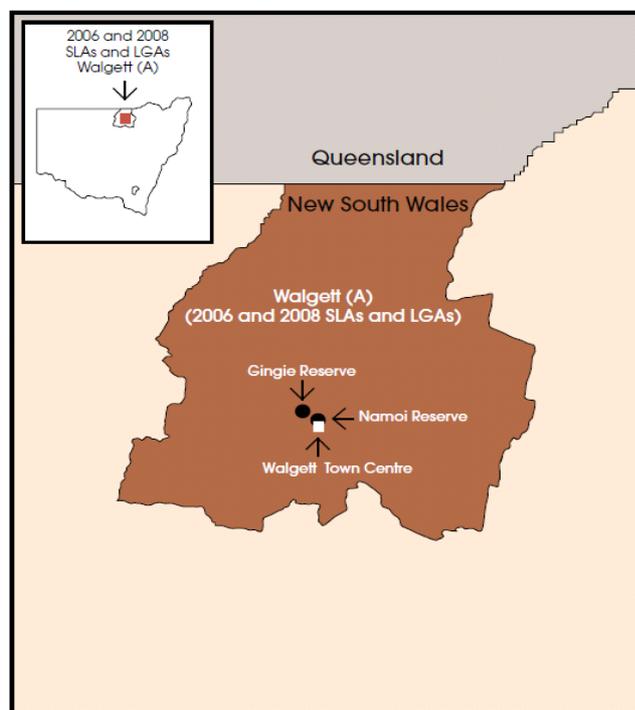
WALGETT, NAMOI Village AND GINGIE Reserve

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

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 "where froth can be seen on top of the water during flood " 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.

Walgett has seen a succession of Aboriginal reserves. The first of these (R. 9,656) was gazette on 14th September 1889 just downstream of the section of river known as Montkeila Bend South-West, on a 100-acre (40.5 ha) area of what was then Namoi River frontage (now an oxbow lake) which had been used for some time as an informal camp. This parcel of land had previously been gazetted as water reserve, and, was situated on part of the resumed area of the Ulumbie pastoral run. The area known as Nicholls Island incorporates a cemetery associated with this reserve. Only six years after it was gazetted, this reserve was revoked (19th October 1895), as a result of white town residents complaining about Aboriginal people living close to town. The reserve was in force for such a short period that it does not appear as such on any of the charting maps, but it is possible to identify the site from the description in the gazettal. On the same date that the reserve was revoked, an area of 320 acres (130 ha) was reserved on the resumed



portion of the Gingie run, 10 km from town on the right bank of the Barwon River (R. 23,077). Having revoked the Montkeila Bend Reserve and then proclaimed one at Gingie (which was not at the site of the station camp), the APB then left the Gingie reserve to its own devices. People continued to live in informal camps at Namoi Bend (where the Namoi community is now – it was not a reserve at the time) as shown in Figure 2.2, Montkeila Bend, at the traditional pastoral camp at Gingie and, for those in pastoral employment, at the other eight pastoral camps in the area. Ceremonies continued to be held without any interference from pastoralists, and language continued to be spoken.

By 1969, the NSW Housing Commission assumed responsibility for Aboriginal 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-Aboriginal 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 and Warrana.

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.

POPULATION STATISTICS^{1*}

The total 2016 Census count for the Walgett urban areas (including Gingie and Namoi Villages) was 1,691, of whom 902 identified as First Nations people. If these counts are adjusted to account for the Census undercount by the ratio of the more accurate 30th June 2016 ABS First Nations Resident Populations (ERPs) to the 2016 Census counts for Walgett LGA, the resident First Nations population for the Walgett urban area (again, including the two villages) is estimated to have been 1,166 people, and the non-Indigenous population, 878, giving an Aboriginal population fraction of 57%. The First Nations population projected to 2023 (using ratios from the ABS Series B population projection for the North Western NSW Indigenous Region) is 1,207.

Further information on socioeconomic status of the population is unavailable for Namoi Village (2016 Census count 85) so the following data are for Walgett and Gingie only. As the status of the population in each community vary markedly, data have not been aggregated. The following table compares the datasets.

