

# ORANGE ABORIGINAL COMMUNITY WORKING PARTY

## ABORIGINAL SOCIAL DEVELOPMENT PLAN

2014 – 2024

### Overview

*“To create an Aboriginal community that fosters unity, ownership, participation and leadership, while contributing to the social, cultural and economic activities of the wider community in Orange.”*





# **“Yindyamarra”**


**‘Respect and honour and to go  
slow –  
get knowledge and  
understanding to be wise in  
your work with teaching of  
others’**

**Wiradjuri Council of Elders**

# Contents

<b>A Message from the Chairperson</b> .....	4
<b>Welcome to Country</b> .....	5
<b>Acknowledgements</b> .....	7
<b>Local Aboriginal Protocols</b> .....	8
<b>Our Purpose</b> .....	15
<b>Our Vision</b> .....	15
<b>Our Values</b> .....	16
<b>Orange Aboriginal Community Profile</b> .....	17
<b>Strategic Goals 2014 - 2024</b> .....	18
<b>Guiding Principles</b> .....	19
<b>Implementation</b> .....	20
<b>Outline of Social Development Plan</b> .....	20
<b>ATTACHMENT 1 - Orange City Council Community Strategic Plan Objectives</b> .....	25





# A Message from the Chairperson

Mr Jamie Newman  
Chairperson  
Orange Aboriginal Community Working Party

It is with great pleasure that I present you with the Orange Aboriginal Community Social Development Plan 2014-2024. The Plan is a road map for achieving the future aspirations of our local Orange Aboriginal Community. The Plan recognises the diversity and unique characteristics of our community; it reflects the needs and aspirations of its people; and it promotes partnership and collaborative approaches to adopt a holistic view of our community to improve and enhance the quality of life for them all. The aim of the Plan is:

*“to promote an environment in Orange which supports the physical, social, emotional, cultural and economic well-being of all those making up the local Aboriginal community in Orange”.*

The Plan identifies the vision, outcomes and goals we aspire to as a local Aboriginal community and acknowledges the visions and priorities of the different tribal groups that make up our community. The Plan is wide reaching in its outlook and considers the social, environmental (built and natural), economic and governance themes that will contribute to the long-term wellbeing of our community.

The Plan also includes sustainable strategies and recommendations specifically aimed at addressing the social issues in Orange and ensuring that problems of the past are not repeated.

The Plan is a living document, which will be under ongoing review and will be evaluated and reported on annually. This will ensure that the Plan is in line with, and links to, the plans of key stakeholders and the social policy directions of the three tiers of government and, above all else, and importantly, is responsive to the needs of the local Aboriginal community.

The goals and aspirations of our Plan are consistent with the identified targets and Building Blocks of the Closing the Gap strategy that commits to addressing Indigenous disadvantage.

The Orange Aboriginal Community Working Party (OACWP) is committed to working with the community and key stakeholders to achieve the aspirations outlined in this Plan. The Plan will need concerted effort, drive, passion, dedication and a commitment to implement/achieve our stated goals. Achievement of these goals is not the responsibility of one but all of us on the OACWP as well as our key stakeholders, many of whom will also benefit significantly from the Plan’s achievement. The challenge now lies with each and every one of us to support the implementation process to ensure that our community needs are met in forthcoming years. Our success depends on everyone working together to realise a sustainable and prosperous future for all.

Thank you one and all.

# Welcome to Country

**Murrugay Ngadhi yindayamali wiradjuri mudyigang-gu yanhi-bu dhany-du.**

*First, I pay my respects to Wiradjuri Elders past and present.*

**Ngadhi yindyamarra-bu mudyigang-gu ngurambandiguwal ngingha yiradhu.**

*I acknowledge and pay respects to Elders and members of other nations here today.*

**Yinaagalangbu gibirbangbu, ngiyanhi mayiny mugil mugil gu gawaymbanha ngiinyalgir wiradjuri-gu ngurambang-gu ngiyani gadhaang ngindhugir ngingha yiradhu.**

*Ladies & Gentleman, we the Wiradjuri people of Orange, welcome you to Wiradjuri country, we are glad you are all here today.*

**Ngindi-Dundhu winhanghaha Nganha wiradjuri garraydya yiradhu.**

*I want you to remember that you are on Wiradjuri Land today.*

**Ngianhi-gingunha mayiny ngadhuri-nya ngingha garray maradhal ngianhigingunha mayiny widya-dhuray-dya wagani bamirgu ngingha ngurambang-gu.**

*Our people cared for this land, for a long time, our people have lived on and danced for a long time on this land.*

**Ngianhi-gingunha garray winhanghaha garray bulangumbaay bila-galang, Galari, Marrumbidya, wambuul.**

*Our land is known as the land of the three rivers, the Lachlan, Murrumbidgee and the Macquarie.*

