





Strategy: Cross Cultural Awareness

Objectives	Strategies	Activities	Stakeholders	Council Role	Timelines
To improve awareness and understanding of Aboriginal culture and customs amongst Elected	City of Albany Elected Members and staff will participate in a program of Aboriginal Cultural	Engage a trainer/s to deliver program of Aboriginal cultural awareness training to Council members and COA staff.	IAD, DOE, Comm. Of Elders SWALSCAC	Coordination Funding	Budget 02/03 Commence by March 2003 Ongoing
Members and City of Albany staff. To improve the status and	Awareness Training. The inclusion of Aboriginal people on the guest list for	City of Albany new Councillor and staff induction training to include Aboriginal cultural awareness.	IAD, DOE, Comm. Of Elders SWALSCAC	Coordination Funding	Budget 02/03 Commence by March 2003 Ongoing
recognition of Aboriginal people within the community. To raise awareness of Aboriginal cultural issues, traditional laws and	Council functions and City of Albany events. The inclusion of Aboriginal people in the ceremonial aspects of Council functions and City of	Develop a cultural awareness training video for use in schools workplaces, and by community groups and clubs. Consult with stakeholders to develop scope of proposed video and link to other appropriate training package/s.	IAD, DOE, Comm. Of Elders SWALSCAC	Coordination, Promotion Funding (Int & Ext)	Budget 03/04 Commence by January 2004
customs within the broader community.	Albany events. (eg. A "Welcome to Country") Support for and involvement with cultural awareness raising activities including NAIDOC week	Develop protocols & procedures to facilitate the attendance of Aboriginal guests at Civic functions and City of Albany events. E.G. invitations, transportation, welcoming, partnering and introductions.	DIA, AAC SAC Comm. Of Elders SWALSCAC		Commence by July 2003 Ongoing
	celebrations, Harmony Day, Reconciliation Week.	Inclusion of a "Welcome to Country" as part of official civic functions / events.	Comm. Of Elders SWALSCAC AAC SAC		Commence by March 2003 Ongoing
		Recognition of local Noongar people as the traditional owners of the land (Albany) in official Mayoral addresses.		Coordination	Commence by March 2003 Ongoing

Participation in NAIDOC week, Reconciliation Day ceremony and other similar events. COA Aboriginal Accord Advisory Committee to assist in planning City involvement.	IAD, AAC, SAC	Coordination Promotion Support Funding (Int & Ext)	Budget 03/04 Commenced Ongoing
Development of "multi-cultural' activities to celebrate Harmony Day – traditional dance, food, cooking, and music.	DIA, AAC, SAC, Multi-cultural groups/ agencies	Facilities Funding (Int	Budget 03/04 Commence by August 2003 Annual
Utilisation of local Aboriginal dance groups at Council functions, events and celebrations.	Aboriginal dance groups and musicians	Coordination	Budget 03/04 Commence by
Involvement of local Aboriginal musicians in Council functions events and celebrations.	Aboriginal dance groups and musicians	Coordination	Budget 03/04 Commence by
Link the recordings of "oral histories" of local Aboriginal Elders with the training video project and Local Studies Library Collection.	DIA, AAC, SAC, Comm. Of Elders SWALSCAC		Commence by January 2004

Strategy: Consultative Mechanisms & Liaison

Objectives	Strategies		I	Council	T 1
Objectives	Strategies	Activities	Stakeholders	Role	Timelines
To ensure that the initiatives and strategies identified within the Accord and agreed to by the parties, are	Formation of an advisory committee to oversee the implementation of the Accord Action Plan and to advise Council on	COA Aboriginal Accord Advisory Committee to continue to act in an advisory role to Council and to monitor implementation of the Accord Strategy.	Aboriginal Accord Advisory Committee	Coordination	Commence by January 2003 Ongoing
implemented in accordance with the agreement. To provide an ongoing avenue of liaison and	Aboriginal issues. Formalise procedures for consultation with local Aboriginal people and community organisations	Develop and document formal protocols and procedures for consultation with Aboriginal people, community groups and agencies, including in relation to the Aboriginal Heritage Act.	DIA, AAC, SAC, Comm. Of Elders SWALSCAC	Coordination	Commence by June 2003
consultation between Council and the Aboriginal Community. To ensure that Aboriginal	on relevant issues. Formalise protocols for the involvement of local Aboriginal people in the	Develop links with Dept. of Indigenous Affairs regarding consultative processes and access to a consultative forum of local Aboriginal Elders.	DIA, Comm. Of Elders SWALSCAC	Coordination	Commence by June 2003 Ongoing
people are consulted on all relevant issues. To recognise that Aboriginal people were the first inhabitants of the land and that as the traditional	management and care of land that comes under the control of the City of Albany. (I.E. On land that has significance to Aboriginal people, but where Native Title has	Consult with all relevant stakeholders regarding developing formal protocols and procedures required to involve Aboriginal people in the Management of Land owned or controlled by the City of Albany.	SAC, Comm. Of Elders DOLA, SWALSCAC	Coordination	Commence by June 2003 Ongoing
owners, they have a right to be involved in the management of that land.	been extinguished)	The inclusion of Aboriginal people as representatives on relevant City of Albany Committees. EG. Seniors, Disability, Youth, Street-scaping, Economic Development.	DIA, AAC, SAC Comm. of Elders SWALSCAC	Coordination	Commence by June 2003 Ongoing

