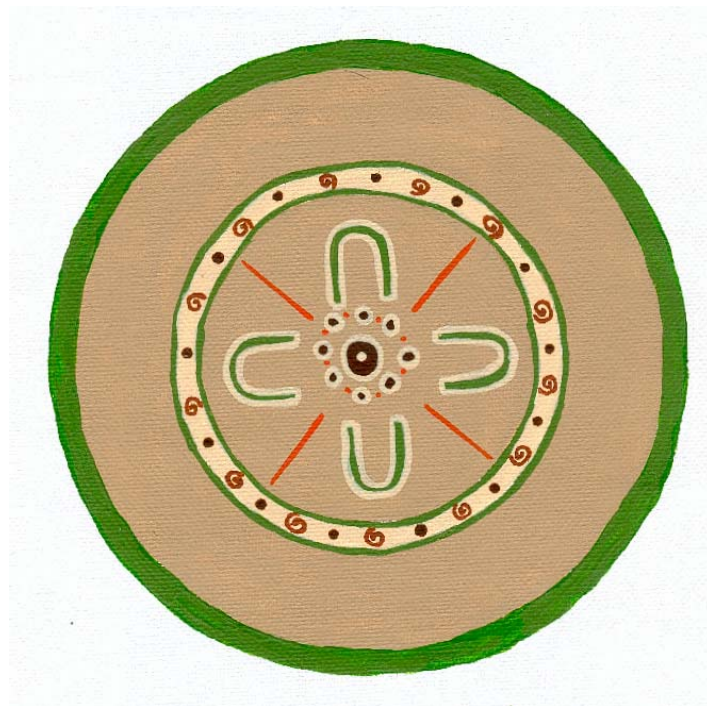


Illawarra South East  
Aboriginal Government  
Employees Network  
(AGEN)

# Workshop Report



20-21 September 2005  
Murramarang Resort, South Durras

**Illawarra-South East  
Aboriginal Government Employees Network (AGEN)  
Workshop Report 2005**

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## **1. Introduction**

This document has been prepared to report the process and outcomes of the September 2005 Gathering of the Illawarra - South East Aboriginal Government Employees Network.

## **2. Acknowledgements**

We would like to acknowledge the Traditional Owners of country. We especially would like to acknowledge and thank Aunty Carol Larritt - who graciously provided a warm Welcome to Country for the Murramarang Gathering.

The success of the Gathering could not have been achieved without the dedication and support of the skilled facilitators- Adrian Meredith (DAA), Greg Christian (TAFE); Leon Donovan (Sydney ICC); Stan Jarrett (AGD); Ivan Simon (DAA); Iris White (TAFE); June Lowe (DOH), Greg Slabb (DAA), Jenny Brown AHO.

The Gathering was planned and implemented through the sustained efforts of the Cross Agency Working Party (CAWP) for 2005 - Darrell Brown, Tracey Fordham, Stephen Hill, Angela Nye, June Lowe, and Iris White.

Project Officer Pat Maurer worked to support CAWP, and also, very importantly, Pat designed the new AGEN logo.

The Department of Housing supported the AGEN by providing financial services and managing the funds.

All these contributors are warmly thanked for their support.

## **3. Background -the Aboriginal Government Employees Network (AGEN)**

The AGEN brings together Aboriginal employees of the NSW Government in the Illawarra and South East Regions. It aims to increase the support, networking, and opportunities for collaboration between Aboriginal workers.

The AGEN was initiated in 2004 by the Illawarra and South East Regional Co-ordination Management Group (I-SE RCMG) as part of its cross-agency commitment to enhance service delivery and community outcomes for Aboriginal communities.

The original project plan to establish a forum for Indigenous Workers, as adopted by the I-SE RCMG, is attached to this report at appendix 1.

The first major Gathering of Aboriginal workers was held at Murramarang in November -December 2004. This first meeting developed a framework for the establishment of AGEN as an annual event, supported by a working group to operate in between the annual Gatherings. Members of the working group, known as the Cross Agency Working Party (CAWP) are appointed each year by the AGEN Gathering.

The basic framework for AGEN and CAWP was presented to the I-SE RCMG Meeting in March 2005 at Narooma, and endorsed unanimously. The Terms of Reference for these groups are detailed in appendix 2.