**Gawaymbanha ngiinyalgir Wiradjuri-gu ngurambang-gu ngiyani gadhaang ngindhugir ngingha.**

*With this welcome, we ask that you will respect the law of the country. The law of the land says the following things;*

**Gawaymbanha ngingha-dhuray ngayarra ngiyani ngiinyalgir yindayamalgirri buyaa ngurambang-gu gila yarra ngindhugir yindamalgirri mayiny-galang-bu Ngurambang-bu.**

*You must respect and honour, all the people and all part of the country. Give honour, be respectful, be polite and patient with all, then the people will respect you.*

**Yindamala mayiny-galang-gu, yandhu mayiny-galan-dhu yindyamalgirri ngiinyalgir.**

*Hold fast to each other, empower the people.*





**Marra-gala-dha, walan-maya maying galang.**  
*Respect everything, living & growing.*

**Yindamala yambuwan murun-dhuray-bu buwu-dhuray ngang-dha garray  
bila-galang-gu, yandhu garray-bu bila-galang-bu nganga-girri nginyalgir**  
*Look after the land and rivers, then the land and rivers will look after you.*

**Yinaagalang bu, Gibirbangbu, nhila, marambang bilang ngaagi ngyanhi-  
gin-ghu baayi ngurra dhaagundha wiradjuridya garraydya. Nginha  
bawamarra, nganha  
mayiny-gu, yanhagubu, wadhang-galanha, gila, maldali mawang marrali,  
minya-minyambul marang ngiyanihi-gin-gu mayinygu.**  
*It is wonderful to see our footprints side by side in the soil on Wiradjuri land. This  
indicates that people are walking and talking together, so lets work together to  
make everything good for our people.*

## Acknowledgements

The OACWP is grateful to the following groups and individuals who have provided valuable contributions and support throughout the process of developing the Orange Aboriginal Community Social Development Plan:

- Wiradjuri Council of Elders
- Indigenous Community Volunteers (ICV)
- Orange City Council
- Department of Aboriginal Affairs NSW
- Indigenous Coordination Centre (Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs)
- Orange Aboriginal Medical Service
- Orange Local Aboriginal Land Council
- Coonabahloo Gibir
- Aboriginal Educational Consultative Group
- Orange Elders Groups
- Orange Wiradjuri Descendants Group
- Darren Smith – Regional Development Australia Central West
- Nedra Burns - Cadia Mines
- Birrang Enterprises Ltd
- Orange Aboriginal Corporation for Women
- Artist: Kylie Tarleton  
Language Group: Wiradjuri  
Artwork: “Gugaa” (Goanna)
- Allan Barden – ICV Consultant





# Local Aboriginal Protocols

## Purpose

These cultural protocols provide guidance and support to any individual, organisation and all Government and Non-Government agencies to ensure that their interaction and involvement with our community respects Wiradjuri Orange cultural beliefs and practices.

## What are Cultural Protocols?

Protocols are principles which guide the behaviour of an individual, company, organisation or agency in a particular situation. These protocols are designed to protect Wiradjuri Orange cultural rights. These protocols assist in improving relationships between groups, community and agencies alike to achieve better outcomes for the whole community.

## Why do we need Cultural Protocols?

Since colonisation, Aboriginal people have been disempowered and deprived of what is our basic cultural right. Our interests and concerns have often been dismissed and or ignored. The introduction of protocols represents an important step towards understanding, respecting and acknowledging our views and instituting culturally sensitive and respectful practices that enriches, motivates and drives Wiradjuri Orange forward.

## Principles

### 1. Respect

The rights of Wiradjuri Orange to own and control our cultural heritage, and our rights and interests in how they are portrayed (in images, text, or the like), must at all times be respected and protected.

Cultural diversity and knowledge of Wiradjuri people in the community and do not show bias to others.

Consultations processes with the local Wiradjuri Descendants Group, Orange Local Aboriginal Land Council and Orange Aboriginal Community Working Party should always be followed and approvals and permissions sought accordingly.

It is also imperative that groups understand and respect that our consultation process may be lengthy as the communal nature of our people, social structures,



timeframes and decision making processes are different to those of the wider community.

## 2. Welcome and Acknowledgements to Country

The 'Welcome to Country' and 'Acknowledgement of Country' recognises the unique position of our people in Australian culture and history. Aboriginal people are the original Custodians of the Land. It is important this unique position is recognised and incorporated as part of official protocol and events to enable the wider community to share in our culture and heritage and to facilitate better relationships between Aboriginal people and other Australians.

The purpose of these guidelines is to ensure that the correct protocols are used for all agencies for 'Welcome and Acknowledgement to Country' ceremonies in Wiradjuri Orange.

