



Indigenous Resource

BOOKLET

For Service Providers of the
Commonwealth Home Support Programme
RIVERINA MURRAY



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Acknowledgement of Country

We acknowledge the Aboriginal and Torres Strait Islander people as the traditional custodians of this land. We respect the connection Aboriginal and Torres Strait Islander people have to the land and sea.

We pay our respects to Elders past, present and emerging.

DISCLAIMER: THE INFORMATION IN THIS BOOKLET IS GENERALISED AND DOES NOT REFLECT THE OPINIONS OF ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE AND COMMUNITIES WITHIN THE RIVERINA MURRAY.

THE INDIGENOUS RESOURCE BOOKLET IS A PROJECT OF THE REGIONAL DEVELOPMENT OFFICE OF THE RIVERINA MURRAY UNDER THE COMMONWEALTH HOME SUPPORT PROGRAMME.

FUNDED BY THE AUSTRALIAN GOVERNMENT DEPARTMENT OF HEALTH.

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Introduction

This booklet was created by Rachel Neil, Trainee Aboriginal Sector Support - Ageing to improve service delivery by assisting Commonwealth Home Support Programme services in the Riverina Murray area to become more culturally aware and to provide culturally appropriate care.

The purpose is to provide generalised information to staff and provide them with the resources needed to find information they might require. It will assist in building relationships with Aboriginal and Torres Strait Islander communities and provide staff with information relevant to working with Aboriginal and Torres Strait Islander people.

Aboriginal and Torres Strait Islander people are the oldest surviving culture in the world and yet age at a faster rate than non-Indigenous people. Older Indigenous Australians are often cared for by community and family (including extended family) which sometimes might not align with the emphasis on individualised aged care. Indigenous voices must be heard in working towards providing culturally appropriate aged care.

You should always contact your local Aboriginal community where possible to gather any information you need when delivering services to Aboriginal and Torres Strait Islander people.

General Overview



Background Information

Brief timeline of Aboriginal and Torres Strait Islander history

Before 1770

Aboriginal societies were thriving across all of Australia, with over 315,000 to 750,000 people have been estimated to be living in Australia pre colonisation. There was thought to be around 300 different language groups across Australia.

1770

James Cook claims possession of the whole east coast of Australia.

1788

First fleet arrives in Port Jackson.

1837

British Select Committee examines the treatment of Indigenous people in all British colonies and recommends that 'Protectors of Aborigines' be appointed in Australia.

1838

Myall creek massacre. In 1838 white settlers murdered 28 Aboriginal men, women and children near Myall Creek Station. The massacre is a harrowing reminder of Australia's colonial violence and one of the rare cases where killers were tried and hanged. For only the second time in Australian history white men were punished for murder of Aboriginal people.

1901

Australia becomes a Federation. The constitution states that Aboriginal people will not be counted in the census.

1909

'Aborigines Protection Act' (NSW) gives the Aborigines Protection Board power to assume full control and custody of the child of any Aboriginal person if a court found the child to be neglected under the Neglected Children and Juvenile Offenders Act 1905 (NSW).

1915

The Aborigines Protection Amending Act (NSW) gives power to the Aboriginal Protection Board to separate Indigenous children from their families without having to establish in court that they were neglected.

1937

The first Commonwealth/State conference on 'native welfare' adopts assimilation as the national policy: "The destiny of the natives of aboriginal origin, but not of the full blood, lies in ultimate absorption ... with a view to their taking their place in the white community on an equal footing with the whites."

1951

At the third Commonwealth/State Conference on 'native welfare', assimilation is affirmed as the aim of 'native welfare' measures.

1967

A national referendum is held to amend the Constitution. Australians confer power on the Commonwealth to make laws for Aboriginal people. Aboriginal people are included in the census for the first time.

Background Information

Brief timeline of Aboriginal and Torres Strait Islander history

1969

By 1969, all states had repealed the legislation allowing for the removal of Aboriginal children under the policy of 'protection'. In the following years, Aboriginal and Islander Child Care Agencies ("AICCAs") are set up to contest removal applications and provide alternatives to the removal of Indigenous children from their families.

1972

The Aboriginal Tent Embassy is pitched outside Parliament House in Canberra to demonstrate for Land Rights.