#### **4. The Cross Agency Working Party (CAWP) 2005**

Members of CAWP 2005 were:

Darrell Brown

Tracey Fordham

Stephen Hill

Angela Nye

June Lowe

Iris White

The CAWP was supported by project officer, Pat Maurer.

During 2005 CAWP met on several occasions to prepare a presentation to the I-SE RCMG and to develop the program for the 2005 AGEN Gathering.

CAWP considered the information and outcomes from the 2004 gathering and planned the 2005 event around three key themes. These themes were:

- Employment Issues
- Aboriginal Cross Cultural Respect
- Building support across NSW Government Agencies

## **5. The Aboriginal Government Employees Network (AGEN), September 2005**

AGEN 2005 Gathering was held at Murramarang Resort, South Durras, on 20-21 September 2005.

It was attended by about 70 people, the majority being NSW Government employees drawn from 20 different agencies.

The Welcome to Country was provided by traditional owner Aunty Carol Larritt.

A special feature of AGEN 2005 was the involvement of the Director General of the Department of Aboriginal Affairs, Jody Broun, who presented as the key note speaker. Jody also participated in the proceedings for the first day.

The Workshop considered the three key themes listed above.

**The aim of the AGEN 2005 Gathering was to build on work done in 2004, and develop an Action Plan for AGEN to work in partnership with the RCMG.**

The Workshop was structured to ensure that every participant had the opportunity to input to each of the three themes.

On Day 2, the outcomes from the workshop groups were reported, and the Workshop developed agreed recommendations to be presented to the I-SE RCMG.

The roles and responsibilities of CAWP members were discussed and the membership for CAWP 2006 confirmed.

## **6. Facilitators 2005**

The role of workshop facilitators is critical to the success of AGEN. This year the facilitators were:

**Employment Issues:** Adrian Meredith (DAA), Greg Christian (TAFE); Leon Donovan (Sydney ICC)

**Aboriginal Cross- Cultural Respect:** Stan Jarrett (AGD); Ivan Simon (DAA); Iris White (TAFE)

**Building Support across Government Agencies:** June Lowe (DOH), Greg Slabb (DAA), Jenny Brown AHO).

## **7. AGEN 2005 Recommendations**

AGEN 2005 developed six action-oriented recommendations:

### **Theme: Employment Issues**

#### **Recommendation 1:**

- RCMG in partnership with AGEN agrees to develop a Regional Aboriginal Employment and Recruitment Plan that includes strategies for recruitment, retention, staff development, career development & mentoring.

#### **Recommendation 2:**

- The Regional Aboriginal Employment & Recruitment Plan developed through this partnership be used to guide individual agency plans

### **Theme: Aboriginal Cross-Cultural Respect**

#### **Recommendation 3:**

- RCMG & AGEN to form a joint working group to develop an Illawarra / South East Cultural Respect Training Framework.

#### **Recommendation 4:**

- RCMG endorses mandatory cultural respect training for everyone

### **Theme: Building Support Across NSW Government Agencies**

#### **Recommendation 5:**

- AGEN to design, establish and develop a website to support cross agency networking

**Recommendation 6:**

- RCMG support and facilitate AGEN to develop a regional database of information and contacts useful for Aboriginal Employees, & incorporate this database into the AGEN website

**8. Cross Agency Working Party (CAWP) 2006**

The members of CAWP 2006 are:

Darrell Brown - Chairperson

Iris White

Tracey Fordham

Mark Bloxsome

Cameron Moss

Adell Hyslop

Phillip Needham

Marlene Thompson

Leann Cross

Mic Cutmore - website & database website

James Bell - website & database website

Marilyn Brown - Website & database & Cultural Respect

Naomi Donovan - cultural respect training

## 9. List of participants, AGEN 2005

Brad	Anderson	Fair trading
Mark	Bell	Juvenile Justice
James	Bell	Corrective Services - Probation and Parole
Mark	Bloxsome	DADHC
Darrell	Brown	State Training Services
Marilyn	Brown	Aboriginal Child Youth & Family Strategy
Renee	Camilleri	DEET
Greg	Christian	TAFE
Harold	Close	Housing
Leann	Cross	Illawarra Health
Gary	Currey	Environment & Conservation
Mick	Cutmore	DADHC
Elizabeth	Dargin	Environment & Conservation
Ken	Davies	Southern Rivers CMA
Naomi	Donovan	NSW Heritage Office
Patricia Ann	Ellis	Environment & Conservation
John	Fernando	Corrective Services
Tracy	Fordham	DET
Clarence	Gibbs	John Richardson School
Larry	Green	DET
Cheryl	Griffiths	DET
John	Heath	DET
Sue	Heycox	DADHC
Adell	Hyslop	NSW Heritage Office
Stan	Jarrett	Attorney General's Dept
Gwenda	Jarrett	Shoalhaven Community Health
Robert	Johnson	Juvenile Justice
Julie-Anne	Mooseman	Community Services
Daniel	Morgan	National Parks
Phil	Needham	Dept Community Services
Angela	Nye	GSAHS
Vikki	Parsley	Environment & Conservation
Peter	Pope	National Parks
Cameron	Ross	Community Services
Pat	Russell	GSAHS
Greg	Slabb	DAA
Ray	Smith	Sport & Rec
Marlene	Thompson	Aboriginal Housing Office
Bruce	Toomey	National Parks
Dannielle	Towers	Environment & Conservation
Rodney	Wellington	Environment & Conservation
Nikki	Wellington	Southern Rivers CMA
Iris	White	TAFE
Richard	Wright	National Parks

At AGEN 2005, the I-SE RCMG was represented by:

Trevor Jones  
Barry McDonald  
Jill Herberte  
Jenny Brown  
Mark Roberts

AGEN 2005 was operationally supported by:

Sarah Coles  
David Crawford  
Simone Dilkara  
Denise McConnachie

## 10. Participant Feedback on AGEN Gathering 2005.

At the end of the gathering, participants filled in an Evaluation Form. Feedback about the gathering was very positive. Participants valued the opportunity to network and to workshop important issues. The process for developing the Work Plan was supported and there is overwhelming support for the AGEN 2005 Recommendations. Full details of participants feedback is provided in Appendix 6.

## Appendix 1

### I-SE RCMG Indigenous Workers Forum - Project Plan

<b>Project Name:</b>	<b>Indigenous Workers Forum</b>						
<b>Project Coordinators:</b>	<b>Simone Dilkara &amp; Denise McConnachie – Premier’s Department</b>						
<b>Brief Project Description:</b>	<ul style="list-style-type: none"> <li>• At the 13 /14 May 2004 RCMG meeting it was decided that the two RCP project managers, in conjunction with the DAA project position in Moruya would work to develop a forum/support structure for all Indigenous employees across the agencies.</li> <li>• The aim of the Indigenous Workers Forum is to increase support, networking and opportunities for collaboration for Indigenous workers in NSW Government Agencies.</li> </ul>						
<b>Contact person:</b>	Simone Dilkara	<b>Email:</b>	simone.dilkara@premiers.nsw.gov.au	<b>Phone:</b>	02 6124 3004	<b>Fax:</b>	02 6124 3023
<b>Postal Address:</b>	Premier’s Department – Regional Coordination Program PO Box 1594 Queanbeyan NSW 2620						

#### 1.0 Project Strategies and Outcomes

Strategies	Main Outcomes	How will the achievement of these outcomes be measured?
To facilitate a forum for Indigenous workers in NSW Government Agencies in the Illawarra -South East.	Increased support, networks, opportunities for collaboration and professional development for Indigenous workers in NSW government agencies	Number of Indigenous worker participants.
To facilitate the development of networks and support structures for Indigenous workers in NSW Government Agencies.	Improved service delivery by NSW Government agencies to Indigenous communities.	Number of joint agency projects developed.
To identify and provide professional development opportunities for Indigenous workers across agencies.		Number of professional development opportunities organised and attended.
To provide opportunities for Indigenous workers across agencies to work together.		Feedback from Indigenous workers as to value of IWF.
To establish opportunities for Indigenous		Number of Agencies who enable Indigenous

workers to identify shared concerns		workers to participate in forum.
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### Target Groups, Stakeholders, Project Partners

Main target groups/ stakeholders/ project partners	Target Group (T) OR Stakeholder (S) OR Project Partner (PP)	How will these groups be involved in the project?
<b>Indigenous Workers</b>	<b>PP</b>	<b>Participation in forum / network</b>
<b>RCP Project Managers</b>	<b>PP</b>	<b>Coordination, planning, facilitation</b>
<b>Regional Managers</b>	<b>PP</b>	<b>Support &amp; resource Indigenous workers to participate in Indigenous Workers Forum</b>
<b>RCMG</b>	<b>PP</b>	<b>Monitor feedback and trends. Whole of Government response to issues identified through IWF.</b>