### Scope

These Guidelines apply to all agencies staff responsible for organising 'Welcome and Acknowledgement to Country' ceremonies.

### The 'Welcome to Country'

A 'Welcome to Country' is where a descendent of the Traditional Aboriginal Custodians, (in most cases the Elders / Leaders) Welcome people to their Land. Steps should be taken to ensure that the appropriate representative is invited to perform the 'Welcome', because it is a significant recognition and a formal process.


A 'Welcome to Country' should always occur in the opening ceremony of the event in question, preferably as the first item.

The 'Welcome to Country' is conducted by a representative/s or Elders / Leader in the local Aboriginal community of the local Aboriginal Custodians (Wiradjuri) who welcome the delegates and all in attendance.

Protocols in relation to the performing of a 'Welcome to Country' are established in most Aboriginal communities in Australia. If there is uncertainty as to whether a 'welcome or acknowledgement' is appropriate, advice should be sought from the Orange Local Aboriginal Land Council (OLALC).

A 'Welcome to Country' will or may consist of a single speech by the representative of the local Aboriginal community, or a performance of some description, including a welcoming song, a dance, a Didgeridoo performance or a combination of any of the above.





At major functions such as conferences, naming and / or opening ceremonies, graduation ceremonies, exhibitions and other functions where official guests and dignitaries are in attendance, it is important that a local representative of the Wiradjuri Nation be asked to conduct the 'Welcome'.

In addition, other 'welcoming activities' such as music and dance may be used under the direction of the representative.

Agencies are encouraged to discuss the most appropriate and available method with the OLALC.

## **The 'Acknowledgement of Country'**

An 'Acknowledgement of Country' is a means by which all people can show respect for Aboriginal culture and heritage and the ongoing relationship the Traditional Custodians have with their Land.

An 'Acknowledgement of Country' would be used at minor functions such as public lectures, in-house training, workshops, seminars and meetings. On such occasions, a Chair or Speaker may begin by 'Acknowledging' that the meeting is taking place in the 'Country' of the Traditional Custodians. For example:

*'I would like to acknowledge the Wiradjuri people who are the Traditional Custodians of the Land. I would also like to pay respect to the Elders both past and present of the Wiradjuri Nation and extend that respect to other Aboriginal Australians who are present'*

## **Negotiating a 'Welcome to Country'**

Initiation of negotiation to perform a 'Welcome to Country' ceremony is to occur through the Chief Executive Officer, Orange Local Aboriginal Land Council.

It is then the responsibility of the Chief Executive Officer to contact the Wiradjuri Descendants Group to arrange a representative to conduct the 'Welcome'.

Once the representative is nominated and confirmed, contact between the agency and the representative is initiated by the Chief Executive Officer. It is then expected that this confirmation of 'welcome' is through a formal letter of invitation.

All arrangements thereafter for the 'Welcome to Country' should be mutually negotiated. It is very important that the Aboriginal representative/s has been involved in, and is comfortable with, the arrangements. This may include the format of the ceremony and the method of the 'welcome'.

The Agency representative should make provision for those performing the 'Welcome' to be paid.

The fee for a 'Welcome to Country' speech is a standard rate of \$150.00.

Additional costs may be incurred should the requesting agency require a performance of some type. These additional fees are to be negotiated prior to the event.

All fees are to be paid to the following:

- Orange Local Aboriginal Land Council - Culture & Heritage Account

Other considerations may include the arrangement of transport for the representative(s) and ensuring that refreshments are provided.

## **Cultural Protocols to be preserved**

There are certain Aboriginal protocols that must be observed:

- The practice of not mentioning the name of a deceased Aboriginal person, or displaying photographic images of a deceased person unless agreed to by the relevant family;
- Sensitivity to knowledge that is specific to gender (commonly referred to as 'Women's Business' or 'Men's Business');
- Appropriate acknowledgement of guest artists that are either from or supported by the local community.

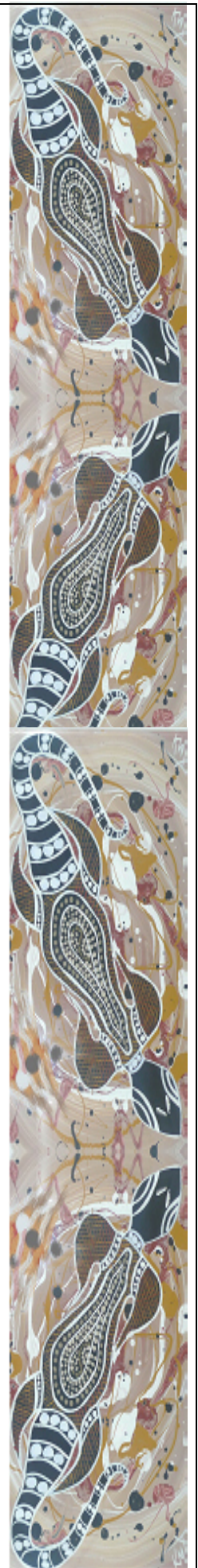
In most cases, members of the Aboriginal community will advise agency staff of intrusive behaviour and / or if they are not permitted to discuss the protocol or ceremony with staff because of age, gender, status or because staff do not belong to their Clan or Tribal Group. If agency staff is in doubt, assistance should be sought in the first instance from the Chief Executive Officer, Orange Local Aboriginal Land Council.