1975

The Commonwealth Government passes the Racial Discrimination Act 1975.

1991

The Council for Aboriginal Reconciliation is established, funded by the Commonwealth Government. Parliament noted that there had not been a formal process of reconciliation to date, 'and that it was most desirable that there be such a reconciliation' by 2001.

1992

The High Court of Australia hands down its landmark decision in *Mabo v Queensland*. It decides that native title exists over particular kinds of lands – unalienated Crown Lands, national parks and reserves – and that Australia was never terra nullius or empty land.

2004

The Commonwealth Government establishes a memorial to the Stolen Generations at Reconciliation Place in Canberra.

2005

The National Sorry Day Committee announces that in 2005, Sorry Day will be a 'National Day of Healing for All Australians' in an attempt to better engage the non-Indigenous Australian community with the plight of the Stolen Generations.

2008

The federal government publicly apologises to the Aboriginal and Torres Strait Islander people of Australia for the forced removals of their children throughout history. For the first time, the Federal Parliament opens for the year with a Welcome to Country.

2009

The Australian Government formally endorses the United Nations Declaration on the Rights of Indigenous Peoples. The Declaration specifically recognises that even though everyone is equally entitled to human rights, Indigenous people have not always enjoyed those rights.

2013

A 10 year National Aboriginal and Torres Strait Islander Health Plan is released. The plan outlines state and federal government priorities in order to close the Aboriginal and Torres Strait Islander life expectancy gap by 2030.

Statistics

The estimated resident Aboriginal and Torres Strait Islander population of Australia as of June 2016 was 798,400 people, or 3.3% of the total Australian population. This population estimate represents a 19% increase in the Aboriginal and Torres Strait Islander population since June 2011. NSW has the largest Aboriginal and Torres Strait Islander population out of all the states and territories being at 265, 685 as of 2016, although the NT has the highest percentage of Aboriginal and Torres Strait Islander population.

There is over representation of Aboriginal people within welfare systems, homelessness, health issues and criminal justice. Indigenous people have a lower life expectancy, higher infant mortality rates, poorer health, and lower levels of education compared to non-Indigenous Australians.

INCARCERATION RATES

- The detention rate for Indigenous children aged 10-17 years was 26 times the rate for non-Indigenous youth in 2016.
- In September 2017, Indigenous prisoners represented 27% of the total full-time adult prisoner population, whilst only accounting for approximately 2% of the total Australian population aged 18 years and over.

PHYSICAL AND MENTAL HEALTH

- In 2014-15, hospitalisation rates for all chronic diseases (except cancer) were higher for Indigenous Australians than for non-Indigenous Australians.
- In 2015, the Indigenous suicide rate was double that of the general population. Indigenous suicide increased from 5% of total Australian suicide in 1991, to 50% in 2010, despite Indigenous people making up only 3% of the total Australian population. The most drastic increase occurred among young people 10-24 years old, where Indigenous youth suicide rose from 10% in 1991 to 80% in 2010.

INFANT MORTALITY RATES

- 2014-2016, Indigenous children aged 0-4 were more than twice as likely to die than non-Indigenous children.

LIFE EXPECTANCY

Life expectancy gap between Indigenous and non-Indigenous men

- 2001-2005 was 10.2 years
- 2006-2010 was 10.2 years
- 2011-2015 was 10.8 years

Life expectancy gap between Indigenous and non-Indigenous women

- 2001-2005 was 9.6 years
- 2006-2010 was 10 years
- 2011-2015 was 10.6 years



Stolen Generation

Between 1910 and 1970 numerous Indigenous children were forcibly removed from their homes and families as a result of various government policies. The children who were removed under these policies are known as the Stolen Generation. These policies were based on the assumption of white superiority and black inferiority. The policies focus was to assimilate 'half-caste' children into the white community. The children who were taken generally received low level education as they were expected to also be domestic servants and do manual labour. Many of these children suffered physical, emotional and sexual abuse and were told their parents had died or abandoned them.

The removal of numerous generations of children seriously disrupted Indigenous oral culture being passed on and much of this knowledge was lost.

Intergenerational Trauma

Intergenerational trauma is a type of trauma that is passed down from generation to generation through things like parenting practices, mental health problems and substance use. The high rates of incarceration, domestic violence and suicide within Indigenous communities are directly connected to intergenerational trauma as well as new occurrences of trauma. Indigenous Australians have experienced this trauma as a result of colonisation and policies like the forced removal of children.

