



Council Strategy

Aboriginal Accord

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Adoption Date: 18 March 2003 / 19 May 2009
Adoption Reference: Item 12.2.1 / Item 12.12.2 (4)
Review Date: 30 June 2011
Maintained By: Executive Director of Corporate and Community Services
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Executive Summary

On the 30 November 1999 representatives from the City of Albany, the Aboriginal community and the wider Albany community signed a 'Statement of Understanding and Commitment'. This document committed the parties involved to establish a strategic accord that would provide a greater understanding of Aboriginal and non Aboriginal history and culture.

On 18 March 2003, the City of Albany adopted an Aboriginal Accord and Action Plan recognising the role that the City must play in the provision of services and facilities for the Aboriginal community.

The adoption of the initial Aboriginal Accord and associated Action Plan has been partially implemented with varying success. A number of successful outcomes have been achieved including the employment of an Aboriginal Liaison Officer and the development of staff training sessions to promote a greater understanding of Aboriginal culture and customs. However, in its capacity as a service provider, the City has experienced difficulty engaging the Aboriginal community to assist with the Accord's implementation.

This difficulty in engaging and stimulating participation within the local community can be attributed to a number of factors including the capacity of the City to deliver upon the aspirations of the local Aboriginal community. Feedback received through the consultation process indicates priority issues within the local community are the provision of housing and employment (both of which the City can only have little direct involvement).

This strategy document builds upon the foundations and situation analysis of the original accord adopted in March 2003, however recognises the City's limitations in delivering upon the aspirations of the local community and therefore focuses on an advocacy role in relation to the services and facilities provided by other government agencies and organisations.

Definitions

Aboriginal	Term pertaining to members of the indigenous people of Australia.
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Strategic Context

Within the corporate hierarchy of strategy development and implementation, this strategic document is positioned at the strategic business unit or SBU level. This document is aligned to the City's corporate strategy and relates to the following elements from the 3D Corporate Plan:

The Vision for Albany: Albany Insight – Beyond 2020

The major goals for Albany – Albany will be a City where.....

Lifestyle & Environment

1.4 Our cultural and artistic communities are valued, celebrated and supported.

Economic Development

2.4 Our strategic proximity to Antarctica is exploited to its maximum potential.

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Governance

4.3 *Deliver excellent community services that meet the needs and interests of our diverse communities.*

Strategic Focus Areas

Cross Cultural Awareness & Understanding

As a service delivery organisation, the City has identified that traditional service delivery and transaction methods may impede the City's interaction with the local Aboriginal community. In order to effectively provide services and facilities to the Aboriginal community, a greater cultural awareness and understanding is required.

Advocacy

The City has identified that independently, it cannot deliver on the high priority aspirations of the Aboriginal community such as the provision of housing and employment. However, through its distribution channels, consultation methods and proximity to the local community, the City is perfectly positioned to provide a communication and service delivery conduit between the Aboriginal community and the government agencies and organisations that can satisfy the community's aims and objectives.

Consultation, Engagement & Liaison

Given the constructive nature of the projects that the City's works teams facilitate, the City must be exhaustive and consistent from a consultation and liaison perspective during the planning stages of remediation works and major projects. At times, these projects may impact upon places of significance and therefore consultation, engagement and liaison with the local community is required to ensure the culture of Aboriginal people and places of historical significance are sustained.

Social & Economic Planning

Representatives from the Aboriginal community rarely participate in the strategic, social and economic planning processes convened by the City of Albany. Through increased participation and involvement in these processes, the aims and objectives of the local Aboriginal community can be recognised, considered and potentially implemented.

Environment

Given the historical connection between the Aboriginal people and the location of Albany, a number of places of significance exist.

In the City's operational capacity, a number of opportunities exist to protect and enhance these venues and facilities for future generations to enjoy, appreciate and connect with their culture.

Arts & Culture

The City's involvement with the arts community and the provision of art facilities provides opportunities for the promotion and recognition of indigenous art and its contribution towards the artistic fabric of Albany.

Employment Education & Training

The City recognises the difficulty that local Aboriginal people experience in completing educational and vocational training programs and the subsequent difficulty finding permanent employment.

Young People

The City recognises that youth generally regardless of culture are vulnerable to external influences. Opportunities exist within the community to provide recreational and cultural engagement programs to engage youth throughout these formative and influential years.