### **3. Aboriginal control**

Aboriginal people must always be consulted and involved in all decisions affecting our culture and heritage, and in particular on the ways in which culture is represented and used.

In the first instance, The Orange Local Aboriginal Land Council must be engaged to offer advice and assistance.

Additional advice and assistance can be obtained through the Orange Aboriginal Community Working Party and the local Wiradjuri Descendants Group.





## 4. Interpretation & Integrity

Aboriginal people must be recognised as the primary guardians and interpreters of their culture.

When writing about local Aboriginal issues or choosing images to accompany or support the text, it is imperative to consider how the work affects or may affect our community members who may be the subject of the story.

In this instance advice must be sought from the individuals or family concerned and additionally, the Orange Local Aboriginal Land Council.

The Orange Local Aboriginal Land Council, Orange Aboriginal Community Working Party and Wiradjuri Orange Descendants Group have established a relationship and connection with our Wiradjuri Council of Elders and will seek advice and direction from the Council on more complex cultural matters that affect and impact our community.

## 5. Attribution

Local Aboriginal people and identified organisations must be given credit and acknowledgement for their achievements and contributions in the compilation and development of media stories and or use of local cultural material.

It is encouraged that local identified and relevant Aboriginal peoples' perspectives are sought on issues impacting and affecting our community rather than relying on self-appointed spokespersons (Aboriginal and Non-Aboriginal) as views can differ.

## 6. Sharing of benefits

Aboriginal people have the right to share in the benefits from the use of their culture, especially where it is being commercially applied. In this respect it is encouraged that discussions are initiated with the Orange Local Aboriginal Land Council and the Orange Aboriginal Community Working Party to determine the level of participation and contribution that may be required from the local Aboriginal community.

## 7. Confirmation of Aboriginality

Community organisations at times will be asked to certify the Aboriginal descent of applicants who are seeking assistance from Federal, State and or Local Government agencies.

These community organisations should understand that they bear a heavy responsibility in ensuring that:

- (a) only people who are Aboriginal persons or Torres Strait Islanders receive benefits to which they are entitled, and
- (b) ensuring that people who are not Aboriginal or Torres Strait Islanders do not receive them.

An acceptable community organisation is one that is recognised and accepted by the Orange Aboriginal Community Working Party and is normally an association (incorporated) where the majority of its governing body are Aboriginal people or Torres Strait Islanders or both.

The two identified Aboriginal organisations in Orange who currently process Confirmation of Aboriginality forms are the Orange Local Aboriginal Land Council (OLALC) and Orange Aboriginal Medical Service (OAMS).

The process of the OLALC is governed by their Lands Right Act and is different to the process implemented by the OAMS.

It is advisable for agencies to contact one or both of these organisations to clarify these processes prior to sending community members to action their request for confirmation.

Recognised and accepted Aboriginal organisations will not provide confirmation unless they have evidence before them that the applicant is an Aboriginal person and that he or she identifies as an Aboriginal; and has community recognition either where they currently live or where they have previously lived.

***Section 136 of the Criminal Code Act 1995 makes it an offence punishable by imprisonment for 12 months for a person to make a statement to a Commonwealth entity in a document knowing that statement to be false or misleading.***





## Contact Details:

### ORANGE LOCAL ABORIGINAL LAND COUNCIL

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# Our Purpose

The Orange Aboriginal Community Working Party (OACWP) exists to provide opportunities for the local Aboriginal community to develop community and human capacity in order to improve their quality-of-life, health, social and economic well-being, and participation and membership entitlement within Australian society.

Working in partnership with local, state, commonwealth governments, the private sector and the broader community, the OACWP seeks to harness opportunities and overcome disadvantage through community and human development activities.

The structure and membership of the OACWP has its focus on inclusive and independent Aboriginal organisations and groups. This requirement ensures that members provide a grassroots, unbiased perspective on community issues.

As well, annual terms of office ensure that the OACWP maintains fresh perspectives. The OACWP also has local and senior government advisors to provide needed expertise as required.

The OACWP intends to be an effective mechanism for addressing and collaborating on social issues affecting the Aboriginal community of Orange. The Orange Aboriginal Social Development Plan reflects this strong 'grassroots' focus and continuing desire to engage the local community in the implementation of the Plan.