Variable	Walgett		Gingie	
	No.	%	No.	%
Male and female populations	350/410	46%/54%	26/34	43%/57%
Median age	27		34	
Persons aged 14 years and under	241	32%	14	28%
Persons aged 65 years and over	53	7%	4	7%
Persons 15+ left school with Yr 12	89	18%	3	7%
Post-school education: certificate	42	8%	3	7%
Post-school qualification: diploma	18	3%	0	
Post-school qualification: degree	15	3%	0	
Studying at TAFE	10		3	
Persons participating in labour force	208	40%	8	21%
Unemployment rate		30%		50%
Employment to population ratio		29%		18%
Median personal weekly income	\$393		\$346	
Median household weekly income	\$831		\$899	

¹ Australian Bureau of Statistics, 'Walgett (ILOC 10300605) 5.8km²', 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?openocument, accessed 17 Sept 2019.

No personal income	39	7%	0	
Population earning \$1,000+ p.w.	57	11%	0	
Average household size	3.1		5.0	
Dwellings needing 1+ extra bedroom(s)		11%		27%

Under the ARIA Remoteness Index, Walgett is classified as Remote. The Walgett Local Government Area is severely disadvantaged. The ABS SEIFA Index of Relative Socio-economic Disadvantage based upon the 2016 Census placed Walgett LGA third highest of all LGAs in NSW in terms of disadvantage. The 2021 SEIFA IRSD places Walgett fifth most disadvantaged in NSW but this is likely to be an artefact of the low First Nations census response in Walgett due to the COVID-19 pandemic.

* The ABS census consistently undercounts First Nations people at a much higher rate than the non-Indigenous population. Because the 2021 Census was conducted at the height of COVID-19 outbreaks in Murdi Paaki towns, the undercount is much worse than usual, and the data collected appear skewed to the more advantaged fraction of the population. This being the case, it was decided for the purpose of estimating the population current at the time of preparing this Plan to use the 2016 ERP factored by ABS population projection, and to use 2016 Census data to derive insights relating to socio-economic status.



WALGETT ABORIGINAL COMMUNITY WORKING PARTY

HISTORY

The Walgett 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 is to move in a direction of 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 WACWP 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. The CWP 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 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 Local Decision-Making framework will engage government agencies to work in partnership with Aboriginal communities. It is through this commitment and a whole of government approach that the Walgett Aboriginal 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 WACWP 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

- Formation of the Walgett 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.
- CAP Plan can be reviewed and changed at any Community Working Party Meeting
- Consistent representation by WACWP Chair on the MPRA.
- Remote service delivery
- Government Service Group

VISION

The vision statement was completed by members of the WACWP.

“A unified, healthy, harmonious, culturally strong, 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 & water 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 and work together.
- We share our ideals.
- Respect each other.

PARTICIPANTS

The WACWP 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.

PARTICIPANTS	
Elders	Community Elders
Individuals	Men; women; male youth; female youth
Communities	Namoi; Gingie; Town.
Organisations	Walgett Aboriginal Medical Service (WAMS); Local Aboriginal Land Council (LALC) Regional Enterprise Development Institute Ltd (REDI.E) Thiyama-li Family Legal Service

Aboriginal Legal Service (ALS)
Aboriginal Education Consultative Group (AECG)
Koolyangarra Preschool
Government and Non-Government Organisations
Corporate & Philanthropic Sectors

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 WACWP 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 participants only.

All participants have a voice, only Aboriginal participants have a voting right.

QUORUM

Must have a minimum of 4 Aboriginal participants 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 Aboriginal CWP itself and its connections to the Aboriginal community and the MPRA. The WACWP 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 WACWP sits within the MPRA, its relationship with NSW Government departments is governed by the Murdi Paaki LDM Accord Mark II, Endorsed in September 2020.