Lateral Violence

Lateral violence is a form of bullying that occurs within Aboriginal and Torres Strait Islander communities. This type of bullying happens when people in positions of powerlessness direct their dissatisfaction toward each other and those less powerful than themselves. In other words, lateral violence occurs when people who are victims turn on each other instead of the system that oppresses them.

Lateral violence can include but is not limited to:

- Gossiping
- Backstabbing
- Socially isolating others
- Blaming
- Jealousy
- Organisational conflict

In Aboriginal communities there can be a lot of talk of blood quantum. This can cause communities to become fragmented as some people are seen to not be 'as Aboriginal' as others. This can be based on things like culture and skin colour.

The theory behind lateral violence explains that this behaviour is often the result of disadvantage, discrimination and oppression. It can occur within families, within organisations and within communities.

Elders

Elders and Elderly people in Aboriginal and Torres Strait Islander communities are not always the same thing, the lines can seem blurred at times. Aboriginal and Torres Strait Islander people focus on life stages and relative degrees of maturity, rather than on chronological age, meaning that Elders can be comparatively young in a biological sense.

Elders are generally respected for their cultural knowledge and leadership abilities. This respect for older family members is instilled in children from a young age, and children and grandparents often form strong bonds as a result.

You can show respect by learning about Aboriginal history and culture, consulting with Elders in your community and meeting with Aboriginal people.

Kinship

Kinship is a complex system of social organisation that covers responsibilities, roles and reciprocal bonds. Within Aboriginal and Torres Strait Islander nations there are clan groups, and within clan groups there are family groups. Kinship is at the heart of Aboriginal culture. Often Aboriginal and Torres Strait Islander families include extended family, sometimes living across different households. There is a clear focus on mutual obligations and sharing. Understanding these structures and concepts is important to building relationships with the Aboriginal and Torres Strait Islander community.

The Flags

THE AUSTRALIAN ABORIGINAL FLAG AND THE TORRES STRAIT ISLANDER FLAG

The Australian Aboriginal Flag was designed by artist Harold Thomas. It was first flown at Victoria Square in Adelaide, South Australia, on National Aborigines Day in July 1971. It became the official flag for the Aboriginal Tent Embassy in Canberra after it was first flown there in 1972. Since then, it has become a widely recognised symbol of the unity and identity of Aboriginal people.

The Aboriginal flag is divided horizontally into halves. The top half is black and the lower half red. There is a yellow circle in the centre of the flag. The Aboriginal flag should be flown or displayed with the black at the top and the red at the bottom.

Harold Thomas has stated the meanings of the three colours in the flag, are:

- Black representing the Aboriginal people of Australia.
- The yellow circle represents the Sun, the giver of life and protector.
- Red representing the red earth, the red ochre used in ceremonies and Aboriginal peoples' spiritual relation to the land.

The Torres Strait Islander flag was designed by the late Bernard Namok as a symbol of unity and identity for Torres Strait Islanders. Adopted in 1992, it was the winning entry in a design competition run by the Island Coordinating Council, a Queensland statutory body representing the community councils in the Torres Strait.

In the same year it was recognised by the Aboriginal and Torres Strait Islander Commission (ATSIC) and given equal prominence with the Australian Aboriginal Flag. In July 1995 the Australian Government recognised it, with the Australian Aboriginal Flag, as an official 'Flag of Australia' under the Flags Act 1953.

The Torres Strait Islander flag has three horizontal panels, with green at the top and bottom and blue in between. These panels are divided by thin black lines. A white Dhari (traditional headdress) sits in the centre, with a five-pointed white star beneath it. The Dhari represents Torres Strait Islander people and the five-



Image: Wagga Wagga City Council

pointed star represents the five island groups within the Torres Strait. The star is also a symbol for seafaring people as it is used in navigation.

The meanings of the colours in the flag are:

- Green – representing the land
- Black – representing the Indigenous peoples
- Blue - representing the sea
- White – representing peace

Death and Sorry Business

The base of Aboriginal societies is the focus on community instead of the individual. This means that a loss can impact an entire community just as much as the individual. When someone passes away the whole community come together to share the grief, this process is called Sorry Business. Sorry Business is a period of cultural practices following the death of a community member. This allows communities and individuals to mourn the loss properly. This period can last days, weeks and even months.