# Our Vision

To create an Aboriginal community that fosters unity, ownership, participation and leadership, while contributing to the social, cultural and economic activities of the wider community within Orange.





# Our Values

The OACWP supports the Orange City Council's "Values Charter" as follows:

- 1 A secure community
- 2 A workable community
- 3 A best balance of city and country
- 4 A healthy, green. Colourful, living community
- 5 A community with a valued past and a real future
- 6 An inclusive, accepting, connected community
- 7 An enterprising and prosperous community
- 8 A community that appreciates and rewards contribution
- 9 A supportive and caring community
- 10 An entertaining and enjoyable community
- 11 An eminently visible community
- 12 A community with options

Additional Aboriginal Values that are shared among and between the different language groups in Orange are:

**Unity** - in the sense of one voice representing the whole Aboriginal community of Orange, including different tribes.

**Togetherness** – representing people standing, working and being together for a better community.

**Respect and Leadership** – respect for each other regardless of age or gender and strong leadership by respected community members in the interest of the whole community.



# Orange Aboriginal Community Profile

Further information on the Orange Aboriginal community can be found at the Orange City Council website: [www.orange.gov.au](http://www.orange.gov.au) and at [www.id.com.au/orange/commprofile](http://www.id.com.au/orange/commprofile).

In the 2011 census, **2049** people identified themselves as being of Aboriginal and/or Torres Strait Islander descent. Anecdotal evidence however, strongly suggests that the Aboriginal population of Orange is more likely to be around **3,500**.

There continues to be a steady movement of Aboriginal people into Orange from other towns in the central mid west region of NSW such as Brewarrina, Walgett and Dubbo and many of these would not have been picked up by the census.

The 2011 Census shows that the median age of the Aboriginal community in Orange is **18 years** compared to **37 years** for the non- Aboriginal community. Other important statistical information from the 2011 Census relevant to the Aboriginal community of Orange and the strategic goals and objectives of the Social Development Plan is as follows:

- Only **13.7%** have non-school tertiary education qualifications compared to **29.5%** of the non – Aboriginal community.
- Year 12 or equivalent achievement is **216** persons compared to **10,554** persons for the non-Aboriginal community.
- The unemployment rate is **16.9%** compared to **4%** for the non-Aboriginal community.
- The employment participation rate is **48.1%** compared to **64.2%** for the non-Aboriginal community.
- There are only **16** in self-employed work compared to **844** for the non-Aboriginal community.
- The median weekly personal income is **\$376** compared to **\$594** for the non-Aboriginal community and the median weekly household income is **\$894** compared to **\$1179** for the non-Aboriginal community.
- Proportion of occupied dwellings that need one or more additional bedrooms is **10.4%** compared to **1.7%** for the non-Aboriginal community.
- The home ownership rate is **3%** compared to **22%** for the non-Aboriginal community.





# Strategic Goals 2014 - 2024

The Orange Aboriginal Community Working Party will work to ten (10) Strategic Goals over the next 5 years, with the next 5 years only broadly indicated. These Goals (with the reference to the Orange Community Strategic Plan Objectives<sup>1</sup> in brackets) are:

**Strategic Goal 1: Economic Independence (3, 7, 10, 11)**

*We will work to increase employment, self-employment and small business development opportunities, for the Orange Aboriginal community*

**Strategic Goal 2: Education, Training and Employment (10, 11)**

*We will work to increase long term sustainable employment outcomes for the Orange Aboriginal Community*

**Strategic Goal 3: Youth (15-25) (3, 5, 6, 7, 9)**

*We will work to generate positive Aboriginal cultural identity and increase access to and utilisation of, services that target Aboriginal youth.*

**Strategic Goal 4: Elders (3, 5, 6, 9)**

*We will work to encourage and support active participation of Elders within the Orange Aboriginal community*

**Strategic Goal 5: Health (5, 6)**

*To work in partnership to contribute to closing the gap in health outcomes and achieving key goals (as agreed by COAG) by implementing initiatives in this social plan under the priority areas.*

**Strategic Goal 6: Culture and Heritage (3, 8, 10, 12, 13)**

*To advance, protect and promote the heritage and culture of all local Aboriginal people*

**Strategic Goal 7: Accommodation/Housing (7, 9, 11)**

*Our aim is to provide a comprehensive housing and accommodation solution for the Orange Aboriginal community*

**Strategic Goal 8: Community Sport and Recreation (6)**

*To promote community wellness through active involvement and participation in local sporting activities and competitions*

**Strategic Goal 9: Aboriginal Men (3, 6, 7, 9)**

*To foster a culture of identity, strength, leadership and value to the Aboriginal Men's community in the Coonabahloo (Orange, NSW area)*

