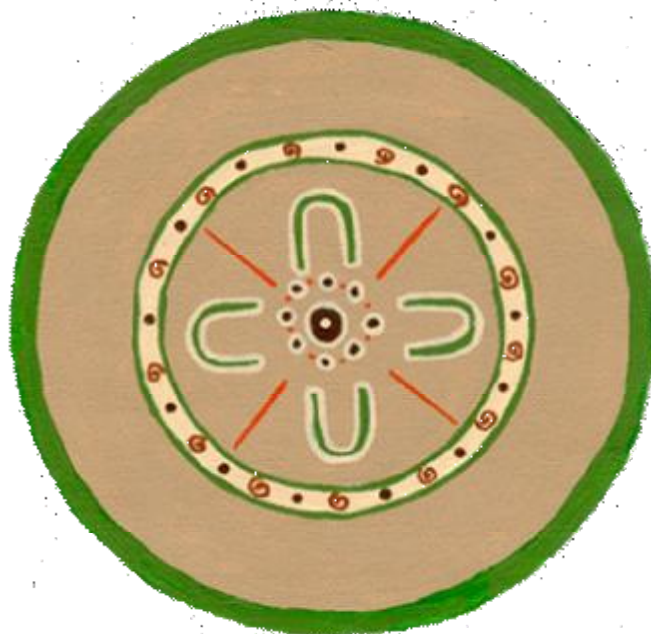


**ILLAWARRA-SOUTH EAST RCMG**

**Aboriginal Government  
Employees Network**



**2007 Gathering Report**

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## Introduction

Welcome to the Aboriginal Government Employees Network (AGEN) Gathering 2007 report.

This report summarises the proceedings of the Gathering; documents the evaluation provided from AGEN members about the AGEN Gathering; and outlines the outcomes that will be pursued during the coming year

## Acknowledgements

We would like to acknowledge the Traditional Owners of country.

We especially would like to acknowledge and thank traditional owner, Aunty Violet Parsons – who graciously provided a warm Welcome to Country for the 2007 AGEN Gathering.

The success of the Gathering could not have been achieved without the dedication and support of the 2006-07 Cross Agency Working Party, who were:

Paul House (Chairperson)  
Leann Cross  
Cameron Moss  
Marilyn Brown  
Phil Needham  
Carey Brandy  
Melanie Goldstein  
Agnes Donovan  
Ken Davies

The AGEN Gathering is a project of the Illawarra-South East Regional Coordination Management Group (I-SE RCMG). The support of the I-SE RCMG for the AGEN Gathering is gratefully acknowledged. We especially thank Neil McGaffin, Chairperson of the I-SE RCMG, for his attendance and explanation of the role and purpose of I-SE RCMG and Lynda Fletcher for her “hands on” support.

AGEN 2007 was fortunate to receive excellent presentations from a number of Government employees. These were:

- Greg Christian (Nowra TAFE)
- Greg Evans and Agnes Donovan (Roads and Traffic Authority)
- Marion Knight (Communities Division, Department of Community Services)
- Helen Board (Australian Government, Queanbeyan Indigenous Coordination Centre)
- Adrian Meredith (Department of Aboriginal Affairs)
- Graham Moore and Rod Wellington (Department of Environment and Climate Change)

All presenters are warmly thanked for their contributions.

A special feature of the AGEN 2007 was the demonstration of the new AGEN website. This website has been made possible by the hard work and dedication of CAWP and AGEN members. Special mention must be made here of Leann Cross, who has maintained involvement with this project since its inception. AGEN has received strong support from the Illawarra Institute of TAFE. Website builder, Jo Kay, has worked consistently with AGEN to make the website accessible and easy to use.

Entertainment at AGEN was coordinated by Marilyn Brown, Agnes Donovan and Ken Davies. The Trivia Night was enjoyed by everyone! Thank you to Marilyn, Agnes and Ken.

On Day Two of the AGEN Gathering 2007, participants enjoyed a tour of significant Aboriginal cultural sites. We thank Paul House, Graham Moore, Rod Wellington and local Aboriginal community member, Ron Nye for organising and hosting this tour.

The Coachhouse Marina Resort hosted the 2007 Gathering. Members of the Coachhouse Marina staff demonstrated professional and courteous hospitality at all times, ensuring a positive environment for the Gathering.

The AGEN Gathering and the Cross Agency Working Party were resourced by staff from the NSW Department. Thanks go to Melissa Cattle, Adam Selwyn, Simone Dilkara, Narelle Sargent, David Crawford, Chris Lacey and Denise McConnachie who at different times all had a role to play in supporting the AGEN 2007.

## Attendance at AGEN 2007

<b>Participant</b>	<b>Government Agency</b>
Adrian Hansen	Department of Aboriginal Affairs
*Adrian Meredith	Department of Aboriginal Affairs
Agnes Donovan	Roads and Traffic Authority
Angela Nye	Greater Southern Area Health Service
Arthur Smart	Department of Lands
*Barbara Andrews	Department of Corrective Services
Barbara Sutton	Department of Juvenile Justice
Barry Lenihan	NSW Police Force
Beverley Crowther	South Eastern Sydney Area Illawarra Area Health Service
Brad Anderson	Department of Commerce - Office of Fair Trading
Brett Squires	Department of Housing
Brooke Aldridge	Department of Education and Training
Bruce Toomey	Department of Environment and Climate Change - NPWS
Carey Brandy	Department of Ageing, Disability and Homecare
Chris Lacey	Department of Premier and Cabinet
Chris Presland	Southern Rivers Catchment Management Authority
Colin Russell	Department of Corrective Services
Colleen Barnes	Department of Housing
Daniel Williams	Department of Environment and Climate Change
Darryl Towney	Department of Juvenile Justice
David Crawford	Department of Premier and Cabinet
David Mills	Forests NSW
Denise McConnachie	Department of Premier and Cabinet
*Don McPhee	Southern Rivers CMA
Doreen Walker	DEST, NSW State Office
*Geoff Woods	Department of Housing
Graham Moore	Department of Environment and Climate Change
Greg Christian	TAFE NSW Illawarra Institute
Greg Evans	Roads and Traffic Authority
Helen Board	Australian Government - Queanbeyan Indigenous Coordination Centre
*Janet Lee-Hibberd	Department of Corrective Services
Jodie Edwards	TAFE NSW
Julie Knippler	Department of Education and Training - Narooma Public School
June Lowe	Department of Housing
Karen Coe	Department of Education and Training
Ken Davies	Southern Rivers Catchment Management Authority
Kristine Carriage	Department of Environment and Climate Change
Kristy Narkle	Department of Commerce - Office of Fair Trading
Leann Cross	South Eastern Sydney Area Illawarra Area Health Service
*Leon Larkin	Department of Corrective Services
Les Kosez	Southern Rivers Catchment Management Authority
Linda Anderson	Department of Education and Training
*Lynda Fletcher	Department of Community Services - Communities Division

Malvena (Mena) Tracey	Department of Community Services
Marilyn Brown	Department of Housing
Marilyn Smart	TAFE NSW
Marion Knight	Department of Community Services - Communities Division
Mark Bloxsome	Department of Community Services - Communities Division
Matt Clark	Department of Ageing, Disability and Homecare
Michell Scott	Department of Community Services
*Narelle Sargent	Department of Premier and Cabinet
*Neil McGaffin	Department of Planning
Norma Turner	South Eastern Sydney Area Illawarra Area Health Service
Paul Burman	Department of Community Services
Paul Carriage	Forests NSW
Paul House	Department of Environment and Climate Change
Peter Pope	Department of Environment and Climate Change

Rebecca Simon	Illawarra Aboriginal Community Based Working Group
Richard Sullivan	Department of Ageing, Disability and Homecare
Robert Slookee	Southern Rivers Catchment Management Authority
Rod Wellington	Department of Environment and Climate Change
Ronald Nye	Eurobodalla Shire Council
Rowena Windrum	Department of Community Services
Sean McPhellamy	Department of Community Services
Sharee Braddick	Department of Housing
Sharon Webster	TAFE NSW
Sheryle Nixon	Department of Housing
Stanley Braddick	Southern Rivers Catchment Management Authority
*Steve Shanahan	Department of Housing
Tim Humphries	NSW Department of Sport & Recreation
Tim Sentance	Department of Environment and Climate Change - NPWS
Tony Harwood	OPWS Commerce
Tracey Fordham	Department of Education and Training
Tracey Gill-Dallinger	Department of Housing

**Apologies were received from:**

*Barry McDonald	Department of State and Regional Development
Cameron Moss	Department of Community Services
Leon Donovan	Australian Government - Sydney Indigenous Coordination Centre
Melanie Goldstein	Department of Housing
Phil Needham	Department of Community Services
*Mark Roberts	Department of Premier and Cabinet
Tony Williams	Department of State and Regional Development
*James Christian	Department of Ageing, Disability and Homecare
Margaret Simoes	Department of Education and Training
Wayne Roberts	NSW Fire Brigade
Tamsin Porter	Australian Government - Queanbeyan Indigenous Coordination Centre

\* *Members of the Illawarra-South East Regional Coordination Management Group (I-SE RCMG)*

## **Purpose of the AGEN Gathering, September 2007**

The purpose of AGEN is to increase support, networking and opportunities for collaboration for Aboriginal workers in NSW Government Agencies.