Sorry Business can prohibit other events from taking place and must be respected by people working with Aboriginal Land Councils, Aboriginal Organisations and Aboriginal communities.

Some examples of Sorry Business protocols can include but not limited to, not using the images of the deceased, not using their voice and not using the name of the deceased person.

Acknowledgement of Country & Welcome to Country

An Acknowledgment of Country can be made by anybody whether they identify as Aboriginal and Torres Strait Islander or non-Indigenous. It is a way to pay respect to Indigenous Australians. An acknowledgement is usually done at the beginning of events such as speeches, meetings or formal occasions. If you know the name of the Traditional Custodians of the land you can acknowledge them directly.

A Welcome to Country is done by a Traditional Custodian or an Elder of that area. They are often done through speeches, songs, dance or a ceremony.

These are important as Aboriginal and Torres Strait Islander people have been excluded from Australian history books, the Australian anthem and in the past, the Australian democracy. Welcome to Country and Acknowledgement of Country is a way to include Aboriginal people and recognise Aboriginal and Torres Strait Islander people as the First Australians.

Men's and Women's Business

Within Aboriginal and Torres Strait Islander culture there are certain practices that are performed by men and women separately. This is often referred to as Men's and Women's Business. It is important that this is understood by all staff working with Aboriginal and Torres Strait Islander people and communities. Do not be offended if you are asked to leave when Men's and Women's Business is taking place.

Helpful Resources



Dates of Significance

26 January

AUSTRALIA DAY/SURVIVAL DAY

13 February

ANNIVERSARY OF APOLOGY DAY

15 March

NATIONAL CLOSE THE GAP DAY

5 April

BRINGING THEM HOME

26 May

NATIONAL SORRY DAY

27 May

ANNIVERSARY OF THE 1967 REFERENDUM

27 May - 3 June

RECONCILIATION WEEK

3 June

MABO DAY

8 - 15 July

NAIDOC WEEK

*Dates vary per year

4 August

NATIONAL ABORIGINAL AND TORRES STRAIT
ISLANDER CHILDREN'S DAY

13 September

ANNIVERSARY OF THE UN DECLARATION ON
THE RIGHTS OF INDIGENOUS PEOPLE

4 - 7 October

NSW ABORIGINAL RUGBY LEAGUE KNOCKOUT

*Dates vary per year

Websites

This list is not inclusive of all websites.

CREATIVE SPIRITS

Creative Spirits is a website with many resources to learn from. The website has information on Aboriginal arts, history, land, language, politics, spirituality and much more. There are statistics videos, e-books, photos and stories available.

www.creativespirits.info/

SPIRIT DREAMING

Spirit Dreaming can provide Aboriginal cultural training, consultancy, mentoring and more. They also have an online shop where you can purchase Aboriginal Oracle Cards, Meditation CD's and Aboriginal Dreaming Runes.

www.spiritdreaming.com.au/

BLACK RAINBOW

Black Rainbow is a national advocacy platform for Aboriginal and Torres Strait Islander LGBTQI people. They can support Aboriginal and Torres Strait Islander LGBTQI people through community projects and initiatives. They have micro-grants available and prepaid phone and data credit available to Aboriginal and Torres Strait Islander LGBTQI people experiencing homelessness, leaving DV circumstances or leaving the justice system. Black Rainbow can also provide training to increase knowledge around Aboriginal and Torres Strait Islander LGBTQI people needs.

www.blackrainbow.org.au/

FIRST PEOPLES DISABILITY NETWORK AUSTRALIA

First Peoples Disability Network Australia (FPDN) is a national organisation of and for Australia's First peoples with disability, their families and communities. On the website you can purchase the 'Our Way Planning' resources which was developed with First peoples with disabilities across NSW, NT, QLD and Torres Strait. The resource uses traditional methods of art and storytelling to support Aboriginal and Torres Strait Islander people living with disabilities to identify what areas in their lives they might need assistance with. FPDN also has films, mobcasts and the short film 'Benny Boy Goes Bush' available.