**Strategic Goal 10: Aboriginal Women (Orange Aboriginal Corporation for Women) (3, 6, 7, 9)**

*To empower Aboriginal women in the Orange area*

More detail of the Plan can be seen below and in the **Detailed Operational Plan**

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<sup>1</sup> See Attachment 1

# Guiding Principles

The OACWP has identified a set of principles that will underpin the implementation of the actions in the Plan 2013 – 18. These principles are:

- **Principle No. 1** - Promote integrated planning across Council, with all levels of government and with the community
- **Principle No. 2** - Work in a collaborative and coordinated way to ensure equity in service delivery and resource sharing
- **Principle No. 3** - Emphasise early intervention and prevention strategies in all undertakings
- **Principle No. 4** - Empower community through actively engaging with them to identify and build on existing strengths
- **Principle No. 5** - Support the development of healthy lifestyles and the minimisation of our ecological footprint.

These principles continue to be applied to key decisions regarding implementation options, recommendations, strategies and activities.

## Supporting Principles

- Ensure an unbiased commitment to address the social issues of community
- A community that respects and embraces cultural differences
- Demonstrate mutual respect, equity, pride, professionalism and integrity through interaction
- Accept responsibility and accountability for all actions
- A community in which Aboriginal people are full participants
- Our Aboriginal identity and tradition is at our core. We will promote a clear, explicit, non-judgemental, values based and unified Aboriginal identity in our communications
- Activities are governed by a strengths based approach and will be economically, socially and environmentally sustainable, fostering and encouraging strong local community involvement
- Our priority focus for our community during 2014-2024 will be: Economic Independence; Education Training and Employment; Youth (15-25); Elders; Health; Culture and Heritage; Accommodation/Housing; Aboriginal Men; Aboriginal Women.
- Commitment to the highest quality in all that we do for our community
- 'Closing the Gap' principles on Indigenous disadvantage
- Compassion and understanding





# Implementation

In order to move forward in a coordinated way in implementing the Plan, it will be important for Working Party members to monitor progress, and report regularly to the OACWP meetings on their achievements.

Many of the recommendations involve working in collaboration with community social service agencies to address issues that have been identified during the planning process. A number of activities in the Plan involve advocating to senior levels of government to ensure that adequate levels of social services are provided in Orange for the local Aboriginal community.

OACWP members will work with community agencies to develop a coordinated advocacy effort. While advocacy is usually an ongoing process, OACWP endorsement of recommendations to senior levels of government will be crucial if advocacy efforts are to be effective. On many issues, the OACWP may wish to encourage other groups/individuals to join their advocacy efforts, including bringing motions forward to the OACWP for consideration.

## Outline of Social Development Plan

<b>Strategic Goal 1</b>	<b>Economic Independence</b>
Sub-goal 1.1	Promote necessary skills required to enter into small business/self -employment
1.1.1	Business skills improve
1.1.2	Investigate Aboriginal business activity and training
1.1.3	Increase Aboriginal participation rates in employment
Sub-goal 1.2	Attract, recruit and retain more Aboriginal people into employment and to management positions
1.2.1	Create capacity for strong Aboriginal employment
1.2.2	Develop program opportunities in and remove barriers to employment creation
1.2.3	Develop training opportunities (including apprenticeship and traineeships) to support employment creation
Sub-goal 1.3	Support the growth of existing Aboriginal owned businesses, corporations and organisations
1.3.1	Increase Aboriginal business activity
1.3.2	Develop management and business skills
1.3.3	Establish new businesses
<b>Strategic Goal 2</b>	<b>Education, Training and Employment</b>
Sub-goal 2.1	To increase the number of school based traineeships
2.1.1	Develop school-based traineeships, cadetships and scholarships

Sub-goal 2.2	To provide for better training and employment outcomes for Aboriginal people
2.2.1	Create opportunities for workplace preparation and training
2.2.2	Utilise partnerships to create opportunity
Sub-goal 2.3	To implement the Orange Aboriginal Education Consultative Group (AECG) goals of Respect, Empowerment and Self Determination
2.3.1	Create positive outcomes
2.3.2	Strengthen non-school engagement
2.3.3	Support and encourage AECG development

**Strategic Goal 3 Youth (15-24 Years old)**

Sub-goal 3.1	Work to increase positive perceptions of Aboriginal culture and identity
3.1.1	Improve Cultural Identity
3.1.2	Improve public perception of Aboriginal young people
Sub-goal 3.2	To raise the awareness of Aboriginal youth about the existing services available to them
3.2.1	Organise a variety of awareness events and activities
Sub-goal 3.3	Develop new services that target Aboriginal youth according to identified needs
3.3.1	New services are developed according to need
3.3.2	Ensure existing services remain responsive to changing youth needs