Strategy: Social & Economic Planning

Objectives	Strategies				
Objectives	Strategies	Activities	Stakeholders	Council Role	Timelines
To provide Aboriginal people with an opportunity to be actively involved in social and economic planning processes of the	Encourage local Aboriginal people to nominate and stand for the City's Council elections.	Conduct and promote workshops relating to issues associated with standing for Council, within the Aboriginal community.	Dept Local Govt., WAMA, DIA, AAC, SAC	Coordination Promotion Support	Commence by Mar/April 2003 Annual
City of Albany. To increase the involvement of Aboriginal	Provide assistance, guidance and support to Aboriginal people looking	Promotion of electoral enrolment and voting procedures through Aboriginal community groups.	Dept Local Govt., WAMA, DIA, AAC, SAC	Coordination Promotion	Commence by Jan/Feb 2003 Annual
people in civic and community affairs.	to develop business initiatives.	information to young Aboriginal people.	As above + PCYC, DOE	Coordination Promotion	Commence by February 2003 Ongoing
To ensure that Aboriginal people share in the social and economic prosperity of the City of Albany.	Include Aboriginal people within economic planning forums, working groups and initiatives.		ACCI, GSDC, GSACC, BEC Dept Ind. & Tech Office of Aborig. Economic Dev. and others	Coordination Promotion	Commence by December 2003 Ongoing
		Provision of guidance and assistance to Aboriginal people requiring advice in relation to the Local Government approvals process for small business.		Direct service provision	Commence by January 2003 Ongoing
		Invite local Aboriginal representatives to become involved in economic initiatives, to sit on economic planning working groups. EG. 'Sustainable Futures'.	ACCI, GSDC, GSACC, BEC Dept Ind. & Tech Office of Aborig. Economic Dev and others	Coordination	Commence by March 2003 Ongoing
		City of Albany to support appropriate representation through SRACC on specific economic projects.	SRACC, GSDC	Representation	Commence by March 2003 Ongoing

Strategy: Environment

Objectives	Strategies	Activities	Stakeholders	Council Role	Timelines
To recognise the traditional and cultural links that Aboriginal	Joint naming (European & Aboriginal) or renaming (Aboriginal) of significant	Source or develop a register of traditional Aboriginal names for local people and places.	DIA, AAC, SAC, DOLA, CALM	Coordination	Commence by March 2003
people have with the environment and to ensure those links continue. To recognise the role that	landmarks and locations. Utilisation of traditional Aboriginal names (people and places) when naming roads, streets, parks and	Develop a plan for implementation of joint naming of significant places and landmarks, including the formal nomenclature process, mapping and signage.	DIA, AAC, SAC, DOLA, CALM, Dept of Planning,	Coordination	Commence by December 2003
Aboriginal people played in the management of the land for thousands of years prior to European settlement.	places. Promotion of Aboriginal Heritage within suitable parks and reserves.	Recommend the usage of traditional Aboriginal names for the naming of some streets, roads and parks in new developments.	Property Developers MRWA, Dept of Planning.	Coordination	Commence by December 2003 Ongoing
To ensure that Aboriginal people are given an	Promotion of indigenous flora and fauna through	Identify parks and reserves suitable for Aboriginal heritage trail development.	DIA, AAC, SAC, DOLA, CALM, SCRIPT	Coordination	Commence by June 2003
ongoing involvement in the management of the environment.	botanical style gardens and within suitable parks and reserves.	Develop and implement a plan for the creation of Aboriginal heritage trails on identified reserves.	DIA, AAC, SAC, DOLA, CALM, SCRIPT & others	Coordination Promotion Funding (Int & Ext)	Budget 04/05 Commence by December 2003 Ongoing
To raise awareness of the significance of indigenous flora and fauna to traditional Aboriginal culture.	The involvement of Aboriginal people in the development and implementation of reserve management plans and in parks and gardens	Identify sites suitable for development of botanical style gardens based around plants used traditionally by Aboriginal people for bush tucker and medicine.	DIA, AAC, SAC, DOLA, CALM, DOA, SCRIPT - INRMF Botanical Garden Committee	Coordination Promotion Funding (Int & Ext)	Commence by June 2004
	development planning.	Develop and implement a plan for the creation of botanical style gardens based around plants used traditionally by Aboriginal people.	DIA, AAC, SAC, DOLA, CALM, DOA SCRIPT - INRMF & others	Coordination Promotion Funding Int & Ext	Budget 04/05 Commence by December 2004 Ongoing