The aims of AGEN in 2007 were to:

1. Showcase the excellent work of Aboriginal employees from diverse Government agencies
2. Build networking and understanding between Aboriginal employees across the spectrum of NSW Government agencies in the Illawarra and South East Region
3. Provide an opportunity for Aboriginal employees to deepen and strengthen their knowledge of Aboriginal culture and heritage on the South Coast



*This original Logo was designed for AGEN by Pat Maurer in 2005. Sadly, Aunty Pat passed on in December 2005. However, the gift of her Logo is an ongoing commemoration of Pat's enthusiasm, her support for her Aboriginal colleagues, and her work to establish AGEN.*

## **DAY ONE of AGEN Gathering 2007**

The Aboriginal Government Employees Networking Gathering for 2007 was convened at the Coachhouse Marina Resort, Batemans Bay on 18<sup>th</sup> September 2007.

The day was Chaired by Paul House. Paul was supported by Agnes Donovan and Marilyn Brown.

### ***Welcome to Country***

Traditional owner, Aunty Violet Parsons, welcomed all participants to Batemans Bay Country and gave her best wishes for a successful event

### ***The Illawarra – South East Regional Coordination Management Group (I-SE RCMG)***

The Chairperson of the I-SE RCMG, Neil McGaffin, welcomed participants to the Gathering. Neil introduced other RCMG members in attendance to the group.

He provided an overview of the I-SE RCMG, describing it as a place for government agencies to work together, collaborate, share information, identify and discuss emerging issues. The I-SE RCMG establishes networks and improves communication between NSW Government agencies.

The I-SE RCMG has established a clear commitment to work in partnership with Aboriginal communities on many issues. Practical examples are:

- Support for the AGEN Gathering
- Active commitment to implementing “Two Ways Together” – the NSW Government’s Aboriginal Affairs Plan that is led by Department of Aboriginal Affairs
- RCMG support for AGEN initiatives in respect of the Cultural Respect Training Framework and the Employment and Recruitment Plan
- During 2007, the RCMG in partnership with the Illawarra Institute of TAFE organised Cultural Respect Training for all RCMG managers
- Support for the establishment of Community Based Working Groups eg Illawarra and Shoalhaven
- Support for specific agency initiatives in relation to service development for Aboriginal communities

Neil referred to his own personal experience with Aboriginal Cultural Respect Training, in a program implemented by Graham Moore in the Shoalhaven area.

Finally, he drew peoples’ attention to further information about the RCMG, which had been placed in the Gathering bags distributed to all participants.

### ***Report from Cross Agency Working Party (CAWP)***

Marilyn Brown and Agnes Donovan provided a report from the Cross Agency Working Party (CAWP). The report was prepared by Melanie Goldstein.

#### **Agnes and Marilyn introduced current CAWP Members:**

- Paul House (Chair)
- Phil Needham ( apology)
- Melanie Goldstein (apology)
- Agnes Donovan
- Leann Cross

- Cameron Moss (apology)
- Marilyn Brown
- Ken Davies
- Carey Brandy

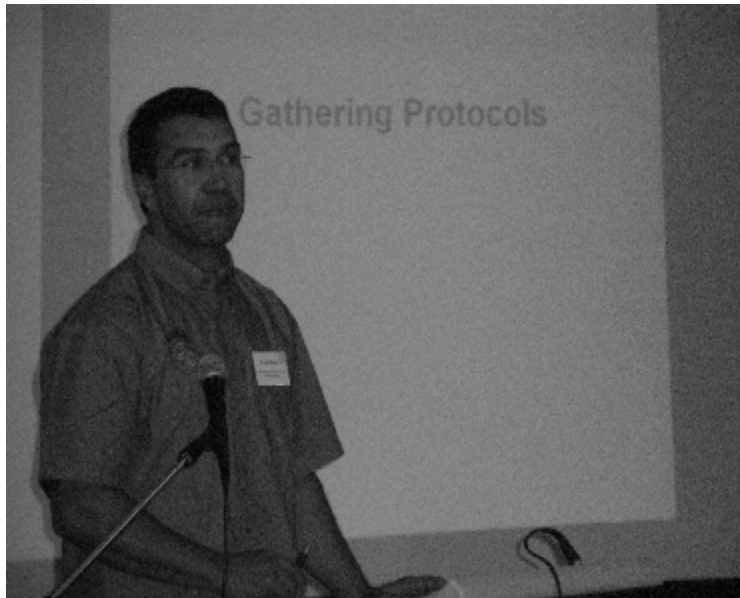
**They reported back in detail on three AGEN Projects:**

- Employment and Recruitment Plan
- Cultural Respect Training Framework
- Building support across NSW Government Agencies (Website and Database)

All three projects are now in their implementation phase.

**They explained the role and function of the Cross Agency Working Party (CAWP)**

- CAWP is a two-year commitment
- In special circumstances, this commitment may need to be extended (eg to bring a complex project to completion)
- Meets regularly in varying locations
- CAWP reports back to RCMG after 2007 AGEN
- Follows through on CAWP Action Plan established through AGEN and RCMG
- Organises AGEN 2008
- Reports back to AGEN 2008



**AGEN Gathering 2007 Chairman - Paul House**

## ***DAY ONE Presentations- Facilitating Cross Agency Understanding***

### **Flexible Delivery of Drug and Alcohol Programs at Oolong House**

This presentation was delivered by **Greg Christian**, Teacher, Aboriginal Studies, Nowra TAFE. Some of the key points from Greg's presentation were:

#### **This program works through:**

- Creating an environment that is homely and welcoming
- Being up-front: people know what they can expect
- Putting people in situations where they feel competent and successful
- Getting Kooris and non-Kooris working together
- Supporting families
- Thinking long-term and build community connections
- Connecting people to the strengths of Aboriginal culture
- Challenging people in compassionate ways especially the 'jail mentality' that de-powers people and sets people against each other
- Working as partners to jointly find solutions for the future

#### **The Therapy Program helps people to:**

- Find solutions and strengths
- Focus on what is possible and what can be changed
- Learn skills and behaviours to manage
- Communicate skilfully: assertively, resolving conflict, expressing feelings safely
- Handle destructive or crazy thoughts and feelings
- Learn to handle power and authority

#### **The Program achieves flexibility by:**

- Mapping the Training Package to the needs of Oolong House staff
- Mapping assessments
- Doing it flexibly
- Doing it with Koori Teaching & Learning styles
- The use of a Koori Mentor
- Length of the course was to suit Oolong House programs
- A number of On the Job assessments by observation and tasks related to the work environment

#### **Comments from students about the learning:**

- The best parts from Rhonda:
- Mental Health & the effects of drugs
- Case studies
- David said:
- Learning together outside the centre
- "I got so much out of the course but overall it's the clients who benefit the most."
- Assessments are tied to the job
- Lisa's views:
- The effects of drugs on mental health
- Mentor to work through difficult areas of the course
- Flexible delivery model with On the Job assessments related to the work
- Time allowed at work to complete tasks
- Being able to implement the knowledge gained into the workplace
- Better outcomes for the clients



**DAY ONE Presenter: Greg Christian, Illawarra Institute of TAFE**



**AGEN GATHERING 2007**

## **DAY ONE Presentations continued.....**

### **Aboriginal Programs in the Road Transport Authority**

This presentation was delivered by **Greg Evans**, Aboriginal Programs Advisor, and **Agnes Donovan**, Cultural Heritage Consultant. Some of the key points from this presentation were:

**The Overall Theme for the RTA Aboriginal Programs is “Bring the Mob Home Safely”**

The Programs include:

#### **Road Safety**

- Develop and implement road safety strategies
- Develop and implement culturally appropriate promotional material

#### **Licensing**

- Driver Licensing Courses
- State Debt Recovery
- Community Based Driver Knowledge Test