**Strategic Goal 4 Elders**

Sub-goal 4.1	Work to decrease the social isolation of Elders
4.1.1	Develop social support
4.1.2	Develop interaction between /elders and youth
4.1.3	Provide support for special needs of Elders
Sub-goal 4.2	Successfully increase the empowerment of Elders
4.2.1	Create and facilitate culturally appropriate mechanisms to determine and support special needs of Elders
4.2.2	Show respect for Elders through engagement, including cross-generational connection

**Strategic Goal 5 Health**

Sub-goal 5.1	Ensure access by Aboriginal people to comprehensive and coordinated health care, provided by a culturally competent health workforce within a broader health system
5.1.1	Facilitate a culturally appropriate focus within the health system
5.1.2	Integrating Closing the Gap priority areas into this Plan
Sub-goal 5.2	Increase the number of qualified/trained local Aboriginal people in the health workforce
5.2.1	Aboriginal Training Strategy



<b>Strategic Goal 6</b>	<b>Culture and Heritage</b>
Sub-goal 6.1	To provide programs that protect, develop and promote Aboriginal culture and heritage
6.1.1	Protection of culturally significant sites
6.1.2	Promotion of Aboriginal culture and heritage
<b>Strategic Goal 7</b>	<b>Accommodation/Housing</b>
Sub-goal 7.1	Maintain a self-sustaining housing operation for the Orange Aboriginal community
7.1.1	Securing financial awareness
7.1.2	Increase housing stock and housing options
<b>Strategic Goal 8</b>	<b>Community Sport and Recreation</b>
Sub-goal 8.1	Establish a local sporting club that will incorporate all relevant sporting codes in Orange
8.1.1	Set foundations for Sporting club
8.1.2	Commence incorporation and operating the Club
Sub-goal 8.2	Encourage Aboriginal people to be more active and to play sport at all levels
8.2.1	Participation in physical activity
Sub-goal 8.3	Increase opportunities for Aboriginal people to learn the skills needed to organise, deliver and manage community-based sport
8.3.1	Identify people and skills
8.3.2	Develop and promote skills acquisition and involvement
Sub-goal 8.4	Assist talented Aboriginal sportspeople to access the support they need to reach their sporting goals
8.4.1	Develop a talented Aboriginal athletes program
8.4.2	Promote funding opportunities to local Aboriginal community.
<b>Strategic Goal 9</b>	<b>Aboriginal Men</b>
Sub-goal 9.1	To review and update the organizational infrastructure of Coonabahloo Gibir (CGMOC)
9.1.1	Update Organizational documents
9.1.2	Develop and refine a Strategic Plan for the Coonabahloo Gibir
9.1.3	Develop a Financial Plan
Sub-goal 9.2	Promote and build Male Healing & Wellness
9.2.1	Identify and address issues and needs of Aboriginal men within the Foundations of Wellness
9.2.2	Provide resources for programs to meet the needs of the male community
Sub-goal 9.3	Develop and implement “Bidya to Bidya” Peer Support
9.3.1	Provide effective peer support through advocacy (the Buddy Program)
9.3.2	Establish and maintain group support through Yarning Circles
9.3.3	Establish and conduct support through Cultural Camps

Sub-goal 9.4	Develop and implement “Little Brother, Big Brother” Mentoring
9.4.1	Establish and conduct a Warrior Academy program providing a “scholarship” for young men
9.4.2	Establish a pro-active engagement through School Talks
9.4.3	Establish and conduct support through Culture Camps

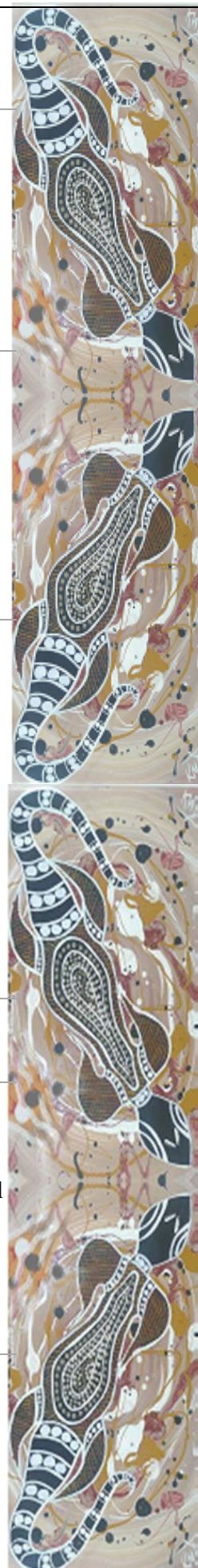
Sub-goal 9.5	Develop and implement “Deadly Development” Up-skilling
9.5.1	Up-skill the Aboriginal men
9.5.2	Respond to Aboriginal community issues through provision of fundamental life-skills support
9.5.3	Increase capacity of CGMOC to deliver in-house training (long term)
9.5.4	Provide effective peer support through advocacy and sharing stories