Recommend the inclusion of a traditional bush tucker/medicine theme within existing botanical gardens.	Advocacy Support	Commence by June 2003	у
	Advocacy Support	Commence by June 2003 Ongoing	у

Strategy: Local History & Site Conservation

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Objectives	Strategies	Activities	Stakeholders	Council Role	Timelines
To increase awareness and understanding of local Aboriginal history. To recognise Aboriginal people as the traditional	Promotion of Aboriginal history and culture. Identification, recognition and protection of sites that have cultural and historical	Incorporation of Aboriginal culture and history within design/planning of new Council admin building and landscaping.	DIA, AAC, SAC, Comm of Elders Building Architects SWALSCAC	Coordination	TBD
owners of the land (Albany).	significance to Aboriginal people.	Display of Aboriginal culture and history within the proposed new Council Admin Building foyer.	DIA, AAC, SAC	Coordination	TBD Ongoing
To ensure that sites that are culturally significant to Aboriginal people are treated with dignity and	Recognition of historically significant local Aboriginal people.	Incorporation of local Aboriginal culture and history within a section of the Local Studies Collection in the Public Library.	DIA, AAC, SAC	Coordination Promotion	Commence by December 2003 Ongoing
respect.	Recognition of the involvement of local Aboriginal people in wars.	Liaison with the RSL in relation to the recognition of Aboriginal peoples' involvement in war through local Anzac Day events.	Albany RSL, DIA, AAC, SAC	Advocacy Support	Commence by February 2003 Ongoing
		Recognition of Aboriginal peoples' war service through depiction of Aboriginal people in any future 'Anzac column' sculpture or similar art project.	Albany RSL, DIA, AAC, SAC Dept of Vet Affairs	Coordination Promotion	TBD
		Development of a commemorative park on land believed to be the location of the Aboriginal Mokare's grave.	DIA, AAC, SAC	Coordination Promotion Funding (Int & Ext)	Budget 03/04 Commence by March 2004

Investigation of the naming of "Duck Lake" including identification of the traditional Aboriginal name, with a view to: Identifying the name preferred by the Aboriginal people living in the area; Jointly naming the Lake with its traditional Aboriginal name; and Erection of signage to recognise the name and story behind the Lake's name.	DIA, AAC, SAC, DOLA	Coordination Support Funding (Int & Ext) Promotion	Budget 03/04 Commence by September 2003
Provision of support for the proposed Albany Aboriginal Corporation's Kardurrup Family and Cultural Centre.	AAC, DIA	Advocacy Support Funding	Budget 05/06 Commence by July 2003 Ongoing
Investigate options and identify suitable locations for the erection of a plaque to commemorate the war service of local Aboriginal people.	DIA, AAC, SAC, Dept. of Vet Affairs Albany RSL	Coordination Advocacy Support	Commence by December 2003
Erect a plaque to commemorate the war service of local Aboriginal people.	DIA, AAC, SAC, Dept. of Vet Affairs Albany RSL	Coordination Advocacy Support Funding (Int & Ext)	Budget 03/04 Commence by February 2004
Recording the "oral histories" of local Aboriginal Elders.	DIA, AAC, SAC, Comm. Of Elders SWALSCAC	Coordination Promotion Funding (Int & Ext)	Budget 03/04 Commence by January 2004 Ongoing