### 3.0 Key Project Activities

### 4.0 Project timeframes

		Project Start Date:	
Activity 1	Develop proposal for Indigenous Workers Forum. Circulate to all RCMG members. Use feedback to finalise Project Proposal	Activity Start Date:	May 2004
Activity 2	Convene first IWF meeting to discuss: <ul style="list-style-type: none"> <li>• Background – where did this initiative come from?</li> <li>• Discuss opportunities – what would we like an IWF to be or do?</li> <li>• Discuss issues – what are some of the common issues that affect us as Indigenous workers in mainstream agencies? What sorts of things would resolve some of these issues or support us better in sustaining our jobs?</li> <li>• Structure - Do we want a combined or separate I-SE IWF</li> <li>• Frequency and location of meetings</li> <li>• Discuss and agree on Purpose and Objectives</li> <li>• Resourcing – who pays for what?</li> <li>• Reporting – how will we record what we discuss/decide? What are the links we would like back to our agencies and to the RCMG?</li> </ul>	Activity Start Date:	August 2004

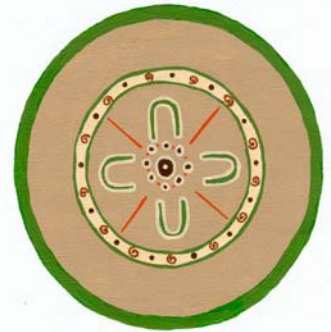
	<ul style="list-style-type: none"> <li>Lines of Communication &amp; Accountability - Who is the IWF accountable to? What can the forum do? What can the forum not do?</li> </ul>		
Activity 3	Report to RCMG on progress towards IWF establishment	Activity Start Date:	RCMG August 2004
Activity 4	Future actions to be determined by IWF and tabled at RCMG	Activity Start Date:	November 2004
Activity 5	Ongoing structure, membership and mechanisms determined by IWF and presented to RCMG	Activity Start Date:	November 2004

## Appendix 2 : Terms of Reference

*Illawarra & South East Regional Coordination Management Group*

# ***Cross Agency Working Group (CAWP)***

## ***Terms of Reference***



The role of the Cross Agency Working Party is to:

- Report back to the RCMG on the outcomes of each AGEN Gathering.
- Follow through tasks identified in AGEN action plans.
- Work with Premier's Department to organise AGEN gatherings.
- Report back to AGEN gatherings.

Participation on CAWP should be a 2 year commitment.

A Chairperson will be elected at the first CAWP meeting after each AGEN gathering.

The Chairperson is the key link between the NSW Premier's Department and CAWP

The CAWPs key role will be to implement the action plan – CAWP members need to be willing to carry on the work that the AGEN outlines in the action plan.

Leadership and Secretariat Support will be provided by DAA or Premiers Department.

## Appendix 3

### Illawarra-South East Aboriginal Government Employees Network Gathering 2005: Action Plan

#### WORKSHOP THEME: EMPLOYMENT ISSUES

#### FACILITATORS:

Adrian Meredith, Greg Christian, Leon Donovan

#### RECOMMENDATIONS:

1. RCMG in partnership with AGEN agrees to develop a Regional Aboriginal Employment and Recruitment Plan that includes strategies for recruitment, retention, staff development, career development & mentoring.
2. The Regional Aboriginal Employment & Recruitment Plan developed through this partnership be used to guide individual agency plans

What can AGEN members do?	What can Agencies and Managers do?	What can the RCMG do?
<ul style="list-style-type: none"> <li>■ Be contact officers when positions advertised.</li> <li>■ Advertise internally to Indigenous staff to put on the grapevine.</li> <li>■ Be available for interview panels.</li> <li>■ Act as a mentor for staff.</li> <li>■ Expose trainees to career expo's etc</li> <li>■ Ensure individual work plans are completed.</li> <li>■ Conduct Training Needs Analyses</li> <li>■ Undertake staff development</li> </ul>	<ul style="list-style-type: none"> <li>■ Develop and implement Mentor Program for Indigenous staff including training for Mentors.</li> <li>■ Develop a regional register of Mentors. Mentors to be internal and or external (including cross agency).</li> </ul>	<p><b>Mentoring</b></p> <ul style="list-style-type: none"> <li>■ Provide support and resources.</li> <li>■ Endorse and enforce</li> </ul> <p><b>Staff Retention</b></p> <ul style="list-style-type: none"> <li>■ Embrace and endorse RCMG participation in Cross Cultural Awareness Training annually.</li> <li>■ Ongoing support</li> </ul>