#### **Community Consultation**

- Consult Aboriginal Community on relevant initiatives

#### **Aboriginal Heritage**

- Consultation with Aboriginal Communities

#### **Reconciliation**

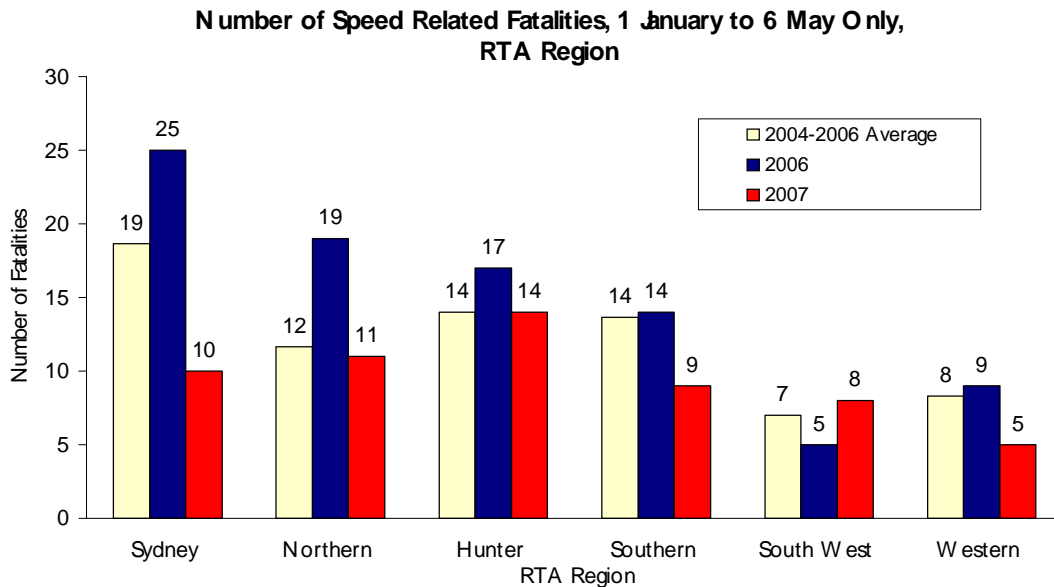
- Provide Aboriginal Cultural Awareness Training to staff and contractors

### **Aboriginal Programs created a campaign for Aboriginal communities titled “Bring the Mob Home Safely”:**

- You love me keep me safe;
- Drink and Don't Drive;
- Take a break when you are tired;
- Look out for our kids;
- Helmets are cheap – Our kids are priceless;
- Slow down – Show elders you care;
- Slow down, Don't Speed;
- Carry a safe Mob – not a big Mob.
- NSW Aboriginal people are 3.4 times more likely than other Australians to die from a transport-related incident.
- Aboriginal people are at least 2-3 times more likely than the general population to be injured.
- Key factors are alcohol, overloading and non-use of seat-belts and restraints.
- Exposure is also a factor as Aboriginal people often drive long distances for family and community purposes.
- The third highest category of convictions for Aboriginal people are driving offences

## Speeding

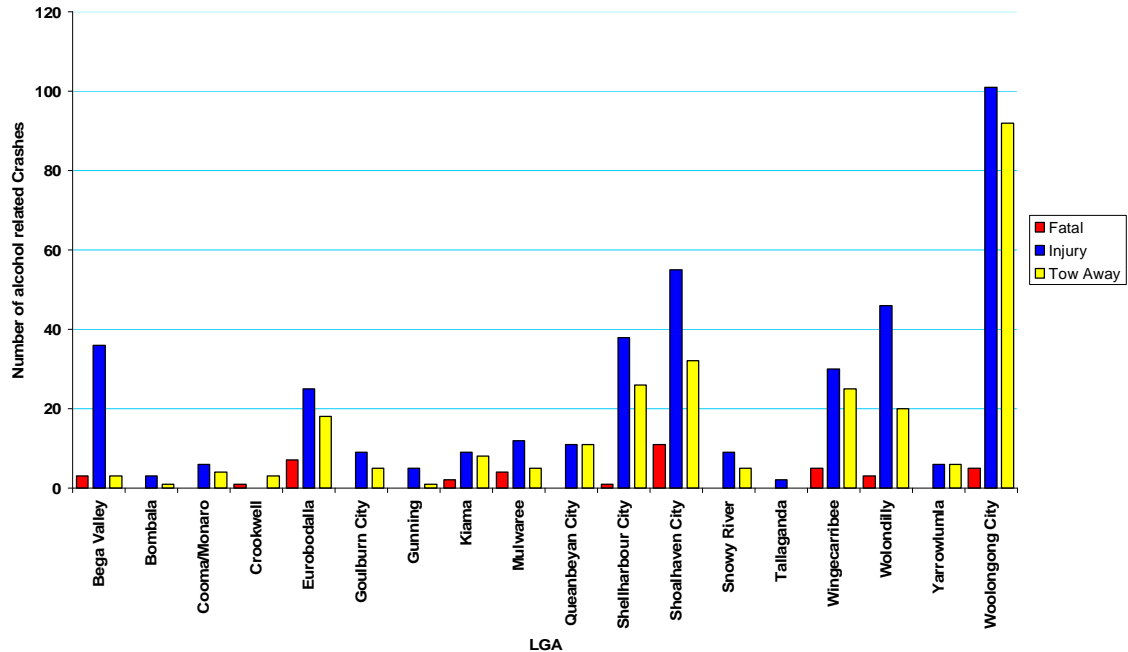
- Speeding has been the cause of more than 1000 fatalities or 40 percent of total fatalities over the last 5 years on roads in NSW;
- The cost to the community of accidents and fatalities is about \$3.6 billion a year;
- Drivers regularly speed. RTA annual speed surveys show that 53 percent of drivers exceed the limit in 60km/h speed zones;
- Research conducted in Australia has shown that the risk of being in a casualty crash doubles every 5km/h above 60km/h;
- Period of 1st January 2002 to 31st December 2004 there were 3,899 speed related crashes recorded for the 3 year analysis period in the Southern region While the NSW road toll has fallen from more than 1200 a year in the 1970s to less than 600, speeding has remained an enduring problem.
- However, few people realise the extent of the speeding problem and its cost to our community in both human and financial terms.



## Alcohol – Which drivers are killed by drink driving:

- The majority (90%) of drink drivers in fatal crashes are men
- One third of all drink drivers in fatal crashes are aged 17-24 years
- (despite making up only about one-seventh of all licensed drivers).

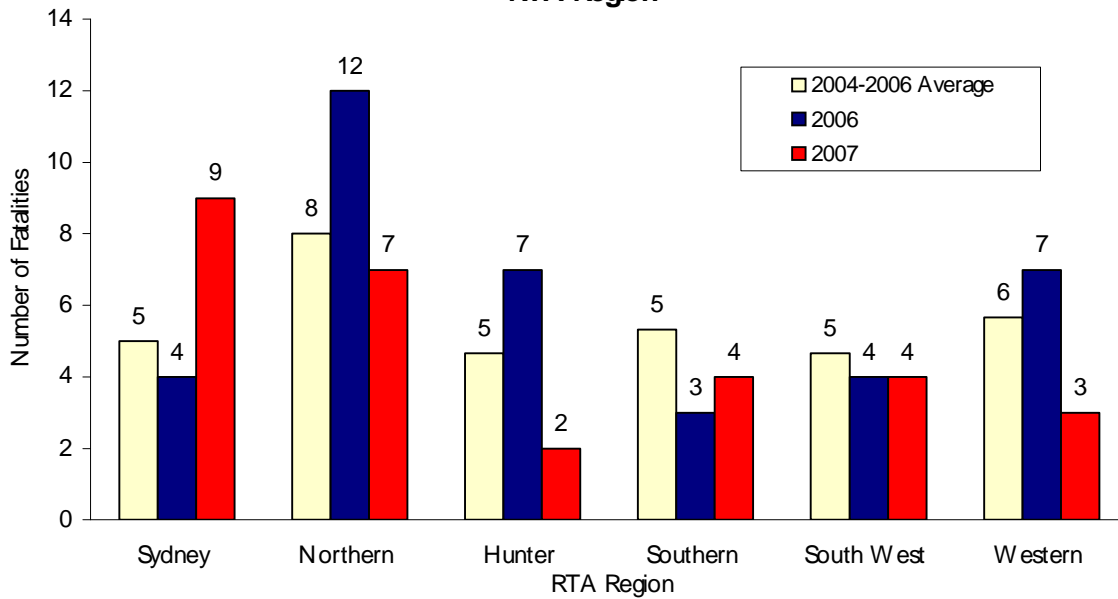
## Alcohol related crashes by LGA:



## Fatigue:

- Fatigue is a general term commonly used to describe the experience of being "sleepy", "tired" or "exhausted". Fatigue is both a physiological and a psychological experience
- motor vehicle controller is assessed as having been fatigued if the conditions described under A) or B) are satisfied either together or separately.
- The vehicle's controller was described by police as being asleep, drowsy or fatigued.
- The vehicle performed a manoeuvre which suggested loss of concentration of the controller due to fatigue as follows:
  - #The vehicle travelled onto the incorrect side of a straight road and was involved in a head-on collision and was not overtaking, or there were no other relevant factors; or
  - #The vehicle ran off a straight road, or off the outside of a curve and the vehicle was not directly identified as travelling at excessive speed and no other relevant factor was identified.
- Period of 1st January 2002 to 31st December 2004 there were 1257 fatigue related crashes recorded for the 3 year analysis in the Southern region comprising 40 fatal crashes, 559 injury crashes and 658 property damage crashes