Strategy: Employment, Education & Training

Objectives	Strategies	Activities	Stakeholders	Council Role	Timelines
To recognise and address the social and economic issues that have resulted in high unemployment rates within the Aboriginal community.	Effective co-ordination and implementation of the strategies of the City of Albany Aboriginal Accord. Identification and	Employment of an Aboriginal Community Development officer (LGO Award level 4) to coordinate implementation of the Accord and associated strategies.	Aboriginal Accord Advisory Committee.	Coordination Promotion Funding	Budget 03/04 Commence by August 2003 Ongoing
To improve employment opportunities for Aboriginal people within the City's administration and outdoor work forces. To improve employment opportunities for	development of traineeship opportunities within the City's workforce. City of Albany employment opportunities to be sustainable and ongoing	The development of a formal Council policy relating to the employment of Aboriginal people, incorporating provisions of Section 50D of the EEO Act, with a view to employment commensurate with their statistical proportion of the Albany population.	DIA, EEO Comm.	Coordination Promotion	Commence by December 2003
Aboriginal people throughout the local business community.	Support for the delivery of vocational training programs for Aboriginal	Identification of traineeship opportunities within the City of Albany's administrative and works operations.	DIA, ACC, SAC GSACC, GSDC, TAFE, Centrelink	Coordination	Commence by July 2003
To improve the retention of young Aboriginal people in primary, secondary and tertiary education.	youth no longer involved in the education system. Promotion of sustainable	Employment of young Aboriginal people though identified traineeships across the City of Albany's workforce.	DIA, ACC, SAC GSACC, GSDC, TAFE, Centrelink	Coordination Promotion Funding (Int & Ext)	Budget 03/04 Commence by December 2003 Ongoing

To recognise that many Aboriginal people come	through implementation of	development and delivery of vocational training to young	SAC, PCYC, Youth Groups,	Coordination Support Promotion	Budget 04/05 Commence by December 2004
from a position of social disadvantage in relation to		Aboriginal people. E.G. Through a Youth Recreation Venue.	Providers, DOE,	Funding (Int & Ext)	
education, training and employment opportunities.	Act.		Centrelink		D 1
	Encouragement of young Aboriginal people to pursue higher learning and vocational training opportunities.	Development and promotion of a scholarship scheme designed to assist young Aboriginal people to seek higher education or vocational training.	SAC DOE, Schools, TAFE,	Coordination Promotion Funding	Budget 03/04 Commence by January 2003 Ongoing
		Creation of links with the Education Department and other relevant stakeholders regarding the delivery of Vocational training and education programs	Providers and	Coordination Advocacy Support Promotion	Commence by June 2003 Ongoing

Strategy: Arts & Culture

Objectives	Strategies	Activities	Stakeholders	Council Role	Timelines
To raise awareness of all forms of Aboriginal art and culture. To encourage the	Promotion of Aboriginal art and culture through community art projects. Promotion of Aboriginal art	Identification and implementation of community art projects suitable for the involvement of Aboriginal Artists.	VAC, DIA, AAC, SAC GSDC	Coordination Support Promotion Funding (int & Ext)	Budget 03/04 Commence by December 2003 Ongoing
involvement of young Aboriginal people in artistic and cultural	through the Albany Art Competition.	Display of Aboriginal Art within City of Albany Buildings and facilities.	VAC, DIA, AAC, SAC	Coordination Promotion	Commence by June 2003 Ongoing
pursuits. To encourage and assist the development of an	Promotion of traditional Aboriginal music and Dance through community events.	Development and sponsorship of an acquisitive Aboriginal Artist category within the Albany Art Prize.	Aboriginal Artists	Coordination Promotion Funding	Budget 03/04 Commence by Jan 2004
interpretive centre for Aboriginal culture.	Provision of support for the development of an	Display of winning Aboriginal Artist's work within the new Administration Building.	Aboriginal Artists	Coordination	Commence by July 2004 Annual
	interpretive centre for Aboriginal culture.	Creation of a shared register of Aboriginal artists, musicians and dancers available for public performances.	Aboriginal Artists DIA, AAC, SAC, GSDC	Coordination Promotion	Commence by December 2003
		Advocate for and provide in- principle support for the proposed Kardarrup Family and Cultural Centre.	AAC, DIA,	Advocacy Support	Commencing January 2003