<ul style="list-style-type: none"><li>■ Nominate/Participate in Job swap/secondment programs</li><li>■ Participate in Mentoring programs.</li><li>■ Be involved in ongoing peer support</li></ul>		
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Appendix 4

Illawarra-South East Aboriginal Government Employees Network Gathering 2005: Action Plan

**WORKSHOP THEME: CROSS CULTURAL RESPECT**

**FACILITATORS:**

Stan Jarrett, Ivan Simon, Iris White

**RECOMMENDATIONS:**

1. RCMG & AGEN to form a joint working group to develop an Illawarra / South East Cultural Respect Training Framework
2. RCMG endorses mandatory cultural respect training for everyone

What can AGEN members do on this Working Group?	What can Agencies and Managers do?	What can the RCMG do?
<ul style="list-style-type: none"> <li>■ Identify current programs (who is doing what)</li> <li>■ Identify best practice or elements of best practice</li> <li>■ Develop universal practice principles (eg local content)</li> <li>■ Develop register of Aboriginal people who can provide local content</li> <li>■ Develop register of Aboriginal people who are/will be accredited Cross Cultural trainers</li> <li>■ Develop toolkit for</li> </ul>	<ul style="list-style-type: none"> <li>■ Implement Regional Cross Cultural Awareness Framework</li> <li>■ Support all staff to attend cross cultural awareness training</li> <li>■ Plan to allocate resources &amp; report budget allocations</li> <li>■ Introduce or examine ways of measuring effectiveness of cross cultural awareness training</li> <li>■ Support Koori staff time - to implement training and also to participate</li> <li>■ Manage Aboriginal staff culturally appropriately</li> </ul>	<ul style="list-style-type: none"> <li>■ Endorse Mandatory Cultural Awareness training for all workers</li> <li>■ Support Working Group to research &amp; develop regional approach to cross cultural awareness training (Illawarra-South East Cultural Awareness Training Framework)</li> <li>■ Work to Adopt and Promote Regional Framework</li> </ul>

<p>agencies/trainers (boundaries, protocols, community makeup, consultants, models/packages)</p> <ul style="list-style-type: none"> <li>■ Develop ways of sharing resources and information</li> <li>■ Identify accountability mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>■ Ensure non-Koori staff attend cross cultural awareness</li> <li>■ Identify opportunities for cross agency collaboration</li> <li>■ Commit to accountability mechanisms (MOUs / service agreements / SRAs)</li> </ul>	
<p>Other considerations noted by these workshops:</p>		
<ul style="list-style-type: none"> <li>■ A State-wide Policy in relation to Cross Cultural Respect Training would be very helpful</li> <li>■ Such a policy would establish consistency for aspects such as standards for content, delivery methods, commitment at all levels, respect, budget performance, mandatory for all staff to attend, local content)</li> <li>■ A State wide approach would need to build in strategies for monitoring and evaluating performance of Agencies</li> <li>■ Culturally appropriate policies for Aboriginal events and ceremony</li> <li>■ Training in Cultural Respect modules should be developed with consideration given on the different roles that staff may have in their agency (for example administrative vs public contact staff)</li> </ul>		

Appendix 5

Illawarra-South East Aboriginal Government Employees Network Gathering 2005: Action Plan

**WORKSHOP THEME: BUILDING SUPPORT ACROSS NSW GOVERNMENT AGENCIES**

**FACILITATORS:**

June Lowe, Jenny Brown, Greg Slabb

**RECOMMENDATIONS:**

1. AGEN to design, establish and develop a website to support cross agency networking.
2. AGEN to develop a regional database of information and contacts useful for Aboriginal Employees & incorporate database into website.