The external organisational structure gives an overview of the community environment within which the WACWP sits. Services delivered in the Walgett Aboriginal community operate under the guidance of the WACWP 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">• Chairperson• Participants• Aboriginal Community• MPRA	<ul style="list-style-type: none">• MPSL• Local, State and Federal Government• NGOs and Private Sector• Non-Aboriginal Community

Participants 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 hopes to employ 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	
Traditional Owners/Elders	Are participants of the Walgett Aboriginal CWP.
Aboriginal Community Participants	Act in an advisory role and as participants of the Walgett CWP.
MPRA	Is the governing arm of CWPs in the Murdi Paaki region.
EXTERNAL	
MPSL	Is the operational arm of the MPRA.
State and Federal Government	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.
Local Government	Works towards achieving outcomes and addressing localised Aboriginal issues in collaboration with the Walgett CWP.
NGOs	<p>Work with the Walgett Aboriginal CWP for future employment and economic participation strategies for Aboriginal people.</p> <p>Help the Walgett Aboriginal 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.</p> <p>Refer to WACWP Protocol Document</p>
Private Sector	Work with the Walgett CWP for future employment and economic participation strategies for Aboriginal people.
Wider community & other stakeholders	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 WACWP sits within the MPRA, the relationship between the CWP and NSW Government departments is governed by the Murdi Paaki LDM Accord Mark II, as endorsed in May 2019 (see Annexures). Implementation processes for facilitating the Accord are included in Annexures B and C.

When external bodies engage with the WACWP 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.²

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.’³ In turn, by working through MPSL to support CWPs to develop, review and deliver the CAP, the Assembly meets its obligations to ‘support CWPs in negotiating agreements with the NSW Government at a community level to plan for and deliver local initiatives.’⁴

² Murdi Paaki Local Decision Making Accord, September 2020, pp. 3-4.

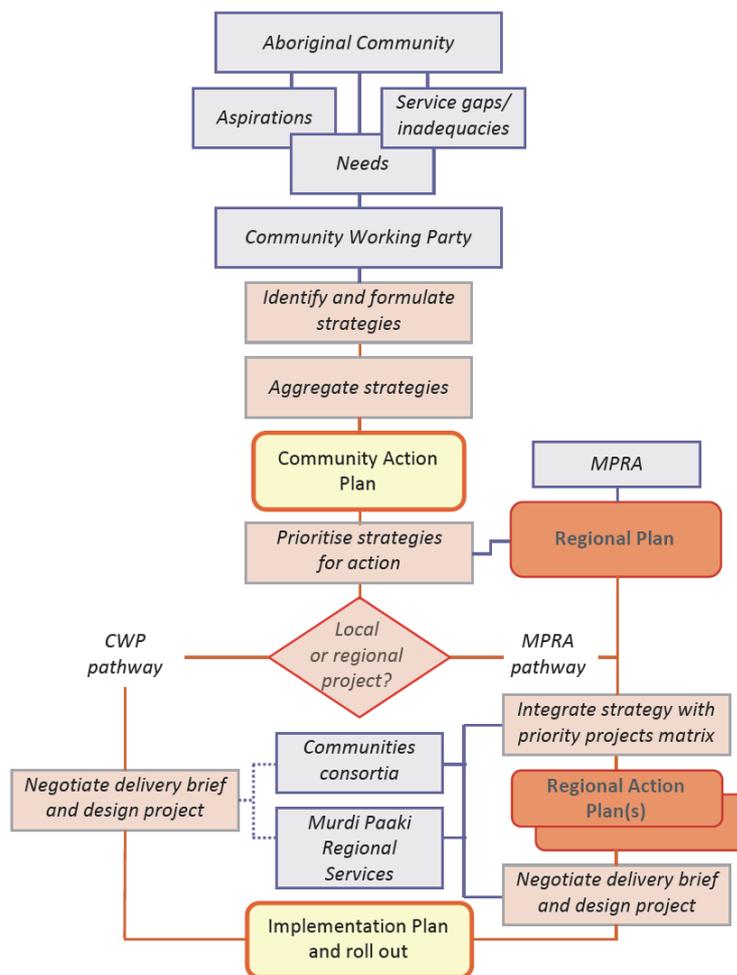
³ Murdi Paaki Local Decision Making Accord, September 2020, p. 6.