### Number of Fatigue Related Fatalities, 1 January to 6 May Only, RTA Region



### Licensing and Licensing Programs

- L's – Person will need to complete 120 hours of log book practice (including 20 hours of night driving) This means that you will need to have also held your licence for at least 12 months (if you are under 25 years of age) before the Driving Test can be attempted.
- P1 - Provisional licences have two stages - A P1 licence is issued for 18 months. After a total of 12 months you can attempt the Hazard Perception Test (HPT). If successful, you can proceed to the P2 licence.
- P2 - A P2 licence is issued for 30 months and must be held for at least 24 months to progress to a full licence.
- Graduated Licensing Scheme – targeting parents/supervised drivers
- Community Based Driver Knowledge Test – computers to help Koori's practice for their Learner's permit.
- Licensing workshops – incorporating Road Safety, Police & Ambulance etc
- Road Safety information days in Aboriginal Communities
- Child Restraint programs – correct fitting & usage
- Alternative Transport initiatives

### Licensing Issues

- Literacy & Numeracy
- Outstanding Fines with State Debt Recovery Office
- Costs involved for driving lessons
- Access to registered vehicles
- Access to full licensed supervising driver
- Confidence in attending the Motor registry to sit knowledge tests

## **DAY ONE Presentations continued.....**

### **Aboriginal Child, Youth and Family Strategy on the South Coast**

This presentation was delivered by **Marion Knight**, Senior Regional Strategies Officer, Child Youth and Family, Communities Division, Department of Community Services.

Some of the key points from this presentation were:



#### **ACYFS History:**

- The Aboriginal Child, Youth & Family Strategy (ACYFS) forms part of the NSW Government's efforts to improve outcomes for Aboriginal children, young people and their families and communities.
- ACYFS focuses on better coordination and targeting existing government and non-government resources, ensuring mainstream services are meeting the needs of Aboriginal people.
- ACYFS aims to develop more responsive and integrated service networks, the strategy builds on the Families NSW approach, bringing together key stakeholders and key policies and initiatives for planning and service development purposes.
- No single department, service, family or community acting in isolation can achieve the outcomes sought for children and young people. This approach recognises that it takes a combined effort and a multi-faceted service network, and that the best outcomes can be achieved by supporting regional planning and decision making processes.
- It seeks to empower and support Aboriginal communities through flexible and culturally responsive services.



#### **ACYFS Project Rationale:**

- Families NSW and the ACYFS support local community development programs with the aim of strengthening families in disadvantaged communities.
- Aboriginal communities have been identified as communities with high disadvantage and minimal service supports.
- The establishment of Indigenous specific projects aims to use appropriate service delivery models that will address disadvantage at the earliest possible point.



#### **ACYFS Funding and Projects:**

- Eurobodalla and Bega Valley planning areas are the current focus of ACYFS

- The allocations for the strategy are \$65,000 in 2002/2003 and \$115,248 annually from 2003.
- Given that the ACYFS budget is not large it is combined with a percentage of the projected non-recurrent funding from the Families NSW annual budget and these funds are invested in Indigenous specific projects across the area.
- This provided an investment of 18.9% in 2003/2004 and 26.6% annually 2004 to 2006 of the combined budgets dedicated to Indigenous projects area wide.
- Within South East 2006/2007 funding provides for 7 Indigenous projects funded by Families NSW and 7 Indigenous projects funded by ACYFS with a total 2006/2007 commitment of \$270,734
- The 2006 Census gives Indigenous 0-8 population data in each of the six planning areas in the South East NSW Region.
- The rating for each of the planning areas is based on established demographics of the Aboriginal & Torres Strait Islander population, existing infrastructure and service provision and ranking on the overall representation.
- \$115,148 in ACYFS funding is available for each financial year across the South East NSW Region & ranking is as follows:
  - Eurobodalla
  - Queanbeyan-Palerang
  - Bega Valley
  - Southern Slopes (Yass, Young, Harden & Boorowa)
  - Southern Tablelands (Goulburn Mulwaree & Upper Lachlan)
  - Cooma-Monaro (Cooma, Snowy River & Bombala)



### **ACYFS Project Description:**

- The establishment of Indigenous projects is an opportunity to support the Indigenous people living in the South East Region to work in partnership with government and non-government agencies to design and implement programs aimed at supporting their families and communities
- Community and local interagency members provide a range of information to support the development of the service proposals, including advice on location.
- Families NSW and the ACYFS support local community development programs with the aim of strengthening families in disadvantaged communities.
- Aboriginal communities have been identified as communities with high disadvantage and minimal service supports.
- The establishment of Indigenous specific projects aims to use appropriate service delivery models that will address disadvantage at the earliest possible point.



### ACYFS Working Party:

- An ACYFS Working Party was formed and met once in 2005 and again in February 2006
- Issues have been targeted as a result of service gaps identified within the region via a community consultation process in 2003/2004
- Primary focus will be strategies to address identified issues and working within a community strengthening framework
- Identified Service Gaps include: Access to childcare services, Transition to school, Parenting Groups, Mental Health and D&A information, Youth Services, Transition to high school, Aboriginal Family Support/Early Intervention, Post natal services, Addressing youth behaviour/truancy issues
- Targeted Issues are: Transition to School; Youth Services; Transition to High School; Youth Behaviour; Truancy Issues; Mental Health; Links with Aboriginal Education Review Recommendations: 46,17, 29, 36, 23; Links with Department of Aboriginal Affairs “Two Ways Together”.



### ACYFS Projects:

<ul style="list-style-type: none"> <li>• <b>Southern Slopes</b> <b>ACYFS project</b> Yass After School Learning &amp; Vacation Activities</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Queanbeyan/Palerang</b> <b>Families NSW projects</b> Queanbeyan Indigenous Playschool Queanbeyan Early Learning Support</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Southern Tablelands</b> <b>ACYFS project</b> Goulburn After School Learning &amp; Vacation Activities</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Cooma/Monaro</b> <b>Families NSW projects</b> Koori After School Homework (KASH) Project</li> </ul>



### ACYFS Reporting:

- Services with ACYFS funded projects report back on their projects via Families NSW Network meetings which are held in all regions of South East NSW.
- Participation in Network meetings enhances relationships between Aboriginal and mainstream service providers



## **ACYFS and Whole Of Government Strategy, Wallaga Lake**

- During the latter half of 2006 at the request from DAA to Premiers Dept a Whole of Government Strategy was developed to address community capacity building and service delivery in and around Wallaga Lake Koori Village.
- ACYFS developed a service scoping document that was endorsed as a working document by the WOG group
- There were two major outcomes that occurred as a result of the work of this group:
- A Community Engagement Day was held at Wallaga Lake
- Major issues were identified by the community, and these fell into the following categories:
  - § Community
  - § Children & Families
  - § Employment
  - § Transport
- An outcome of the Engagement Day was the formation of 5 working parties to address a series of service gaps identified during this process:
  - Community Safety and Violence
  - Street Lighting
  - Health
  - Education
  - Children & Youth



## **ACYFS and “Two Ways Together”:**

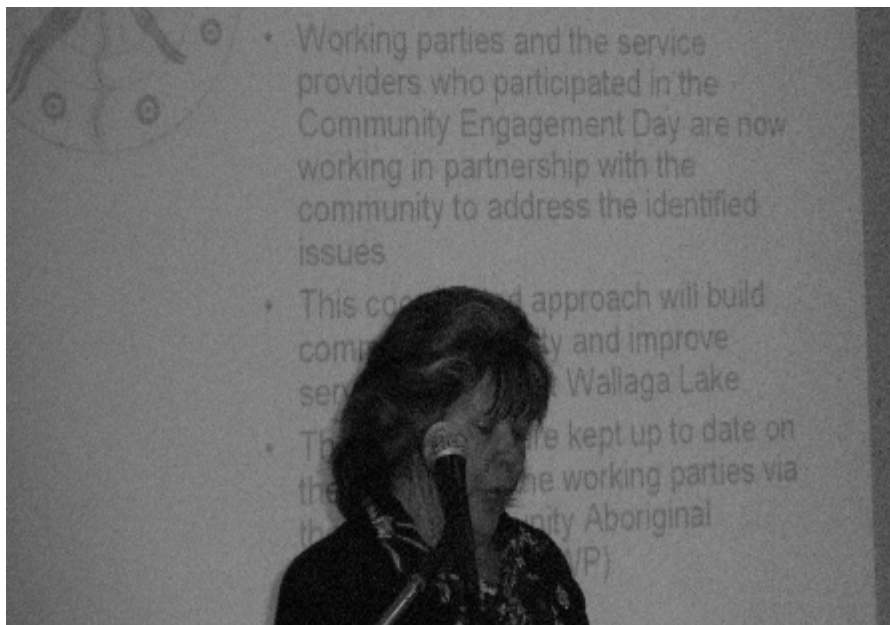
- ACYFS works in partnership with DAA under the “Two Ways Together” framework.
- The main aim of TWT is to reduce the duplication of government services through better coordination and in recognition that outcomes in one area will influence outcomes in another.
- Eurobodalla NGO Forum is an example of joint project between DAA and ACYFS
- The forum consists of Indigenous and non-Indigenous service providers primarily based in Eurobodalla and who work together in a coordinated approach to service delivery and community capacity building
- Benefits gained from this forum include:
  - Improved relationships between Indigenous and non-Indigenous service providers
  - Increase in employment opportunities for Aboriginal people within the NGO sector
  - Increased capacity within the Aboriginal community

- Increase in Aboriginal community members accessing mainstream services
- Increased opportunity to form partnerships to deliver joint projects
- Increase in participation of non-indigenous service providers in cultural events such as NAIDOC
- Mainstream services more culturally sensitive in dealing with Aboriginal clients
- Eurobodalla Forum can act as a 'peak' for NGOs on the South Coast.