Sub-goal 9.6	Develop and implement “Brother Care” Community Support
9.6.1	Provide Emergency short term accommodation to Aboriginal men
9.6.2	Provide Food support (REAP) for Aboriginal men
9.6.3	Cell Support when in local custody
9.6.4	Support Work & development orders for Aboriginal men
9.6.5	Community development and involvement (community visibility)
9.6.6	Domestic violence programs
9.6.7	Develop and implement support/ recreational activities

**Strategic Goal 10      Aboriginal Women (Orange Aboriginal Corporation for Women)**

Sub-goal 10.1	Nirakias is the peak advisory body for Orange Aboriginal women
10.1.1	Provide a voice and focus for consultation for Aboriginal women with community, individuals and government
10.1.2	Identify and address issues and needs of Aboriginal women
10.1.3	Establish Nirakias as a legal entity and formal body for funding and governance

Sub-goal 10.2	Nirakias develops and provides opportunities for Aboriginal women to participate in growth and change activities
10.2.1	Develop a strong and connected community
10.2.2	Achieve improved socio-economic status for women
10.2.3	Retain children and young people in education





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| Sub-goal 10.3 | Work with others in the Orange community to empower women         |
| 10.3.1        | Identify and meet needs of Aboriginal women                       |
| 10.3.2        | Create Strong partnerships for community development              |
| 10.3.3        | Provide a voice in other groups and activities to represent women |
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| Sub-goal 10.4 | Nirakias develops and strengthens Aboriginal women's cultural identity, practices and traditions        |
| 10.4.1        | Women are proud of being Aboriginal   |
| 10.4.2        | Women have Aboriginal ways of doing and being and these are passed on to young people                   |
| 10.4.3        | Women understand the impact of the stolen generation and our history, and the impact of white Australia |
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# ATTACHMENT 1 - Orange City Council Community Strategic Plan Objectives

<b>Direction</b>	<b>Objectives</b>
<b>Our City</b>	The Orange community will embrace and support strong, accountable leadership to ensure effective, long term, inclusive planning and decision-making within the region.
	<b>1</b> In complying with the Local Government Act, Environmental Planning and Assessment Act and other relevant legislation, decisions and planning are merit based, informed, impartial and consistent
	<b>2</b> Provide multiple opportunities for the community to engage in planning, policy and advocacy for the development and direction of the City of Orange
	<b>3</b> Provide appropriate frameworks that promote the identification, growth and development of current and future leaders
	<b>4</b> Build on the capacity of the City as a leader by participating in local, regional, national and global organisations, networks and initiatives
<b>Our Community</b>	The Orange community will support and enhance a healthy, safe and liveable city with a range of recreational, cultural and community services to cater for a diverse population.
	<b>5</b> Provide a broad range of equitable and affordable opportunities for the community to enjoy a healthy and active lifestyle
	<b>6</b> Encourage and support the development and growth of sport, recreational, healthy and active living pursuits, that are inclusive and adapted to the needs of a diverse community
	<b>7</b> Encourage resident and Government involvement to ensure a supportive and safe City
	<b>8</b> Support the growth and development of a responsive, creative, innovative, learning and culturally rich community that is inclusive and adapted to the needs of a diverse population
	<b>9</b> Encourage and support the development and growth of services that recognise the diverse needs within the community

<b>Direction</b>	<b>Objectives</b>
<b>Our Economy</b>	The Orange community will plan and grow an innovative, diverse and balanced economy while protecting the character of the City and the region.
	<b>10</b> Build on the economy, lifestyle and character of Orange to position the City as a destination of choice
	<b>11</b> Encourage a strong, multifaceted economy and stimulate interactions within the business community and between business and Council
<b>Our Environment</b>	The Orange community will pursue the balance of growth and development with the protection and enhancement of the built and natural environment while recognising climate impacts and the diverse needs of the urban, village and rural communities.
	<b>12</b> Manage the appropriate and sensitive use of the City's natural resource assets and heritage
	<b>13</b> Undertake research and review of community aspirations to support the planning and regulation of balanced growth and development
	<b>14</b> Foster ideas and opportunities and encourage innovative solutions for the delivery of infrastructure
	<b>15</b> Effectively and efficiently maintain and operate current infrastructure to agreed levels of service including any consideration of impacts of climate change

Source: [http://www.orange.nsw.gov.au/client\\_images/1369938.pdf](http://www.orange.nsw.gov.au/client_images/1369938.pdf)