What can AGEN members do?	What can Agencies and Managers do?	What can the RCMG do?
<ul style="list-style-type: none"> <li>■ Commit to updating own information of their roles and responsibilities on the website</li> <li>■ Establish a Working Group (Marlene &amp; Mick) to explore, design &amp; develop website</li> <li>■ Each AGEN member to contribute ideas to Working Group. Promote to their agencies</li> <li>■ AGEN Members to identify relevant culturally appropriate contacts to be included in the database.</li> <li>■ Working Group to develop the</li> </ul>	<ul style="list-style-type: none"> <li>■ Support from the agencies/line managers for Website &amp; database development</li> <li>■ Shared costs arrangements</li> </ul>	<ul style="list-style-type: none"> <li>■ Support and give commitment to staff in respective agencies to enable development of website and database</li> <li>■ Nominate/support lead agency</li> <li>■ Assist with identification of website host agency</li> </ul>

database - (Leanne Cross, Marilyn Brown & Jim Bell) then refer proposal onto Bruce Toomey to promote to his Manager to access financial support for the data base and website

- DEVELOP CROSS AGENCY NETWORK

- Mentors develop partnerships

- E-mail groups - share information

- Access networking opportunities

- Newsletter information from other agencies incorporated on website

- Information on the Website be built into Agency induction programs.

- INCORPORATE INTO WEBSITE

- Develop a pro forma (Ken)

- AGEN members to take responsibility to complete and return the prof-forma, to develop the network.

- AGEN members to commit to give the information on the pro

form

- AGEN members to forward pro forma to other members within their own agencies
- AGEN take responsibility to send completed pro-formas to Data base working group.

Other important points made by this group:

The proposed data base that becomes part of the proposed website should include the following components:

- Mentors
- Grievance Officers
- Union Representatives
- Mediators
- Additional support re: grievances etc.
- Regional Legal Services
- AGEN members
- CAWP members

It may be necessary to build this up over time (ie not all at once).

## Appendix 6 - Participant Feedback on AGEN Gathering 2005

### What was good about the AGEN Gathering?

- Good cross section of people and agencies.
- Nice venue (other than reception staff)
- Networking with Kooris working in Govt Depts, meeting again with friends / family from previous gathering.
- Issues worked on are relevant to Aboriginal people working in Government Agencies - Atmosphere GREAT!
- Networking - forming cross agency networks
- Establish protocols
- Venue - excellent
- The workshop sessions were great and very rewarding. Many of the participants contributed and were able to put their position forward. Great to network with Aboriginal staff across government
- How all the Koories involved have the same concerns about making the employment sector work
- Meeting old friends
- Meeting new friends
- The opportunity to establish cross agency networks
- Participating in the process that may improve and enhance Aboriginal staff
- The group sessions / workshops.
- The reasons why we are doing this AGEN
- Networking, having input into the actions that will benefit all Koori Employees within state government
- Good to meet other staff from other agencies
- Good to meet people from other staff and agencies
- Great networking
- Everybody coming together and building on last years conference. The groups being divided into colours was a great idea. I really enjoy the group work then seeing it all come together.

- Networking
- Discussion Topics
- Re-connecting with friends from other Departments / Agencies.
- Making new contacts. Sharing ideas, feeling supported.
- Opportunities for networking with other agencies.
- Networking
- Exposure to issues
- Opportunity to express views/opinions
- Networking
- Brainstorming
- Problem Solving
- Meeting people from other organisations.
- Networking and meeting Koori workers. Good to catch up for support.
- Coming back, seeing the movement on the working party and issues moved on from 1<sup>st</sup> gathered networks.

**What could have been different or better?**

- Food
- Better Venue
- 2 full days rather than 1  $\frac{1}{2}$  - rushing to get ideas out.
- More information on RCMG. How actions from this workshop feed into CAWP - to RCMG. (Pictorial Presentation)
- Invite people outside of area to be facilitators at next AGEN
- More history of AGEN, as many new comers that didn't attend last year were a bit confused. A recreational theme should be included in the conference. Eg Networking; by bushwalking, trivia night, traditional games - Ray Smith DSR
- (The Woman booking us in)
- The Gathering was excellent
- Another location, too isolated, no phone reception for mobiles!!
- Food at dinner could have been better