fpdn.org.au/

COMMON GROUND

Common Ground is a website that is sharing First Nations cultures, histories and lived experiences of Aboriginal and Torres Strait Islander people. This is information on the dreaming, stolen generation, languages, kinship and much more.

www.commonground.org.au/other-resources

AUSTRALIANS TOGETHER

Australians Together is a not-for-profit organisation that brings Indigenous people and other Australians together. They do this by helping non-Indigenous people learn the true story of our shared history and understand how this still affects people today.

australiansitogether.org.au/

RECONCILIATION AUSTRALIA

Reconciliation Australia promotes and facilitates respect, trust and positive relationships between the Aboriginal and Torres Strait Islander people and the wider Australian community. Reconciliation Australia assists organisations to create Reconciliation Action Plans (RAPs). They also have a reconciliation in education program called Narragunnawali – it is an online platform that is free to access and provides practical ways to introduce meaningful reconciliation initiatives within schools, classrooms and community. Reconciliation Australia also have an Indigenous Governance Program which supports Aboriginal and Torres Strait Islander success in governance and leadership. Their website has an array of resources free to download.

www.reconciliation.org.au/

AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES

The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) is a world-renowned research, collections and publishing organisation. They promote knowledge and understanding of Aboriginal and Torres Strait Islander cultures, traditions, languages and stories, past and present. They have many resources such as films, photographs, video and audio recordings as well as printed and other resource materials for Aboriginal and Torres Strait Islander studies.

aiatsis.gov.au/

INDIGENOUS.GOV.AU

The website is used to share information, news, stories and events that are of interest to Aboriginal and Torres Strait Islander people or those working in Indigenous affairs. There is information on communities, news and topics like the Indigenous Advancement Strategy, culture, remote Australia Strategies and much more.

www.indigenous.gov.au/

NAIDOC

NAIDOC is the website for NAIDOC Week celebrations. Any information regarding NAIDOC Week including each year's theme is available on this site. There are posters, logos and banners available for download.

www.naidoc.org.au/

ANTAR

ANTaR is an organisation representing a grassroots movement of Australians in support of justice and rights of Australia's First People. Visit their website for more information.

www.antar.org.au/

INDIGENOUS BUSINESS AUSTRALIA (IBA)

IBA was created to assist and enhance the economic development opportunities of Aboriginal and Torres Strait Islander people across Australia.

www.iba.gov.au/

ABORIGINAL HOUSING OFFICE

The Aboriginal Housing Office (AHO) is a statutory body established under the Aboriginal Housing Act 1998 (NSW) to ensure that Aboriginal and Torres Strait Islander people have access to affordable and quality housing.

The AHO is governed by an all-Aboriginal Board, which provides advice to the Minister for Housing on Aboriginal housing issues in NSW.

www.aho.nsw.gov.au/

THE NATIONAL ABORIGINAL COMMUNITY CONTROLLED HEALTH ORGANISATION (NACCHO)

NACCHO is the national peak body representing 143 Aboriginal Community Controlled Health Services (ACCHSs) across the country on Aboriginal health and wellbeing issues.

An Aboriginal Community Controlled Health Service is a primary health care service initiated and operated by the local Aboriginal community to deliver holistic, comprehensive, and culturally appropriate health care to the community which controls it, through a locally elected Board of Management.

www.naccho.org.au/

THE INDIGENOUS LITERACY FOUNDATION

Is a not-for-profit charity which respects the unique place of Australia's first people and draws on the expertise of the Australian book industry.

www.indigenoussliteracyfoundation.org.au/

AUSTRALIAN INDIGENOUS GOVERNANCE INSTITUTE

AIgi is an independent, non-government, not-for-profit organisation that is a centre of knowledge and excellence in governance. There are resources available on their website around leadership and governance within organisations and community.

www.aigi.com.au/

NEURA (NEUROSCIENCE RESEARCH AUSTRALIA)

NeuRa Specialise in brain and nervous system research. They have research about ageing and dementia. NeuRa also have further research around Aboriginal and Torres Strait Islander ageing. Visit the website for more information.

www.neura.edu.au/

Resources

This list is not inclusive of all resources.

