

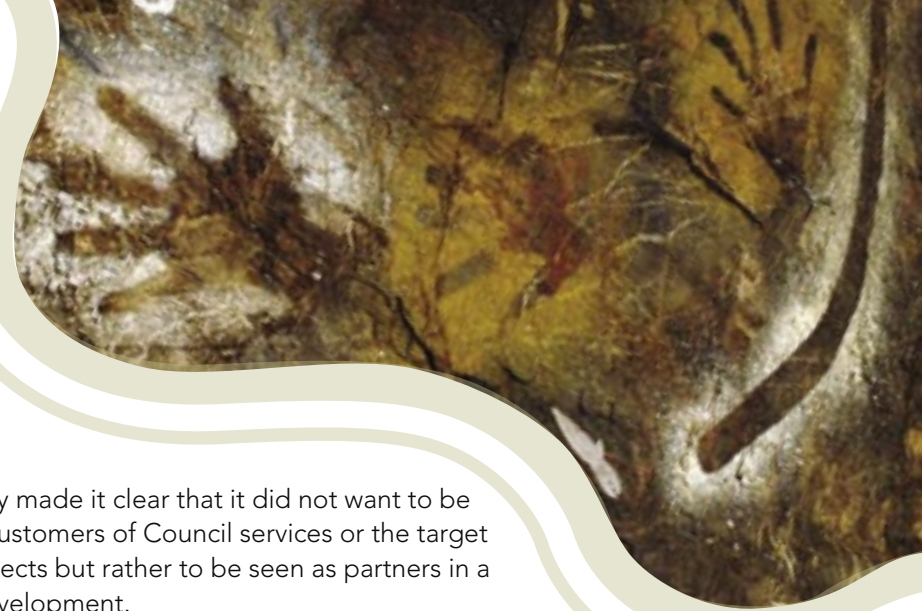


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Indigenous
Aspirations
Strategy



Dedicated to a better Brisbane

Why a strategy?



The Indigenous Aspirations Strategy builds on Brisbane City Council's commitment to creating a world class city that values its history and looks to its future with equal passion.

Council recognises Brisbane's diverse Aboriginal and Torres Strait Islander communities. In particular we recognise and respect the specific role that Traditional Owners play in the city and their unique relationships with the land and water. We also acknowledge the roles of the broader Indigenous community and recognise the layers of connection that exist within the city.

Council aims to find ways that help ensure an equitable and inclusive city that provides opportunities for all its residents.

Council talked with community groups to better understand the specific needs of Indigenous communities. The discussions showed that for Aboriginal and Torres Strait Islander communities, defining the nature of their specific relationships to Council was of critical importance.

The community made it clear that it did not want to be seen only as customers of Council services or the target of Council projects but rather to be seen as partners in a program of development.

This strategy is designed to meet the aspirations, hopes and visions of Indigenous people in Brisbane. It aims to be flexible enough to move and change as communities and their needs change. It builds ways for Council to adjust and adapt its own way of doing business so that Aboriginal and Torres Strait Islander residents can access opportunities to participate in all aspects of Council's activities and contribute to the social, cultural and economic life of the city.

Over the next four years, Council will be implementing this strategy and building relationships with Aboriginal and Torres Strait Islander communities so that we can meet the future together.



Statement of intent

Brisbane City Council is committed to principles of fairness and opportunities for all in all its undertakings and dealings.

Brisbane City Council is committed to developing dynamic and equitable relationships with Aboriginal and Torres Strait Islander communities. Council acknowledges our shared history, the rich diversity of communities and our need to look to the future together.

Statements of intent

- Brisbane City Council will encourage access for Aboriginal and Torres Strait Islander people to Council facilities, services and programs.
- Brisbane City Council acknowledges the importance of building effective and creative partnerships with Indigenous communities.
- Brisbane City Council will demonstrate an inclusive approach and encourage Aboriginal and Torres Strait Islander people's participation in its planning and delivery processes and other matters of local governance.
- Brisbane City Council adopts an integrated approach to service delivery where resources and expertise are shared, both within Council and across agencies including state and commonwealth departments and non-government agencies, to promote achievement of its aims and targets.
- Brisbane City Council recognises the importance of supporting research and other actions that help maintain and preserve Aboriginal cultural heritage.
- Brisbane City Council will continue to promote the contribution made by Aboriginal and Torres Strait Islander peoples to the life and future of the city.