⁴ Murdi Paaki Local Decision Making Accord, September 2020 p. 7.

THE PLAN

INTERNAL IMPLEMENTATION PROCESS

This CAP was developed by the Walgett 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 CAP to continue alignment with community priorities as required.
- 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

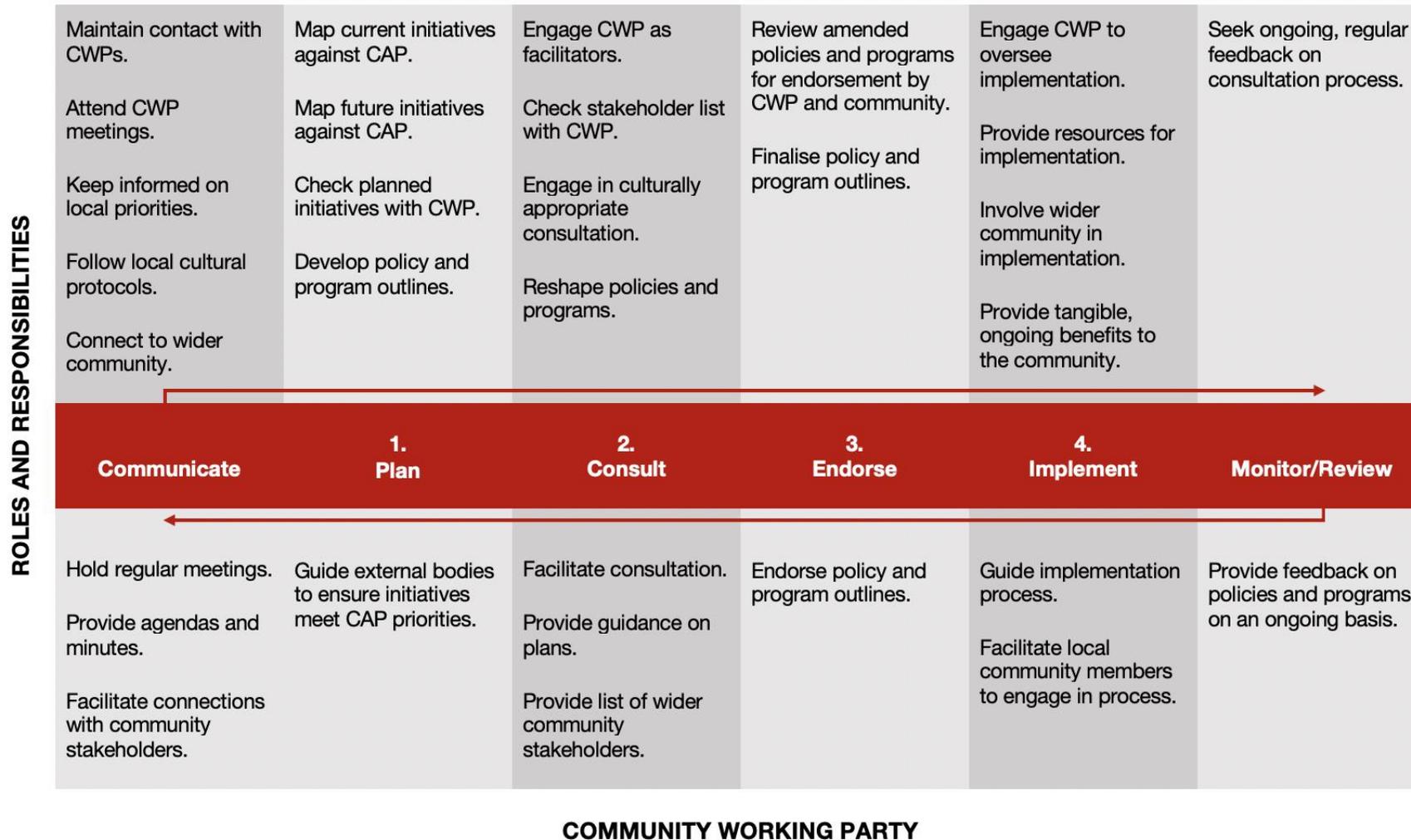
- Engage the CWP to oversee the implementation of the policy or program within the community.
- Ensure appropriate resources, such as human resources and infrastructure, are supplied to ensure success of the implementation program and build community capacity on a long-term basis.
- Ensure tangible benefits,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