### **ACYFS Conclusion:**

- ACYFS is actively involved in Local Government initiatives, service providers interagencies, ECICP, UTTS, service forums and participates in service and project planning with Indigenous and non-indigenous service providers
- The ACYFS is currently under review by the Department of Community Services to gauge the effectiveness of the strategy, as it was originally time limited
- Current contracts for Project Officers cease on March 30<sup>th</sup>, 2008
- Given the difference ACYFS has made in South East, particularly the Far South Coast, a positive outcome of the review is imperative to keep up the momentum and build on what has already been achieved.



**DAY ONE presenter: Marion Knight**

## DAY ONE Presentations continued.....

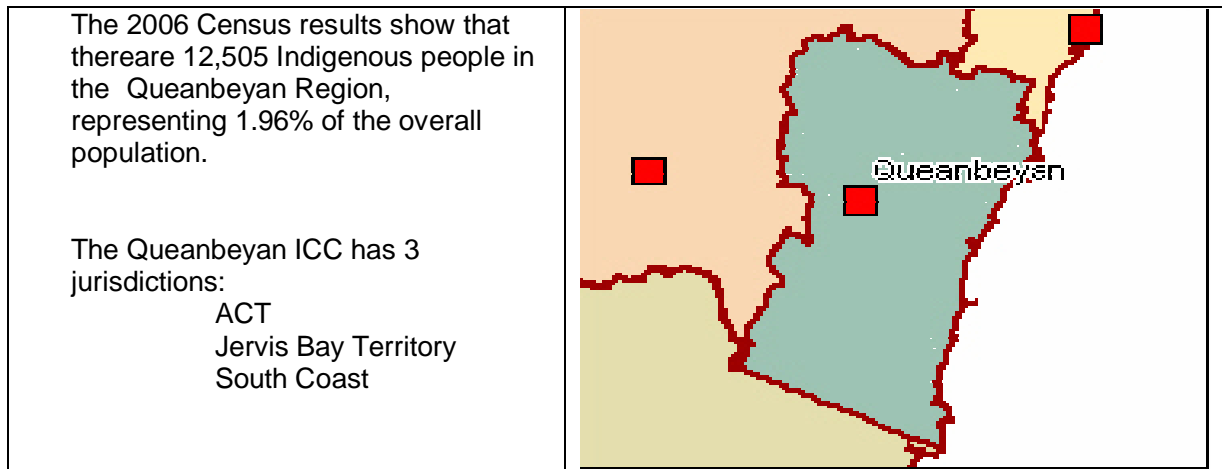
### Queanbeyan Indigenous Coordination Centre

This presentation was delivered by **Helen Board**, Manager Queanbeyan Indigenous Coordination Centre. Some of the key points from this presentation were:

#### What is an ICC?

- Provides a shop front for Australian Government programs.
- Administers Indigenous specific funding programs. Due early in 2008, usually around late January. Decisions made in June for next financial year.
- Each ICC has staff from a number of agencies.
- Work directly with communities to: help identify priority issues, and assist with supporting solutions
- Help facilitate better coordination of services provided by the Australian Government.
- Help bring government decision makers at all levels to the community table.

#### The Queanbeyan ICC Region:



The **Government Departments that are located at the Queanbeyan ICC** include:

- NSW/ACT Department of Families, Community Services and Indigenous Affairs (FaCSIA)
- Department of Employment and Workplace Relations (DEWR)
- Department of Science, Education and Training (DEST)
- Department of Communication, Information, Technology and the Arts (DCITA)
- Department of Health and Ageing (DoHA)

**Other Departments** involved in this arrangement are:

- Dept of Environment and Water (DEW) – formerly the Dept of Environment and Heritage
- Attorney Generals Department (AG's)
- Dept of Transport and Regional Services (DoTARS)
- Area Consultative Committees

**The Staff at Queanbeyan ICC are:**

- Helen Board -Manager
- Gail Byron- Deputy Manager
- Jane Baskin- Sikimeti – Solution Broker
- Janice Brown – Solution Broker
- Tamsin Porter – Project Officer
- Karla Wighton – Corporate Support Officer

**Other Agencies in the Queanbeyan ICC include:**

Department of Science, Education & Training- (DEST)

- Lisa Perez – Regional Manager
- Jacqui Brandy – Contracts Management Officer (ACT region)
- Doreen Walker – Contracts Management Officer (South Coast region)

Department of Employment and Workplace Relations (DEWR)

- Peter Hutchings – Contracts Manager

Department of Communication, Information, Technology and the Arts (DCITA)

- Suzie Kaihe – Project Officer

Department of Health and Ageing ( DoHA)

- Louise Mawby – Solution Broker

**Families, Community Services and Indigenous Affairs (FaCSIA)**

- NSW State Office (located in Sydney and Managed by Sue Finnigan) - for all FaCSIA programmes.
- ACT and Region Office (from Cooma, ACT to Bowral and Managed by Ricki Bailey) for mainstream FaCSIA programmes.
- Bateman's Bay Regional Office – (from Wollongong to Eden and Managed by Vicki Gill) for mainstream FaCSIA programmes.
- National Office (Canberra) - policy development and some national programmes.

**FACSI main areas of Indigenous responsibility**

- Whole of Government coordination and policy development
- Land and Native Title
- Repatriation of ancestral remains
- Housing and infrastructure

- Women
- Families, youth and children
- Family violence
- Indigenous Leadership
- Support for SRAs and RPAs

#### **State and Federal Arrangements:**

- NSW Bilateral for Aboriginal and Torres Strait Islander Affairs
- Two Ways Together (DAA lead agency)
- Regional implementation of the Two Ways Together is through the Regional Engagement Group (DAA lead agency)

#### *Blueprint for Action in Indigenous Affairs:*

Principles from the **National Indigenous Council** (NIC) include:

- Early childhood intervention
- Safer communities and
- Building wealth, employment and an entrepreneurial culture
- Access to mainstream services

#### **How can we Work Better, Together?**

- Local contact is important.
- Want to be effective in meeting priority issues in the Region.
- Know that you are a key partner and point of contact.
- What will make our relationship more effective?

**To contact Helen Board, Manager, Queanbeyan ICC, or other ICC staff:  
Phone: 1800 079 098**



**DAY ONE presenter: Helen Board**

## DAY ONE Presentations continued.....

### Department of Aboriginal Affairs and Two Ways Together

This presentation was delivered by **Adrian Meredith**, Regional Manager, Department of Aboriginal Affairs.