What it's all about

Working together

Enhancing ways of working together with Indigenous communities, organisations, other government agencies and private industry that help to meet our shared needs and goals

Involvement

Ensuring Aboriginal and Torres Strait Islander people of Brisbane have fair and equitable access to Council facilities, programs and services

Indigenous Aspirations Strategy

Building the future

Developing and supporting Aboriginal and Torres Strait Islander communities of Brisbane in practical ways that contribute to lasting and meaningful change

Talking, learning and leading

Encouraging Brisbane's Indigenous communities' participation in Council's political and decision making processes

Working together

What we will do

- Establish protocols and procedures for doing business with each of the Traditional Owner groups that recognises their unique relationship to land and water.
- Establish protocols for building and maintaining relationships with the broader Aboriginal and Torres Strait Islander community around projects, programs and services.
- Examine ways to ensure consistency between Council's Indigenous policies and those of other levels of government.
- Establish Memoranda of Understanding and other formal service agreements with all levels of government to advance Indigenous aspirations in the region.
- Encourage relationships with the private sector for sustainable Indigenous business strategies.



How we will know if it is working

- Greater coordination of services across government levels
- Endorsed working arrangements with Traditional Owner groups.
- Increased partnerships and service agreements with Indigenous community organisations where feasible.

Involvement

What we will do

- Encourage Aboriginal and Torres Strait Islander people to apply for available employment positions with Council.
- Ensure that Council publications reach an Indigenous audience by recognising their needs and views.
- Evaluate and adapt Council's Cultural Awareness program to ensure cultural competencies are demonstrated and are part of Council staff learning development plans.
- Encourage Aboriginal and Torres Strait Islander grant applications.
- Recognise and respect Indigenous protocols at formal events including the acknowledgement of Traditional Owners of the land.
- Develop, review and implement programs that are specifically designed for Aboriginal and Torres Strait Islander communities in Brisbane (eg. Stylin Up, Black Diamonds and Blak Business Smart Business).
- Maintain and build on support programs for specific needs (eg. public space management, homelessness and women's issues).
- Recognise culturally significant sites across the city (eg. park naming projects).
- Recognise, promote and protect the art and cultures of Aboriginal and Torres Strait Islander people.
- Ensure inclusion of Indigenous artists and performers in the programs of Council's major festivals (eg. Riverfestival).
- Provide services to Indigenous youth and support development of Indigenous youth leadership initiatives.

How we will know if it is working

- Increased number of parks and open spaces with Indigenous names.
- Increased number of Aboriginal and Torres Strait Islander organisations applying for Council grants.
- Acknowledgement of Traditional Owners at significant Council events.
- Council publications that consider the needs of Indigenous audiences.
- Increased number of Indigenous people participating in and accessing Council activities and services.
- Major city wide festivals contain Indigenous components in their program.
- Involvement of Aboriginal and Torres Strait Islander youth in Lord Mayor's Youth Council.



Talking, learning & leading



What we will do

- Conduct public forums with Indigenous communities twice a year to share success and seek future direction.
- Establish Cultural Heritage Mapping activities.
- Establish Cultural Heritage Guidelines for Council activity and develop relevant training for officers.
- Establish policy for Aboriginal representation in land use and open space planning.
- Access established Aboriginal and Torres Strait Islander reference groups for input into Council's *Living in Brisbane 2010* vision and regional planning responses.
- Establish consultation models based on current and emerging issues utilising Council's advisory committees.

How we will know if it is working

- Indigenous community involvement in management plans for Musgrave Park and Nudgee Waterholes.
- Cultural maps included in each Local Area Plan.
- Increased community awareness of Council's policies and services.
- Increased communication between Council and Aboriginal and Torres Strait Islander communities on current and emerging issues and successes.

Building the future

What we will do

- Establish social tendering processes that encourage the awarding of Council contracts (eg. park maintenance and product supplies) to Aboriginal and Torres Strait Islander organisations, where feasible.
- Establish an Indigenous Business Hub in partnership with Queensland Government through Council's Blak Business Smart Business program.
- Maintain, and where feasible, extend Council's Indigenous employment targets and strategies.
- Encourage Indigenous businesses to submit tenders to Council when requests for tenders are made.
- Include suitably qualified Indigenous organisations on Council's preferred supplier list.

How we will know if it is working

- Increased rate of success for Indigenous not-for-profit organisations.
- Increased business enterprise established within Indigenous communities.
- Council contracts awarded to Indigenous businesses that meet strategic procurement guidelines.
- Targets met for Indigenous employment.
- Increased number of Indigenous businesses on Council's preferred supplier list.



When will it happen?

Brisbane City Council's Indigenous Aspirations Strategy is to be implemented over the next four years. Measuring and sharing the results of our work together during that time will be important for deciding how we move forward. It is expected that there will be two major phases in the implementation of the strategy:



2005 – 2007

Implementation phase

- Implement the work as outlined in each of the key areas of the strategy.
- Analyse key projects while they're happening to see if they are delivering good outcomes.

2007 – 2008

Evaluation phase

- Evaluate the strategy and its key areas by measuring if and how well we have achieved our targets.
 - Set direction for future commitment to facilitating Indigenous aspirations in Brisbane.



**Brisbane City
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