EXTERNAL BODY (Government Dept., NGO, Private Sector)
GUIDING PRINCIPLES: Co-Design, Local Decision Making, Capacity Building



MONITORING AND REVIEW

This CAP is a living document and will be subject review on request for updates and input of additional information to address community needs. CWP can amend CAP as required, along with key agencies, will review and endorse 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 seven action areas informed by collating the priorities in all sixteen CAPs across the region. Although priorities differ slightly between CAPs and the regional plan, as some CAPs have priorities and actions above and beyond the action areas in the Murdi Paaki Regional Plan.



Governance and Leadership



Early Childhood



Education



Economic Development



Housing and Infrastructure



Law and Justice



Health, Wellbeing and Human Services

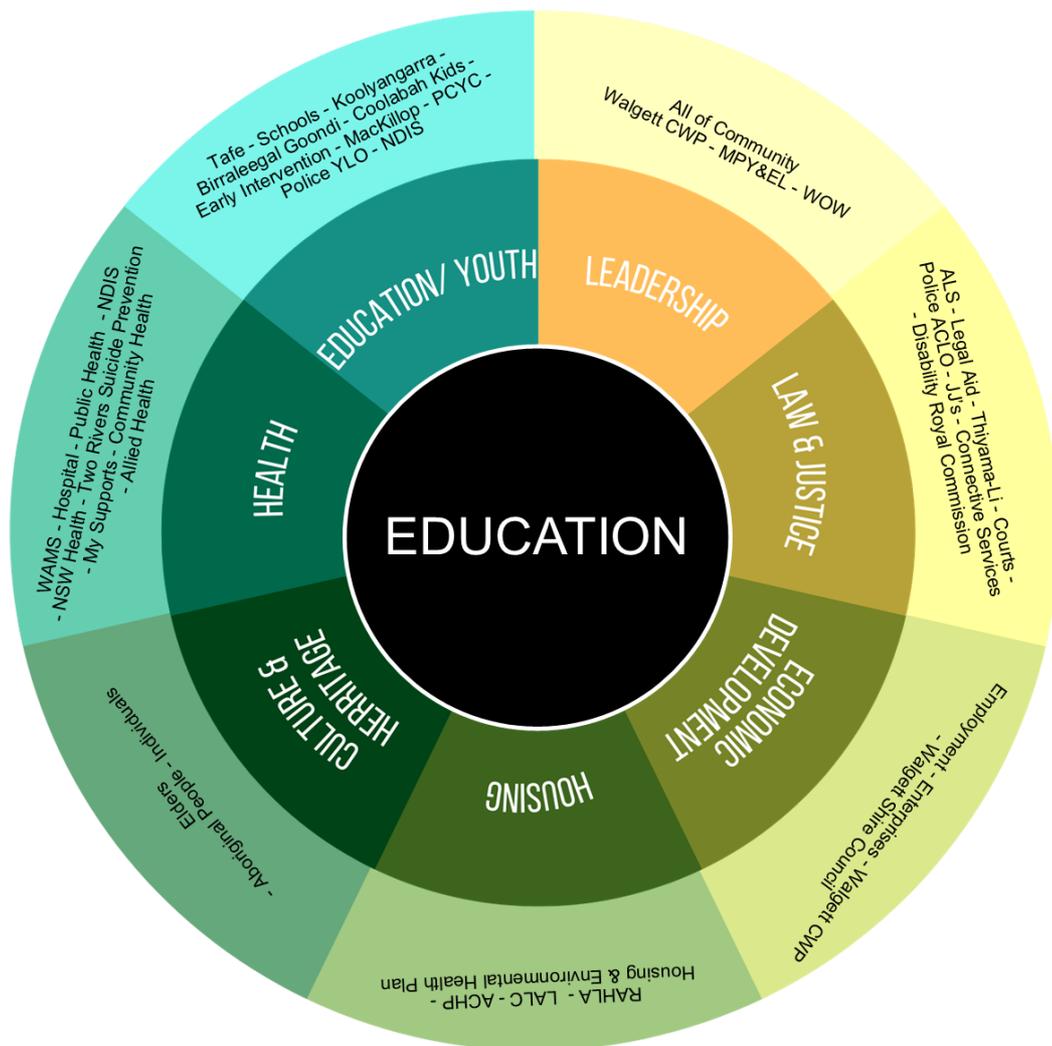
WALGETT COMMUNITY ACTION PLAN

This community 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 WACWP 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 WACWP 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 Aboriginal CWP. The goals sit underneath seven action areas.

Education and Training

- Skills training and Employment for local organisations

Employment and Economic Development

- Housing maintenance and repair business

Infrastructure Upgrades

Foundation Hall Project – transfer of Caveat

- Subdivision of Dewhurst, Namoi Village and Gingie Reserve
- Community hall and conference center for 500

Youth

- Coordinated youth activities – Walgett Shire Council (WSC) & PCYC
- Young Leaders

Health

- Health coordination between organisations

Culture

- Cultural Programs
- Young Leaders
- Cultural Hub

Safe communities

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

Achievements

- Young Leaders
- Cultural Hub
- Establishment of incorporated Women's Group - WOW

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 WACWP to equip younger community members to eventually take on management and leadership roles. <ul style="list-style-type: none"> • Succession planning – up skilling of local Aboriginal community members into manager and leadership positions. • Murdi Paaki Young Leaders Program • Participate and inform the Government Stakeholder Group (GSG) 	WCWP	2023
		MPRA	2024
		Regional NSW	2025