Some of the key points from this presentation were:

#### **Two Ways Together: NSW Aboriginal Affairs Plan 2003-2012- Objectives:**

- Develop sustainable partnerships between Aboriginal people and government
- Improve the social, economic and cultural wellbeing of Aboriginal people in NSW

#### **Two Ways Together: NSW Aboriginal Affairs Plan 2003-2012- seven priority areas:**

- Health
- Education
- Culture and Heritage
- Housing and Infrastructure
- Families and Young People
- Economic Development
- Justice

#### **Two Ways Together: Implementation:**

- TWT is being implemented largely through better coordination of existing NSW Government programs, to ensure that activity is linked to community priorities and needs
- \$40 million in additional funding was committed to TWT initiatives over four years. This is the final year of funding (2007/08)

#### **Two Ways Together: Progress to date:**

<p><b>Health</b></p> <ul style="list-style-type: none"> <li>• 40,120 screenings for otitis media since 2004/2005</li> <li>• Ears, nose and throat outreach clinics opened in Armidale, Western Sydney and Goulburn</li> </ul>	<p><b>Education</b></p> <ul style="list-style-type: none"> <li>• Over 74 teaching and nursing cadetships filled by Aboriginal people</li> <li>• 480 scholarships awarded to students in years 9-10 and 11-12</li> </ul>
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#### **Progress to date in Education, cont:**

<p>In Kids Excel schools between 2004 and 2006:</p> <ul style="list-style-type: none"> <li>• there was a 14.2% decrease in the proportion of Aboriginal students in the lowest band in Year 3 literacy, a 16.2% decrease in the lowest band in Year 3 numeracy</li> <li>• a 7.6 % decrease in the lowest bands in year 5 literacy, and a 15.8% decrease in the lowest bands in Year 5 numeracy</li> </ul>	<p>In Youth Excel schools, between 2004 and 2006:</p> <ul style="list-style-type: none"> <li>• There was a 12.8 % decrease in proportion of Aboriginal students in the lowest band in School Certificate English</li> <li>• In Kids Excel and Youth Excel schools, between 2004 and 2006, attendance rate have increased and the numbers of unexplained absences has decreased</li> </ul>
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<b>Culture and heritage</b>	<b>Housing and Infrastructure</b>
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<ul style="list-style-type: none"> <li>• Biamanga and Gulaga National parks returned to Aboriginal ownership</li> <li>• Aboriginal owned Worimi NP, Regional Park and State Conservation Area created in February 2007</li> </ul>	<ul style="list-style-type: none"> <li>• Housing for Health implemented in 1,395 houses, as at June 2007, with work scheduled to start on another 224 houses</li> </ul>
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<p><b>Families and young people</b></p> <ul style="list-style-type: none"> <li>• Aboriginal Education Workers appointed in 13 preschools with high Aboriginal enrolments</li> <li>• Aboriginal children given priority placement in 21 preschools</li> </ul> <p>11 preschools specifically designed for Aboriginal children and 13 in areas that serve Aboriginal communities</p>	<p><b>Economic Development</b></p> <ul style="list-style-type: none"> <li>• Job Compact negotiations underway in Tamworth, Dubbo, Wagga Wagga and Illawarra</li> </ul>
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<p><b>Justice</b></p> <ul style="list-style-type: none"> <li>• 17 Aboriginal community justice groups established</li> <li>• Since 2004, 269 men and women have been referred to family violence programs assisting participants to access mainstream drug and alcohol services</li> <li>• 249 men and women on good behaviour bonds or serving the final component of a custodial term have been referred to programs to assist them in addressing and changing their offending behaviour</li> <li>• 109 Aboriginal men have been referred to a program to overcome issues of colonisation linked to violence, and to assist them to take responsibility for their actions and acquire skills to change their behaviour</li> </ul>
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**Alignment with STATE PLAN:**

- State Plan goal: *Strengthening Aboriginal Communities*
- **Priority F1:** *Improved health, education and social outcomes for Aboriginal people*
- TWT is the mechanism by which Priority F1 will be delivered. Thus, the objectives for F1 are TWT's objectives at the state level. They will be tracked through State Plan processes

The 5 objectives in Priority F1 are:

**Safe families:** ensure Aboriginal families are supported to live free from violence and harm

**Education:** increase the readiness to learn of Aboriginal children prior to school entry

**Environmental health:** ensure that all Aboriginal communities have equitable access to environmental health systems

**Economic development:** increase Aboriginal employment

**Building community resilience**

- Projects Groups are being established for all 5 objectives and report to the TWO Ways Together Coordinating Committee (TWTCC)
- TWTCC reports to Chief Executives Committee (CEC) and Cabinet Sub-Committee on Priority F1 and its implementation through *Two Ways Together*
- 13 other State Plan priorities of relevance to Aboriginal people are monitored by TWTCC

### ***Two Ways Together: Regional Engagement Groups***

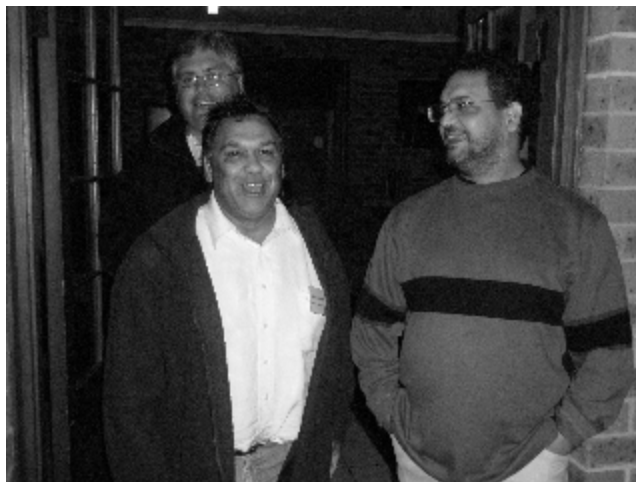
- Ensure agencies are meeting community need at a regional and local level
- Provide a forum for NSW and Australian Governments and community to work together
- Improve government service provision across the region through the development of Regional Action Plans
- Oversee Partnership Community work in the region

### ***Two Ways Together: Regional Action Plans***

- Ensure agencies are meeting community need at a regional and local level
- Provide a forum for NSW and Australian Governments and community to work together
- Improve government service provision across the region through the development of Regional Action Plans
- Oversee Partnership Community work in the region

### ***Two Ways Together: Local Implementation***

- TWT implemented at the local level through work with Partnership Communities
- 38 agreed Partnership Communities in NSW, including the 16 Murdi Paaki communities
- DAA will support each Partnership Community with governance, capacity and planning processes
- Agencies to oversee implementation of local action plans
- Partnership communities to link local plans to State Plan – especially F1

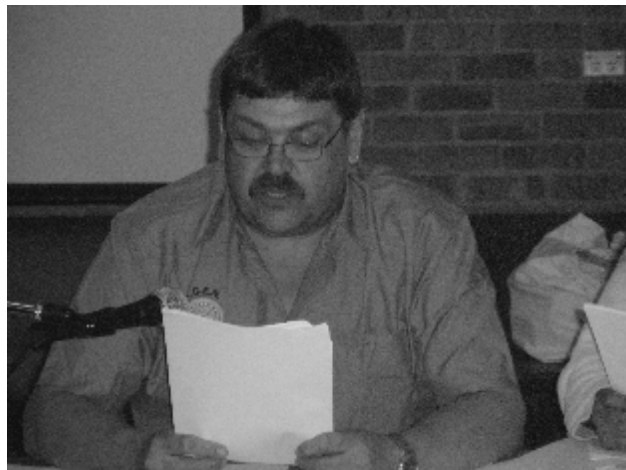


**Two Ways Together: Partnership Communities**

<b>Western/ South Western Sydney</b>	<ul style="list-style-type: none"> <li>• Campbelltown</li> <li>• Mt Druitt</li> </ul>	<b>Western NSW/ Murdi Paaki</b>	<ul style="list-style-type: none"> <li>• Bourke</li> <li>• Goodooga</li> <li>• Gulargambone</li> <li>• Ivanhoe</li> <li>• Lightning Ridge</li> <li>• Menindee</li> <li>• Walgett</li> <li>• Weilmoringle</li> <li>• Wilcannia</li> <li>• Brewarrina</li> <li>• Broken Hill</li> <li>• Cobar</li> <li>• Collarenebri</li> <li>• Coonamble</li> <li>• Dareton/ Wentworth</li> <li>• Enngonia</li> </ul>
<b>Central Coast</b>	<ul style="list-style-type: none"> <li>• Central Coast</li> </ul>		
<b>Hunter</b>	<ul style="list-style-type: none"> <li>• Gloucester</li> <li>• Lake Macquarie</li> <li>• Taree</li> </ul>		
<b>North Coast</b>	<ul style="list-style-type: none"> <li>• Tabulum</li> <li>• Bowraville</li> <li>• Ballina</li> </ul>		
<b>New England/ North West</b>	<ul style="list-style-type: none"> <li>• Toomelah/ Boggabilla</li> <li>• Moree – Mehi Crescent</li> <li>• Coledale – Tamworth</li> </ul>		
<b>Illawarra/ South East</b>	<ul style="list-style-type: none"> <li>• Metropolitan Wollongong</li> <li>• Shoalhaven</li> <li>• Wallaga Lake</li> </ul>		
<b>Riverina/ Murray</b>	<ul style="list-style-type: none"> <li>• Albury</li> <li>• Tumut/ Brungle</li> <li>• Balranald</li> </ul>	<b>Mid-Western NSW</b>	<ul style="list-style-type: none"> <li>• Orange</li> <li>• Bathurst</li> <li>• Wellington</li> </ul>
		<b>Coastal Sydney</b>	<ul style="list-style-type: none"> <li>• La Perouse</li> </ul>