Strategy: Young People

Objectives	Strategies	Activities	Stakeholders	Council Role	Timelines
To increase self-esteem and pride within the young Aboriginal Community.	Provision of recreational opportunities targeted specifically at young Aboriginal people.	Provide support for School based and other recreational programs targeted at young Aboriginal people.	DOE, Schools, PCYC, SEA, DIA, AAC, SAC,	Advocacy Support Promotion Facilities	Commence by January 2003 Ongoing
To improve young Aboriginal peoples understanding of traditional Aboriginal laws and customs.	Provision of information and training to raise awareness of Aboriginal history and culture within	Development of a pamphlet identifying options for Aboriginal youth recreation, including details of venue, location, times, contacts and cost.	DOE, Schools, PCYC, SEA, DIA, AAC, SAC,	Coordination Funding Promotion	Budget 03/04 Commence by December 2003 Ongoing
To increase the involvement of young Aboriginal people in recreational activity.	the Aboriginal youth community. Promotion of dance and music as recreational opportunities for young	Structure fees and charges for entry to sport and rec facilities owned by City of Albany, to facilitate attendance by young Aboriginal people – E.G. Group usage rates.		Coordination Promotion Facilities	Budget 03/04 Commence by July 2003 Ongoing
To enhance the employment prospects of young Aboriginal people who drop out of mainstream education.	Aboriginal people. Provision of personal development training for young Aboriginal women.	Provide support for Aboriginal cultural awareness camps run through Dept. of Sport & Recreation and/or other agencies.	DSR, APLO's, AAC, SAC, DOE, Drug Services, PCYC	Support Promotion Funding Facilities	Budget 03/04 Commence by July 2003 Ongoing
To reduce the incidence of crime and anti-social behaviour involving young Aboriginal people.	Provision of vocational training for young Aboriginal people who are not involved in the education system	Development of a cultural awareness and activity camp on a reserve under care and control of City of Albany. Encouragement of young Aboriginal musicians through proposed Youth Recreation Venue.	DOLA, DIA, DCD, AAC, SAC, Family Futures and others PCYC, SEA, AAC SAC, DOE Schools	Coordination Funding (Int & Ext) Promotion Support Advocacy Promotion Funding (Int	Budget 03/04 Commence by December 2003 Ongoing Budget 04/05 Commence by July 2004 ongoing

Development of Aboriginal	PCYC, TAFE,	Coordination,	Budget 04/05
Fashion Design workshops and	AAC, SAC, DOE,	Funding (Int	Commence by
fashion parade activities within	Fashion Industry	& Ext)	December
Youth Recreation Venue. Link	& others	Promotion.	2004
with established Aboriginal			Ongoing
fashion designers.			
Provision of support for personal	As above + DCD,	Advocacy	Budget 03/04
development, grooming and	Police, Drug	Support	Commence by
deportment activities for "at risk"	Services, Juvenile	Promotion.	December
young women, indigenous and	Justice, Health	Funding	2003
non indigenous.	Services and		Ongoing
	others		
Development and delivery of	PCYC, DOE,	Coordination	Budget 04/05
vocational training programs	Training providers,	Promotion	Commence by
within the proposed Youth	TAFE & others	Support	December
Recreation Venue.		Funding (Int	2004
		& Ext)	Ongoing

Explanation of acronyms and abbreviations used within the Action Plan document.

ACRONYM FULL NAME

AAC Albany Aboriginal Corporation

ACCI Albany Chamber of Commerce & Industry

APLO's Aboriginal Police Liaison Officers
BEC Business Enterprise Centre

CALM Department of Conservation and Land Management

DCD Department of Community Development

DIA Department of Indigenous Affairs

DOA Department of Agriculture DOE Department of Education

DOLA Department of Land Administration
DSR Department of Sport and Recreation

GSACC Great Southern Area Consultative Committee
GSDC Great Southern Development Commission

MRWA Main Roads Western Australia

NAIDOC National Aboriginal & Islander Day of Celebration

PCYC Police & Citizens Youth Club - Albany
RSL Returned and Services League - Albany

SAC Southern Aboriginal Corporation

SEA Southern Edge Arts

TAFE Great Southern Regional College of Technical and Further Education

UWA University of Western Australia – Albany Campus

VAC Vancouver Arts Centre

WAMA West Australian Municipal Association

SWALSCAC South West Aboriginal Land & Sea Council Aboriginal Corporation

SCRIPT South Coast Regional Infrastructure Planning Team INRMF Indigenous Natural Resource Management Facilitator

OAED Office of Aboriginal Economic Development

ABBREVIATION

Comm. of Elders
Dept Local Govt
Dept Ind & Tech
Office of Aborig Econ Dev
Dept of Vet Affairs
EEO Comm
Drug Services
Health Services

FULL NAME

South West Commission of Elders
Department of Local Government
Department of Industry and Technology
Office of Aboriginal and Economic Development
Commonwealth Department of Veterans Affairs
Equal Employment Opportunity Commission
Great Southern Community Drug Services Team
Great Southern Public and Primary Health Services