		Department of Education	
		AANSW NIAA	
		CWP Chairperson	Ongoing
	Secure Secretariat support for the WACWP.	WCWP MPRA	Established 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.	WCWP Regional NSW	2023 - Underway
	Work with TAFE, Education services and other RTOs to be accessible and versatile in the delivery of training.	WCWP TAFE, NSW Training NSW DEEWR RTOs	2023 2024 2025

	<p>Develop accredited training packages for local Aboriginal community members which will lead to employment opportunities in Walgett and surrounding areas:</p> <ul style="list-style-type: none"> • Building Maintenance and Construction industry. • Rural Sector e.g. Shearing/Machinery operations/Stock management/Machinery Maintenance, Security and Hospitality. 	<p>WCWP TAFE, NSW Training NSW DEEWR RTOs</p>	<p>2023 2024 2025</p>
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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)
2.0 Establish and support a housing maintenance and repairs business to fill the current demand.	<p>Conduct a feasibility study into establishing a housing maintenance and repair business in Walgett to support existing and future housing and infrastructure in Walgett and the surrounding communities.</p> <ul style="list-style-type: none"> Establish a maintenance and repair business to create sustainable long-term employment for local people with training. Establish a working party/management group to oversee establishment of organisation. 	<p>WCWP MPRA RAHLA TSEP Walgett Shire AHO Housing Providers Job Service Providers TAFE</p>	2023
2.1 Support and establish small business opportunities.	Encourage and support individuals within Walgett township and surrounding areas to establish small businesses.	<p>WCWP MPRA Many Rivers Walgett Shire Regional NSW AANSW NIAA IBA Kirinari Community Services REDIE NGO's My Supports</p>	2023
2.3 Mentoring and support program to connect people to employment opportunity.	<p>Develop a mentoring program to encourage and support individuals to connect with Farmers and Graziers in the Walgett area. This will provide opportunity for individuals and industry to have exposure to each other with a view to employment.</p> <p>Participate and inform the Government Stakeholder Group (GSG)</p>	<p>WCWP Employment Agencies Walgett Shire Council RediE CWP Chair</p>	<p>2023 2024 Ongoing</p>