**Two Ways Together: Reporting on Outcomes**

- CEOs report annually to DAA on achievements against their performance agreements
- NSW Government agencies report biennially to the Premier on the TWT indicators
- The second indicators report is due in early 2008
- TWT Indicators are measured at a regional (RCMG) level and at the state level and linked to national indicators of Indigenous disadvantage

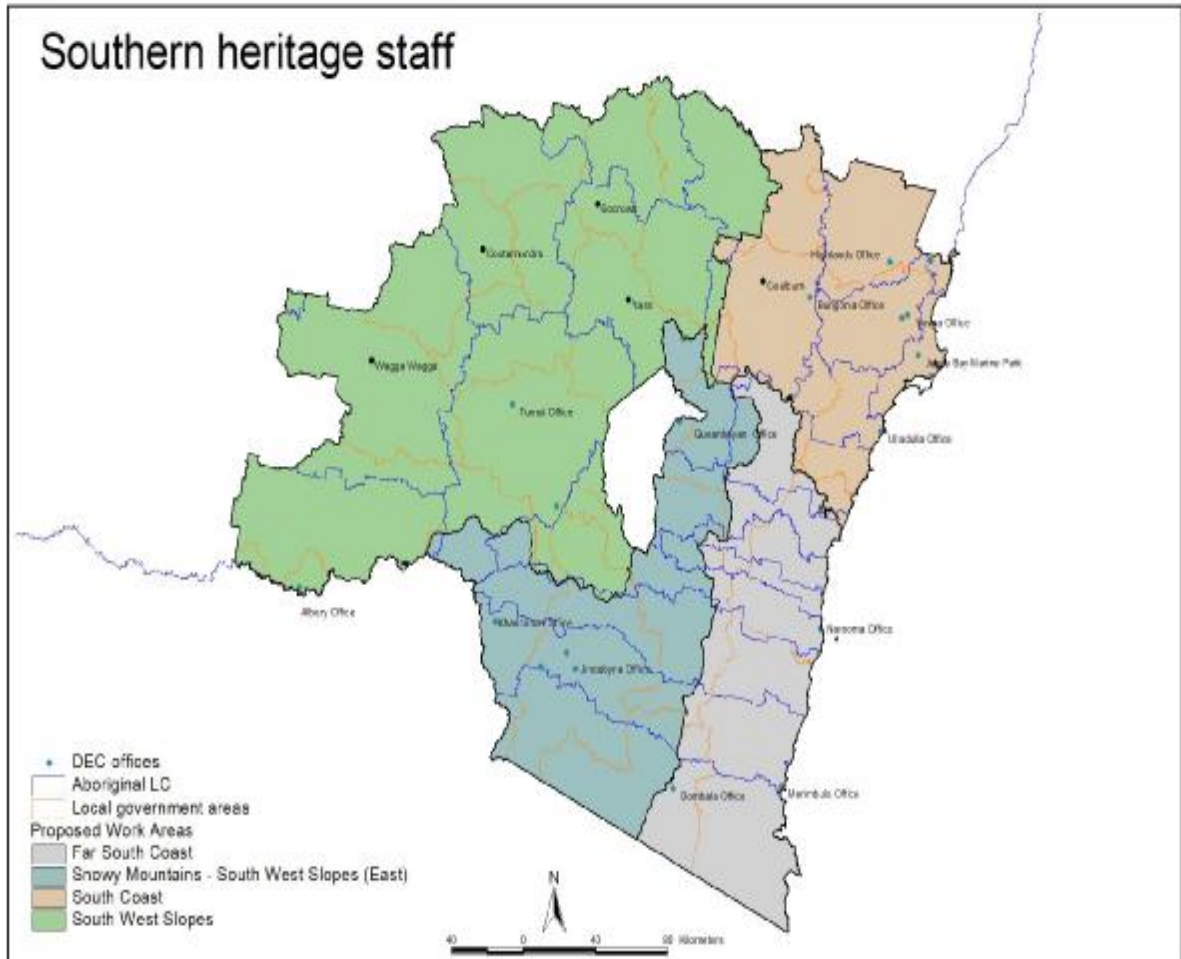


**CAWP member: Ken Davies**

## DAY ONE Presentations continued.....

### Aboriginal Culture and Heritage on South Coast:

Operations Brief of the Southern Aboriginal Heritage Region, Culture and Heritage Division, Department of Environment and Climate Change, NSW. This presentation was delivered by **Rod Wellington** and **Graham Moore**.



- The Department of Environment and Conservation Corporate Plan 2006-2011 was presented to demonstrate that DECC has developed a number of principles that serve to incorporate the rights and interests of Aboriginal people in the work of DECC.
- The Corporate Plan can be viewed on the web at:

<http://www.environment.nsw.gov.au/about/plan.htm>

The presentation documented the work of DECC staff in partnership with Aboriginal communities through a series of photographs. Unfortunately, these photographs cannot be published without the prior approval of the communities involved. However they show DECC staff and community members carrying out work to:

- Build fences to protect sensitive Aboriginal sites

- Record information about important sites through on-site conversations with local Aboriginal Elders
- Removing offensive graffiti from Aboriginal art sites
- Inspecting sites where there is a likelihood that Aboriginal cultural items may be disturbed due to development etc
- Using a non-invasive ground penetrating radar to establish evidence of Aboriginal burials
- Discussing repatriation of Aboriginal remains to suitable protected burial sites
- Putting interpretive signage in place
- Sieving soil to find any possible Aboriginal heritage objects that may have been disturbed when post holes have been dug
- Recording oral histories about Aboriginal places
- Attending training for skill development, Aboriginal Sites Identification. Community members attend this training alongside DECC staff.



*This picture was taken when Aboriginal remains were exposed during trenching at Surfside Drive, Batemans Bay.*

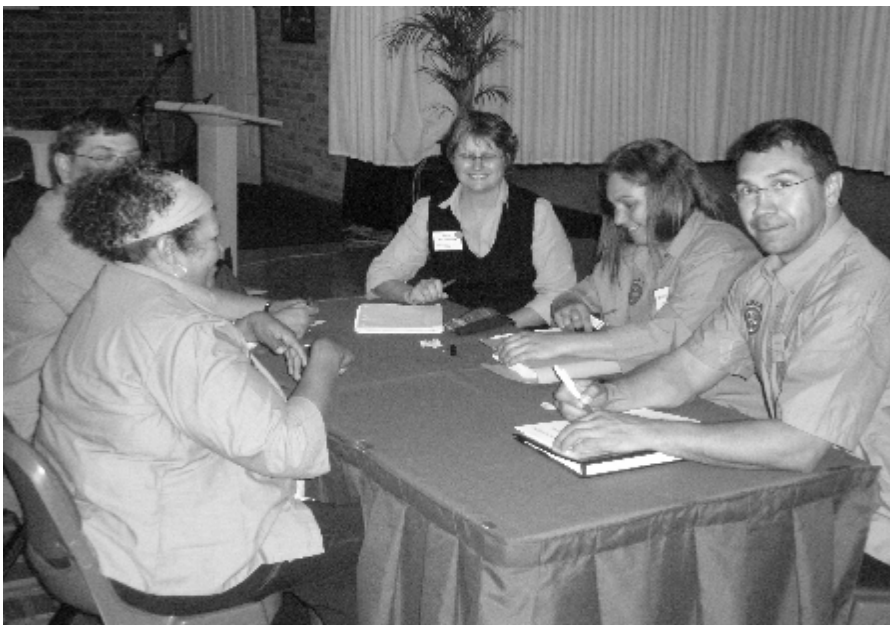
*This site was visited and discussed on Day 2 of the AGEN 2007 Gathering.*

- One of the issues for Aboriginal Cultural Heritage is the way that knowledge about sites is collected, and then shared between NSW Government agencies and instrumentalities.
- DECC have developed a ***Manual for the Identification of Aboriginal Remains*** that can be used by other organisations and agencies – such as the Police.

## ***Aboriginal Staff Network Building Workshop***

Following the presentations, a network building workshop was held for the remainder of the afternoon. Participants at the Gathering each briefly introduced themselves, describing where they work and the core business of the agency that they work for. At the end of their introductions, participants nominated another participant, to roll the introductions around the room.

The purpose of this workshop was to break down barriers between participants and encourage networking across agencies, as well as exchanging information about the core business and main activities of NSW Government Agencies.



## **DAY TWO of AGEN Gathering 2007**

### **Culture and Heritage Tour of South Coast**

The second day of the AGEN Gathering involved a half-day excursion to local Aboriginal sites in the Batemans Bay district. Cultural heritage interpretation was provided by Southern Cultural and Heritage Division staff and local Aboriginal community member, Ron Nye.

Two coaches left the Coachhouse Hotel around 9.15 am with around 60 participants in attendance, commencing site inspections south of Batemans Bay, at Broulee and finishing north of the Bay, at Surfside and Cullendulla Creek at 1.30 pm.