ACTIONS TO SUPPORT OLDER ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE: A GUIDE FOR AGED CARE PROVIDERS

agedcare.health.gov.au/sites/default/files/documents/02_2019/actions-to-support-older-aboriginal-and-torres-strait-islander-people-a-guide-for-aged-care-providers.pdf

This is an Action Plan that addresses the challenges experienced by Aboriginal and Torres Strait Islander communities in relation to accessing the aged care system.

BRINGING THEM HOME REPORT (1997)

www.humanrights.gov.au/our-work/bringing-them-home-report-1997

Report of the National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children from Their Families.

WORKING WITH ABORIGINAL PEOPLE AND COMMUNITIES: A PRACTICE RESOURCE

www.community.nsw.gov.au/__data/assets/pdf_file/0017/321308/working_with_aboriginal.pdf

This is a comprehensive practice resource of generalised information on working with Aboriginal people and communities.

AUSTRALIAN INDIGENOUS HEALTHINFONET

healthinfont.ecu.edu.au/

Within this website you can find many health resources, information on events, programs and organisations and much more.

ABORIGINAL AGEING

www.aag.asn.au/documents/item/1438

Is a report of the 2nd National Workshop of the Australian Association of Gerontology (AAG) Aboriginal and Torres Strait Islander Ageing Committee (ATSIAC).

KOORI MAIL

koorimail.com/

Is a fortnightly National Aboriginal and Torres Strait Islander Newspaper written and owned by Indigenous Australians. You can subscribe to the Koori Mail and receive either hardcopy newspapers or online newspapers through their app.

RIVERINA MURRAY REGIONAL ALLIANCE (RMRA)

www.facebook.com/pages/category/Community/Riverina-Murray-Regional-Alliance-147364268982504/

RMRA is a member of the NSW Coalition of Aboriginal Regional Alliances (NCARA). RMRA will provide an important voice for Aboriginal and Torres Strait Islander communities to achieve improvements for Indigenous people across the Riverina Murray.

IDEAS RIVERINA MURRAY ABORIGINAL AGED CARE DIRECTORY

This directory was a partnership between the Regional Development Office of the Riverina Murray and IDEAS. Funded under the Commonwealth Home Support Programme. Created by Rachel Neil, Trainee Aboriginal Sector Support - Ageing to assist older Aboriginal and Torres Strait Islander people to have choice in their ageing experience. Follow the link to view the directory.

www.ideas.org.au/search.html?dirid=481:3661&hasSubSects=yes&q=Aboriginal%20Aged%20Care%20-%20Riverina%20Murray&location=Wagga%20Wagga%20NSW%202650&s=3727&l=Waggarandall&mainCat=Aboriginal%20Aged%20Care&mainCatId=481:3653

MENTAL HEALTH FIRST AID

Follow the link below to find guidelines for providing Mental Health First Aid to an Aboriginal and Torres Strait Islander Person.

mhfa.com.au/mental-health-first-aid-guidelines#mhfaatsi

SUPPLY NATION

supplynation.org.au/

The goal of Supply Nation is to help create a vibrant and sustainable Indigenous business sector. Supply Nation is an organisation that has worked with Aboriginal and Torres Strait Islander businesses as well as procurement teams from corporate and government organisations across Australia since 2009.

Supply nation have a directory called Indigenous Business Direct. It includes 2 categories of businesses: Certified Suppliers with 51% or more Indigenous ownership and Registered Businesses with 50% or more Indigenous ownership.

If your organisation is completing a Reconciliation Action Plan, Supply Nation membership is an essential component.

Local Aboriginal Land Council (LALC)

Contacts current as of March 2019.