2.4 Activation of the Aboriginal Procurement Policy	Ensure that Government and corporations adhere to the APP policy with major construction projects in the Walgett community and surrounding areas.	WCWP Regional NSW Government Tier 1 Corporations. Works Contractors	2023
2.5 Cultural business and Enterprise development	<p>Acquire premises to develop in partnership with Community, Government and Industry. This property will be utilised as a Community Hub. This will support the development of business initiatives for community and others.</p> <ul style="list-style-type: none"> • Walgett Community and Cultural Hub • Conference facilities • Cafe/Catering/Health Foods • Cultural gatherings • Cultural Training and Awareness • Workshops and Meetings • Arts and Crafts • Employment Opportunities • Business incubation • Office Space • Activities and Workshops • A learning Space • Mentoring and leadership • Sorry Business/Funerals 	WCWP MPSL Regional NSW AANSW NIAA Tourism NSW WAMS Kirinari Community Services Local Businesses	2023

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	Create training and employment opportunities for the refurbishment as outlined in objective 1.1.	LALC WCWP	Ongoing

significant building for the Walgett Aboriginal community.	Utilise previously undertaken scoping study on the Hall refurbishment.		Ongoing
	Following the refurbish, build economic development opportunities for the Walgett Local Aboriginal Land Council.		Ongoing
3.2 Upgrade of the roads within Namoi Village and Gingie Reserve 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. (Roads to Home)	Walgett Local Aboriginal Lands Council,	Ongoing
	Fill in potholes and fix drainage.	Walgett Shire Council	
3.3 Finalise subdivision of Dewhurst Reserve, Namoi Village and Gingie Reserve 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.		
	Repair Water and sewage infrastructure on the Namoi Village Community Shed	WCWP WLALC WSC	

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 Youth Funded Service Providers	Ongoing
	Provide consultation to PCYC programs and to Centre.	WACWP	Not Achieved
4.2 Establish and support a community hub with youth development activities located at the Walgett High School & Walgett Community Cultural Pop-up Hub	AECG and LALC to coordinate cultural activities as courted appointed community work.	Walgett High School; AECG; LALC	TBC
	Use community hub for community functions and meetings.		Achieved and ongoing
4.3 Ensure variety of youth activities and programs available across the community.	Utilise a facility with sewing machines, computers & donations.	WCWP TAFE Dr Steve Burrows Foundation	Achieved and ongoing
	Continue to support funding to extend Birrang Driver's License program.	Birrang PCYC	Achieved and ongoing
4.4 Support youth health and wellbeing.	Work on whole of community action against drugs and anti-social behavior. Work with youth to provide awareness programs on drugs and alcohol and behavior. Participate and inform the Government Stakeholder Group (GSG)	WCWP Walgett Shire Walgett Police Youth Liaison Officer - YLO ACLOS	2023

		DVLOS WAMS OCHRE	
4.5 Support youth to partake in CWP activities	Encourage youth to partake in the Murdi Paaki Regional Assembly Young Leaders Program	CWP MPRA	Achieved and 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, early childhood, early intervention, disability support.	Ensure outside agencies confer with local agencies before implementing new services to avoid duplication.	WCWP Regional NSW Kirinari Community Services Ochre AMS Walgett Health Service RFDS	Ongoing
	Build strategies to address the difficulty in recruiting and retaining personnel such as doctors, nurses, dentists, allied health professionals and Aboriginal Health Workers.		
	Scoping and assessment of service provision in Walgett to assess any service gaps.	WCWP Regional NSW Kirinari Community Services Ochre AMS Walgett Health Service RFDS	
5.2 Ensure provision of specialist health services in Walgett. (merge with 5.1)	Secure funding and service provision for specialist allied health services for the community of Walgett.	Walgett Aboriginal Medical Services, Walgett Health Service Outback Division for General Practice Ochre	Established and 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.	<p>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.</p> <p>Localised Cultural competency training for all employees within the Walgett community. This includes all Aboriginal and non-Aboriginal people.</p> <ul style="list-style-type: none"> • Development of an MoU / Collaboration of Agreement (COA) • MPRA / MPSL support and promote through the Accord Program 	<p>WCWP</p> <p>Community Elders</p> <p>Service Providers</p> <p>Organisations</p> <p>Individuals</p> <p>MPRA</p> <p>MPSL</p>	2023
6.2 Sustain, educate and empower our Aboriginal community with knowledge, understanding and connection to culture.	<p>Arrange community visits to Narran Lakes with prior permission from Traditional Owners</p> <p>Introduction to other Culture and Heritage Sites that fall within the Gamilaroi Nation.</p>	<p>Community Elders</p> <p>Service Providers</p> <p>Organisations</p> <p>Individuals</p> <p>WCWP</p>	Ongoing
6.3 Cultural Keeping Place	<p>Source appropriate facility to be utilised as a Keeping Place for artifacts and cultural stories for educational purposes.</p> <ul style="list-style-type: none"> • Walgett Cultural Community Pop-Up Hub 	<p>WCWP</p> <p>NIAA</p> <p>AANSW</p> <p>Regional NSW</p>	Ongoing