#### **Aboriginal Cultural Heritage Sites**

*Broulee Scar tree – Modified tree – Graham Moore and Rod Wellington*

Sited alongside the main road to Moruya beside the Broulee turnoff, the tree has a very large concave scar on the southern face, which could have been made for a canoe. A section of bark is removed using a number of (stone) hatchets as wedges to prise the bark away from the tree, with the regrowth over the scar used to determine the age of the tree. The use of stone hatchets suggest pre-contact period when the scar was made at least 200 years ago.

Management Issues: The tree is in a road reserve; it is highly visible; and it is at risk from any further road maintenance work. It has had some offensive painted graffiti, which proved to be very difficult to remove. The tree has been enclosed by a fence, which itself is damaged. Graham Moore NPWS, who hosted the inspection asked the Group for suggestions as to how the site could be managed and looked after. Suggestions included that the site provides an opportunity for community education and a possible partnership with the nearby school. Alternatively local Department of Corrective Service or other volunteer workteams could be engaged to maintain the site. The area around the tree could be more appropriately landscaped to convey a greater sense of value for this heritage item, and interpretive signage included to explain the significance of the tree.

*Barlings Beach at Tomakin – Burials, shell, artefacts, oral history – Rod Wellington, Graham Moore, and Ron Nye*

This is a 43m hectare site, of which 15 hectares are to be developed as residential site and development is underway. Various Aboriginal remains and burials have been found on the site. Salvage excavations have been conducted. A bundle burial has been found at a tree site, which is of an indeterminate age. The bundle burial has been re-interred nearby. Barlings Beach is a rather contentious site, the Local Aboriginal Lands Council offer for the site was not accepted by Council, but the developer has recognised that the site is of significance. A Cultural Centre is to be constructed in the keeping place.

*Malua Bay Playground Area – Construction / development – Graham Moore and Rod Wellington*

A community project to install new play equipment on the open ground behind the beach has involved the Aboriginal community, local residents and the Eurobodalla Shire Council. Work has stopped because it appears construction may have disturbed a possible midden site.

Management Issues – Graham Moore said there were several issues rising of what to do to manage this site, due to the wide range of interests and demands, at a popular and well used beach foreshore area.

*Surfside Primary School – Burials – Rod Wellington/Ron Nye*

When the new primary school was built in the mid -1990s, the existing playing field was found to be an old extensive midden site. Excavation works on a nearby dept of public works site, also disturbed some ancestral remains.

The Group inspected a spot along the pathway approaching the school, The *Eurobodalla Shire Council* had worked extensively with the local Aboriginal community during the planning and construction of the road and foot paths, however subsequent trench work carried out by Council in 2001 exposed an Aboriginal burial. Subsequent studies using non-disturbance ground penetrating radar identified 6-9 burials. Further works were designed to avoid any disturbance to these sites. The ancestral remains were re-interred nearby in a safe location. Given the number of discoveries it was proposed that the primary school would have an Indigenous display – it is unclear whether this has eventuated.

*Cullendulla Creek – shell, artefacts*

The final inspection site was Cullendulla (Aboriginal word meaning mussel) which abuts a small bay. The area is a declared *Nature Reserve* and a walkway trail has been built to protect the rock platform where some midden sites have been found.

The inspections were followed by a picnic lunch, at which the new CAWP members for 2008 were announced. Attendees returned to the Coachhouse Motel, finishing the inspection tour at 2.15 pm and bringing to a conclusion the 2007 AGEN Gathering.



# Evaluation of AGEN Gathering 2007

AGEN Evaluations Sept 2007	Response Numbers	Total
<b>What was good about the 2007 AGEN Gathering?</b>		
Meeting other diverse workers	11	
The venue	3	
Cultural visits on day 2	1	
Seeing the strength and diversity of Aboriginal staff	2	
Seeing what different govt depts do	1	
Meeting up with old friends/making new ones	1	
interesting & informitave	2	
Networking & Sharing Knowledge	11	
Everything	4	
Subtotal		<b>36</b>
<b>What could have been different or better</b>		
Guest speakers from other organisations	1	
More time for questions about other guest speaker	1	
Presentations and break up of introductions time	2	
Could have a host to speak	1	
Dry Till over Dinner	1	
Break up guest speakers, too many all at once	2	
I thought it was a good agenda and maintained interest	2	
Quantity of food/help yourself not served	1	
Rotating workshops for future gatherings	2	
Bit longer would be a bonus	2	
Presentations to long	1	
Tours should be done on day one	1	
Nothing	9	
More information sharing "Presentations" & facilitation of sessions	3	
Provide Hats for tours	2	
highlight agencies working in partnership (Projects)	1	
Lunch could have been a BBQ	2	
local landcare \ river groups	1	
information on agencies that provide funding for the disadvantaged	1	
Subtotal		<b>36</b>
<b>Do you have any ideas or suggestions for AGEN 2008?</b>		
Develop 3 monthly news letter	1	
Koori-oke, Fancy dress,	1	
Encourage more DET and Health staff	2	
Encourage all dept's to give overview of services and how we can	1	
All work in together for projects and programs	1	
Meet at Narooma or another location	3	
Same place next meeting	2	
Venue at a location in bush somewhere	1	
Dinner guest speaker and invite elders to dinner	2	
Time frame for guests too long no interaction with group	2	
Continue with cultural tours	1	
Need more visual information \ slides	1	
Need to get more action from AGEN	1	
Need to have more brouchers from all agencies	1	
NIL	4	
Cultural Heritage Framework	1	
Workshops on certain subjects/issues	1	
Grant \ Submission writing & Funding opportunities	2	

Local Government to be included	2	
Invite mob from Dubbo as they do not have this chance	1	
Have self serve for dinner	1	
Subtotal		32

#### **Do you have any suggestions for the CAWP Action Plan**

Push for Aboriginal staff in Planning (Top End)	1	
Nothing	8	
Mapping the professional connections to which communities we have to enable a starting point for the RCMG/HSMG	1	
Email suggestions from the CAWP group to the different depts on any new ideas that can improve knowlede and more access to new depts	1	
Two Way Community Communication Strategy	1	
Develop Cultural Heritage Framework	10	
Action Plan/Strategic Plan workshop for CAWP	2	
Update info on web site	1	
Funding opportunities	1	
Inform Aboriginal students about AGEN and the support it gives public servants	1	
Negotiate AGEN rep to attend RCMG	1	
Promote cadetships with different Govt Agencies	1	
Subtotal		32

#### **Any other comments**

I had a great time	1	
The people that organised the AGEN this year did an excellent job and the venue was still the best	1	
Brilliant 2 days learn't a lot about other depts and met new people	2	
Great Conference	1	
It was good to see Aboriginal people in Public Service networking together	2	
Bring on 2008 AGEN	1	
Well done CAWP I enjoyed my time with the AGEN very much	1	
Fantastic looking forward to 2008 Keep up the good work	2	
Great Time/excellent opportunity to network	2	
Excellent job "CAWP Team"	3	
Great Relaxed and informative forum	2	
Lots of effect to set up this conference Well done	1	
Deadly group of people proud to be part of it	1	
NIL	11	
AGEN 2007 Was Excellent	1	
rotation of venue around the area	1	
koori oke \ fancy dress	1	
Very well organised	1	
Kenny is an excellent Task Master!!	1	
Subtotal		38

## CAWP Members 2008

The following Aboriginal Employees have nominated to be CAWP members in 2007-2008:

Name	NSW Govt Agency	CAWP Year	Work Location
Agnes Donovan	RTA	2	Wollongong
Leann Cross	SESIAHS	3	Wollongong
Melanie Goldstein	Housing	2	Shellharbour
Paul House	DECC	2	Queanbeyan
Ken Davies	SRCMA	2	Wollongong
Carey Brandy	DADHC	2	Queanbeyan
Malvena Tracey	DoCS	1	Wollongong
Norma Jean Turner	SESIAHS	1	Nowra
Barbara Sutton	DJJ	1	Nowra
Jodi Edwards	DET	1	Nowra
Beverley Crowther	SESIAHS	1	Wollongong
Tracey Gill-Dallinger	Housing	1	Bega/Batemans Bay
Sheryle Nixon	Housing	1	Nowra

## CAWP Work Plan 2008

### Key Tasks:

- Present report to Illawarra-South East Regional Coordination Management Group at November 2007 Meeting
- In collaboration with the I-SE RCMG, develop a Cross- Agency Culture and Heritage Framework for the Illawarra-South East Region
- Follow through on the support, development, and monitoring of AGEN initiatives:
  - Database and Website
  - Cultural Respect Training Framework
  - Employment and Recruitment Plan
- Continue to develop strategic understanding of, and support for, the work of Aboriginal NSW Government employees in the Illawarra-South East Region
- Plan and implement AGEN Gathering 2008