LALC	Address	Admin Email	Phone
ALBURY & DISTRICT	917 Chenery St, Glenroy, NSW 2640	lalc-albury@outlook.com	02 6025 7075
BRUNGLE-TUMUT	95 Capper St, Tumut, NSW 2720	btlalc@bigpond.net.au	02 6947 4518
CUMMERAGUNJA	4 Tongala Rd, Moama, NSW 2731	CEO@CummeraLALC.com.au	03 5869 3372
DENILIQUIN	426 Wood St, Deniliquin, NSW 2710	lalcd@bigpond.com	03 5881 4891
GRIFFITH	5 Wiradjuri Pl, Griffith, NSW 2680	griffalac@bigpond.com	02 6962 6711
HAY	412 Belmore St, Hay, NSW 2711	haylalc@tpg.com.au	02 6993 2243
LEETON & DISTRICT	1/5 Belah St, Leeton, NSW 2705	admin@ldlalc.com.au	02 6953 4344
MOAMA	52 Chanter St, Moama, NSW 2731	JoeDay@njernda.com.au	03 5482 6071
NARRANDERA	172 East St, Narrandera, NSW 2700	nlalc14@bigpond.com	02 6959 1823
WAGGA WAGGA	155-159 Docker St, Wagga Wagga, NSW 2650	waggawaggalalc@bigpond.com	02 6921 4095
WAMBA WAMBA	1/3 Moulamein Rd, Murray Downs, VIC 3585	ceo@wambawamba.org.au	03 5032 2934
WEST WYALONG	76-78 Main St, West Wyalong, NSW 2671	ww.lalc@bigpond.com	02 6972 3493
YOUNG	247 Boorowa St, Young, NSW 2594	younglalc62@gmail.com	02 6382 5669

Cultural Awareness



Reconciliation Action Plan (RAP)

Reconciliation Australia's RAP framework provides organisations with a structured approach to advance reconciliation. There are 4 tiers of RAPs that can be developed, each type is designed to suit an organisation at different stages in their reconciliation journey. Reconciliation Australia will work in partnership with organisations to produce these plans. The 4 types of RAPs are Reflect, Innovate, Stretch and Elevate.

RAPs are making a difference across Australia within workplaces, schools, universities, community organisations and government. The framework enables organisations to contribute to reconciliation by building and encouraging relationships between Aboriginal and Torres Strait Islander people, communities and the broader Australian community. It fosters and embeds respect for Aboriginal and Torres Strait Islander culture and communities. RAPs can develop opportunities within organisations and services to improve socio-economic outcomes for Aboriginal and Torres Strait Islander communities.

For more information on Reconciliation Action Plans please visit the website www.reconciliation.org.au/ or email at raps@reconciliation.org.au

Consultation

Effective consultation with Aboriginal people and communities should occur early in the decision making process. You can work through local Aboriginal agencies to find the right people or groups to consult with.

Consultation is an ongoing process that benefits all participants equally. It involves creating respectful relationships with Aboriginal and Torres Strait Islander communities and allows those involved to become aware of community views and sensitivities. Protocols around consultation will vary between communities and people within communities, so communicate with local Aboriginal agencies for more information.

Engaging in consultation with Aboriginal and Torres Strait Islander communities is crucial when working on programs and events that affect Aboriginal people. In the past Aboriginal people have been excluded from making decisions when it comes to their communities.

Training Opportunities

Listed below are just some training options for you or your organisation. You may also find local providers in your area that deliver Aboriginal and Torres Strait Islander cultural training.

SPIRIT DREAMING

Spirit Dreaming can provide you with Aboriginal Cultural Training, Consultancy, Cultural Safety Training and more. Visit the website for more information.

www.spiritdreaming.com.au/

CENTRE FOR CULTURAL COMPETENCE AUSTRALIA

CCCA can provide online training for Aboriginal and Torres Strait Islander Cultural Competence. They can provide community consultation and engagement, RAP development and assistance and more. Visit the website for more information.

www.ccca.com.au/

MIRRI MIRRI

Mirri Mirri is an Aboriginal owned company that can deliver a range of cultural services which include Cultural Awareness, Facilitation Development and Employment Strategies. Visit the website for more information.

www.mirrimirri.com.au/

CORE CULTURAL LEARNING: ABORIGINAL AND TORRES STRAIT ISLANDER AUSTRALIA FOUNDATION COURSE

Core has been developed by the Australian Institute of Aboriginal and Torres Strait Islander Studies in partnership with the Department of Prime Minister and Cabinet and the Department of Social Services. It has been designed to be informative, interactive and to create a greater awareness of the history and cultural heritage of Aboriginal and Torres Strait Islander peoples. Visit the website for more information.

aiatsis.gov.au/core/landing

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INTRODUCTION

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HISTORICAL OVERVIEW

TIMELINE

Historical Context - The Stolen Generations | Bringing Them Home. Retrieved from bth.humanrights.gov.au/significance/historical-context-the-stolen-generations

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Indigenous Resource

BOOKLET

For Service Providers of the
Commonwealth Home Support Programme
RIVERINA MURRAY