- Some staff rude
- Workshopping the issues are a great way to brainstorm the matters. These exercises always lead to a smaller group to work up the subject matter in order to scope out the issue. We can use smaller groups to have detailed discussion and develop those aspects.
- More time - 1 ½ hours not long enough to establish links and establish thorough outcomes. 3 or 2 ½ day workshop ideal/
- Invite RCMG and heads of agencies to participate
- Each session could have been a little longer
- Need to have entertainment after dinner that everyone can be involved in.
- The venue
- The food at tea time could have been better
- Plain food for tea.
- No Salmon! PLEASE!
- Different venue - staff were rude
- Venue
- Nothing
- No drag show

**Do you have any suggestions for the new CAWP committee 2005-2006**

- Not yet
- Hav working groups for next AGEN to reduce stress levels for convenors - Good Work!! Working groups for recommendations.
- Different Venue - adopt the structure presented at AGEN
- Let AGEN members know when they (CAWP?) meet so perhaps workers may come and discuss further issues.
- To advance the goods preferred strategies to the next level.
- Tea: possibly rissoles, mash potato, vegies & onion gravy.
- Recreation Activities to be included! - eg trivia night, bushwalking, team building, fishing, bowling, golf.

- New venue
- Stay together and done form factions
- No- consider other topics for next year - broaden horizons
- Need for strong networking
- Need to get endorsement, through the RCMG, for all new CAWP members to undertake task. Role
- Need for clear feedback from RCMG on the subject matters from AGEN
- To maintain the professionalism
- Work hard, provide feedback via newsletter, email
- No
- New venue
- Keep momentum going, get achievable outcomes
- Find a new VENUE!! - Why give Murramarang the business every year?? Especially when not appreciated.
- Find a new venue
- Ensure feedback on outcome of recommendations from this meeting
- Different Venue
- Good luck

**What did you think about the three topics and the small group discussions?**

- Good
- Good to flesh out operational issues that can be formalised and supported.
- Good - still subject to RCMG acceptance
- They were important and relevant topics
- Relevant to Aboriginal persons working within govt and for Aboriginal People. Website an excellent idea, can't wait to see implemented.
- The format worked very well with our group
- Beneficial - to expand next year
- Great to scope out some key areas, this will set the scene in how issues can be dealt with in the future.

- A lot of work to do and the need for commitment / support by RCMG and relevant agencies
- Good - as said earlier each session should be longer
- Very informative and educational
- Good ideas, small groups give everyone a chance to voice their opinion.
- Organised and facilitated very well.
- Very relevant topics - group discussions very good.
- Very good
- OK, could have been broader, but good to focus on a couple of sessions.
- They were good again! I really enjoy being part of the SE Region.
- Relevant topics, good group size
- Important topics which needed to be worked on.
- Good, good, good!
- Good
- Excellent

**How do you feel about the action plan that was developed?**

- Well developed
- Achievable goals -> good work
- Should be in partnership with RCMG
- Look forward to it being approved by RCMG
- Actions relevant -> and Achievable
- Must and have to be achievable, be realistic
- Very achievable - realistic goals.
- Everyone contributed to the plan
- Well thought out and achievable
- Action plan for the 3 topics are is fine
- AGEN will need to develop a broader framework across all areas at some stage.

- Fine
- Very impressive, realistic and achievable
- Fingers crossed
- Very achievable - realistic goals
- Good
- Relevant and achievable
- They were very important and relevant topics
- Great

**Any other comments?**

- Time was worth the meeting again. Outcomes are looking positive.
- I hope AGEN continues, next year need a better venue to hold about 100 people also a venue that is sensitive to Aboriginal people with at least some people skills. Need more people from all agencies. I was told by other Koori's that this was not deemed core business therefore they were unable to attend. RCMG must enforce all koori workers attendance where possible. This is part of ongoing support.
- Congratulations to CAWP members for 2005. You've done an excellent job!
- Well Done! 😊
- Take care and see you Agen next year!!
- Great venue - well presenters, simone denise - timeframes well.
- Great organisation, thanks again for the opportunity to have input into this network.
- Black people to fix black issues.
- Its beautiful to see all the natives coming together for one cause,. And to strengthen out future
- I thoroughly enjoyed myself.
- Stay somewhere with mobile phone coverage
- Thank you for your hard work and commitment to the Aboriginal effort.
- No
- Beautiful place for a swim and surf

- Rooms excellent. Wonderful setting for a conference. Food not up to standard. I don't like food dished up again and again, especially put in the sun. (I don't want to go home with food poisoning)
- Conference organisers have done a great job, but shame about the poor service provided by venue management.