Key Action Plan

Cross Cultural Awareness & Understanding

1. To improve awareness and understanding of Aboriginal culture and customs amongst Elected Members and the City of Albany staff.	
Timeframe	Ongoing
Resources	Incorporation into induction procedures.
Officer	EDCCS
References	

2. To establish a series of service delivery protocols that encourages community engagement and establishes partnerships with the local Aboriginal community.	
Timeframe	December 2008
Resources	
Officer	MCS
References	Customer Service Strategy

Advocacy

3. To provide assistance to the local Aboriginal community from an advocacy perspective to deliver upon housing and employment aspirations.	
Timeframe	Ongoing
Resources	
Officer	ILO
References	

4. To capitalise on the City's proximity to the local Aboriginal community by acting as a conduit between the community and the government departments that provide the relevant services and facilities.	
Timeframe	Ongoing
Resources	
Officer	ILO
References	

Consultation, Engagement & Liaison

5. To formalise the City's consultation procedures with the Aboriginal community to ensure that remediation works and major projects do not adversely impact upon Aboriginal culture or places of significance.	
Timeframe	December 2008
Resources	
Officer	EDCCS
References	Aboriginal Heritage Act 1972

6. To provide an ongoing avenue of liaison and consultation between Council and the Aboriginal Community.	
Timeframe	Ongoing
Resources	
Officer	EDCCS
References	

Social & Economic Planning

7. To provide Aboriginal people with an opportunity to be actively involved in social and economic planning processes of the City of Albany.	
Timeframe	Ongoing
Resources	
Officer	EDCCS
References	

8. To increase the involvement of Aboriginal people in civic and community affairs.	
Timeframe	Ongoing
Resources	
Officer	EDCCS & MLO
References	

Environment

9. To formalise the traditional and cultural links that Aboriginal people have with the environment and to develop programs to ensure these links continue.	
Timeframe	December 2008
Resources	
Officer	EDCCS
References	

10. To ensure that Aboriginal people are given the opportunity to provide input in relation to works completed in City of Albany reserves.	
Timeframe	Ongoing
Resources	
Officer	EDCCS
References	

11. To incorporate indigenous flora into street scapes, parks and reserves where appropriate.	
Timeframe	Ongoing
Resources	
Officer	EDCCS
References	

Arts & Culture

12. To provide programs that raise awareness of all forms of Aboriginal art and culture.	
Timeframe	Ongoing
Resources	
Officer	EDCCS
References	

13. To encourage the involvement of young Aboriginal people in artistic and cultural pursuits.	
Timeframe	Ongoing
Resources	
Officer	EDCCS
References	

14. To incorporate themes into public art displays and general works that reflect Aboriginal culture.	
Timeframe	December 2008
Resources	
Officer	EDCCS
References	

Employment Education & Training

15. To improve employment opportunities for Aboriginal people within the City's administration and outdoor work forces	
Timeframe	Ongoing
Resources	
Officer	HRS
References	

Young People

16. Provide assistance to programs that increase self-esteem and pride within the young Aboriginal Community.	
Timeframe	Ongoing
Resources	
Officer	EDCCS
References	Community Financial Assistance Program

17. To increase the involvement of young Aboriginal people in recreational activity.	
Timeframe	Ongoing
Resources	
Officer	MCD
References	Recreation Strategy

18. To improve the employment prospects of young Aboriginal people at the City of Albany.	
Timeframe	Ongoing
Resources	
Officer	HRS
References	

19. To participate in programs that reduce the incidence of crime and anti-social behaviour involving young Aboriginal people.	
Timeframe	Ongoing
Resources	
Officer	MCD
References	

Performance Measurement

Cross Cultural Awareness & Understanding

- Number of staff participating in cultural awareness training.
- Creation of an annual survey completed by the Aboriginal Community to assess the City's effectiveness from a service delivery perspective.

Advocacy

- Establish a scorecard to determine the number of referrals to more appropriate service providers.

Consultation, Engagement & Liaison

- Annual assessment on trends and feedback from the Aboriginal community with regard to works commencing whereby no consultation has occurred.

Social & Economic Planning

- Annual reporting on the number of Aboriginal people that participate in planning workshops facilitated by the City of Albany.

Environment

- Incorporation of traditional Aboriginal plantings into streetscapes, parks and reserves.

Arts & Culture

- Participation of Aboriginal people in Vancouver Arts Centre programs.
- Number of Aboriginal Art Submissions in Albany Art Prize.

Employment Education & Training

- Number of Aboriginal people employed by the City of Albany.
- Number of traineeships offered to Aboriginal people by the City of Albany.

Young People

- Number of programs offered at the Aboriginal Corporation for Aboriginal youth.
- Reduction of youth related crime.

Review

Executive Director Corporate and Community Services to review on or before 30/6/2011

Associated Documents

List related policies, procedures, references, guidelines or other documents that have a bearing on this strategy and that may be useful reference material for users of this strategy.

- Customer Service Strategy
- Human Resources Strategy
- Recreation Strategy