



When is it appropriate to perform Welcome to Country or Acknowledgement of Country?

A *Welcome to Country* is where the traditional Aboriginal custodian or Elder welcomes people to their land.

Welcome to Country always occurs at the opening of an event and is usually the first item on the program. The local Aboriginal custodians or traditional owners conduct the ceremony and this may be done through a speech, song, ceremony or a combination of these things.

An *Acknowledgement of Country* is a way that non-Indigenous people can show respect for Aboriginal and Torres Strait Islander heritage and the ongoing relationship of traditional owners to the land. A chair or speaker begins the meeting by acknowledging that the meeting is taking place in the country of the traditional owners.

The NSW Government's policy on Aboriginal protocols and practices can be found at www.daa.nsw.gov.au

CULTURAL CALENDAR:

Anniversary of the Apology: 13th Feb 2008 (the apology was first given in 2008). The National Apology is acknowledged but not generally celebrated.

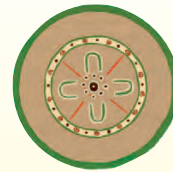
National Sorry Day: 26th May each year

National Reconciliation week: 27th May – 3rd June each year

Naidoc Week: In July each year
Visit: www.naidoc.org.au for future dates

International Day of the World's Indigenous Peoples: 9 August

Next AGEN: In September each year.
Visit www.agen.org.au for future dates



The AGEN logo was designed by Patricia Margaret Maurer. Sadly Aunty Pat passed away on 15 December 2005. Her support for helping establish AGEN and her gift of the logo will always be remembered.



AGEN is supported by Illawarra–South East Regional Managers Network

Department of Premier and Cabinet
PO Box 892, Wollongong NSW 2500

Visit AGEN at : www.agen.org.au



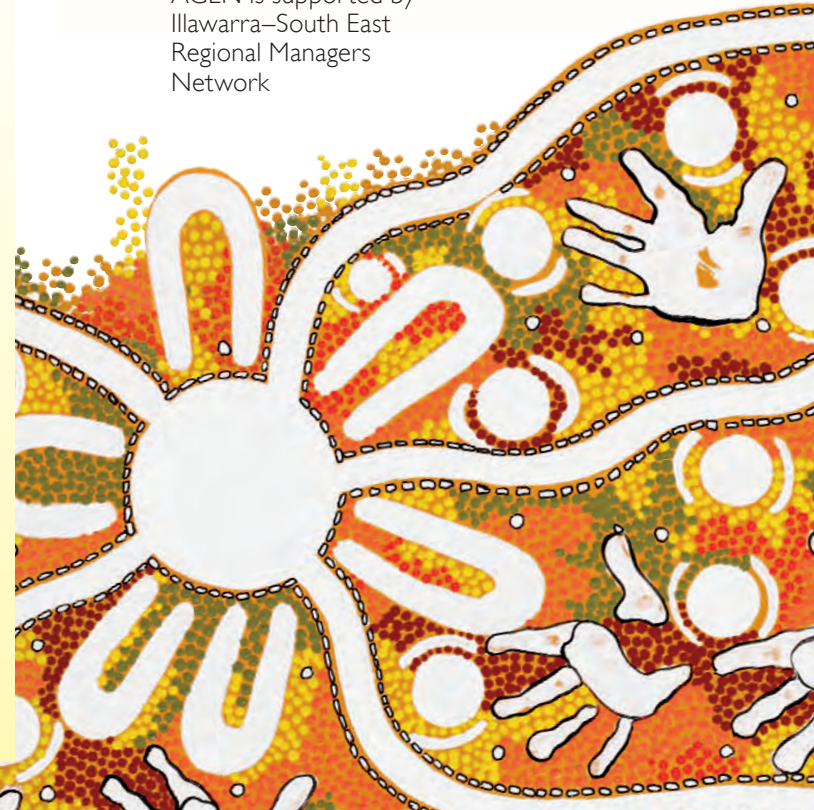
AGEN

Aboriginal Government Employees Network

Making reconciliation real in the workplace

www.agen.org.au

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Making reconciliation real in the workplace

....We are all equal....

Reconciliation is about building respectful relationships between Indigenous and other Australians. In practice this means raising awareness and knowledge of Aboriginal history and culture, changing attitudes that are often based on myths or misunderstandings, and encouraging action where people can get involved.

This pamphlet has been prepared by the Illawarra-South East AGEN to identify some simple and achievable ways to help support reconciliation in the workplace and strengthen the links between government agencies and the Aboriginal community.

What can your organisation do to make Reconciliation REAL in the workplace?

- Attending / participating / hosting NAIDOC week celebrations & ceremonies
- Host Bush Tucker luncheons with special guests, including dancers, singers, high profile Aboriginal and Torres Strait Islander Peoples and Elders.
- Community sports days
- Attending community events
- Attending and giving input at conferences created for Aboriginal staff
- Community reconciliation walk
- Flag raising ceremonies
- Morning / afternoon tea
- Information stalls
- Viewing appropriate DVD's that show Aboriginal culture and /or history

Who should attend these reconciliation events?

All Indigenous and non Indigenous staff are welcome to attend reconciliation and NAIDOC week celebrations throughout the community. Ask your colleagues and line manager what events you can attend.

If you are hosting an event, in your work place, remember to invite community members.

Check the AGEN website www.agen.org.au and connect with AGEN members

Where can I find out more?

Below is a list of websites you can obtain information from:

www.nsd.org.au

www.reconciliation.org.au

www.naidoc.org.au

www.agen.org.au

www.cultureandrecreation.gov.au/articles/indigenous/sorry

www.daa.nsw.gov.au