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	WCWP Walgett Police	Immediately Ongoing
	Establish and support a position for a youth development officer.	Mission Australia Walgett Local	
	Work with police to ensure a stronger police presence to prevent crimes.	Aboriginal Lands Council; WAMS, Mackillop	
	Work with Council to get DA approval for infrastructure objectives.	REDI.E, DCJ, PCYC	
	Monitoring and supporting Aboriginal people with the Cell Support Program	Local Police WCWP Attorney General WAMS, Legal Aid	2023 and ongoing
7.2 Clean up reserves so they are safe and healthy environments to live in.	Repair lighting.	WLALC	Established - Ongoing
	Ensure ongoing repair and maintenance of reserves through maintenance and repair business.	Roads to Home Program	
	Work with LALC to create funding submission for this.		
7.3 Giyarli Program	Education and awareness program to teach culture and respect with a focus on Respect and reduction of engagement in crime. <ul style="list-style-type: none"> WCWP to talk to Police regarding resources available. 	WCWP DCJ Walgett Police	
7.4 Increased attendance of Walgett Service Providers to attend CWP Meetings	Send out personalised invitations to providers.	WCWP Service Providers	Ongoing

HUMAN SERVICES WITHIN THE WALGETT COMMUNITY

The following services operate within the Walgett community:

Provider	Principle Services
Royal Flying Doctor Service	Primary Health Care, retrieval plus visiting specialist
Walgett Aboriginal Medical Service	Primary Health Care Clinic & Dental
Western NSW Local Health District	Walgett Multi-Purpose Service
Ochre Health	Primary Health Care
NSW Outback Division of General Practice	General Practice
Orana Haven Aboriginal Corporation	Drug and Alcohol service
Wellways	Mental Health Service
Dreamtime Housing	Aboriginal Social Housing
Murdi Paaki Regional Housing Corporation	Aboriginal Social Housing
Walgett Local Aboriginal Land Council	Aboriginal Social Housing
Murdi Paaki Services Ltd.	Tenant Support & Educations Programme
Western Aboriginal Tenants Advice and Advocacy	Tenant Advocacy and Representation
CatholicCare Wilcannia-Forbes	Youth At Risk Of Homelessness
Mission Australia	Homelessness, Housing Support & Women's Safe House
Vertis House	Premiers Youth Initiative
MacKillop Family Services Ltd	Reconnect Program
Koolyangara Preschool Aboriginal Corporation	Early Childhood Projects
Regional Enterprise Development Institute	Remote School Attendance Strategy
REDI.E	CDP, Jobactive Employment, Centrelink Services
Australian Unity	Aged Care
Live Better Services Ltd	Intensive Residential Care Transition
Dharriwaa Elders	Murray Darling Basin Indigenous Rangers
Legal Aid NSW	Legal Services To Disadvantaged People
Aboriginal Legal Service	Criminal, Family, Care and Protection Law, and Tenancy Services
Lifestyle Solutions	Plan Development, Support Coordination and Support Services
Flourish Australia	Plan Development, Support Coordination and Support Services



APPENDICES

- A. Amendments
- B. Current and Future Initiatives Template

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 September 2020