



MEMORANDUM OF UNDERSTANDING

BETWEEN

NARROMINE SHIRE COUNCIL

AND

ALL THE GROUPS REPRESENTING THE ABORIGINAL COMMUNITY

NARROMINE LOCAL ABORIGINAL LAND COUNCIL

TRANGIE LOCAL ABORIGINAL LAND COUNCIL

NGARRU MAYIN ELDERS GROUP

ABORIGINAL EDUCATION CONSULTATIVE GROUP



INTRODUCTION

Narromine Shire Council acknowledges that Aboriginal people are the original custodians of the land and waters, animals and plants in the Narromine Shire.

The arrival of non-Aboriginal people brought massive changes to this land, its waters and Aboriginal people. The Shire acknowledges and respects that Aboriginal people in the Narromine Shire recognise the cultural values of the environment. Plants, animals and landscapes are at the core of their attachment to the land and rivers, yet, despite being dispossessed, they still maintain a unique and deep attachment to the lands and its waters in the Shire.

The Narromine Local Aboriginal Land Council, Trangie Local Aboriginal Land Council, the Ngarru Mayin Elders Group, Aboriginal Education Consultative Group, all Aboriginal Community members of the Shire, and Narromine Shire Council all acknowledge that there is between them a mutual obligation to give effect to the spirit of this Memorandum of Understanding (MOU) and for all parties to earnestly work towards unity and social justice for the whole community.

Local Aboriginal Land Councils have the legislative responsibility 'to protect the culture and heritage of Aboriginal persons' in the Council's area and are important stakeholders in the consultative process.

Council wishes to enter into an MOU which includes the whole of the Aboriginal Community of Narromine Shire to ensure inclusiveness in this MOU.

The MOU is a joint initiative of the Narromine Shire Council and the Narromine Shire Aboriginal Community Groups.

Council and the Aboriginal Community Groups together commit to work in partnership to ensure the success of this MOU.

The MOU seeks to achieve common goals between Narromine Shire Council and the Aboriginal community and to enhance working relationships between the Narromine Shire Aboriginal Community and Narromine Shire Council.

The MOU details the approach to be taken by both Narromine Shire Council and the Aboriginal Community to work together to fulfil the aspirations of Aboriginal people in the Narromine Shire community by:

- Preserving Aboriginal culture and heritage
- Identifying and implementing opportunities to celebrate culture.
- Implementing an Aboriginal Employment Strategy for Narromine Shire Council.
- Supporting Aboriginal role models to become role models in the broader community.

- Providing Aboriginal art and culture in town streetscapes and in public buildings as appropriate.
- Involving Aboriginal people in Council decision making processes by inviting membership on relevant Council Committees and Working Parties.

Whilst Narromine Shire Council and the Narromine Shire Aboriginal Community Groups are committed to this MOU, all are autonomous bodies and retain their autonomy.

COMMITMENTS

As part of the reconciliation journey,

Narromine Shire Council commits itself to:

- i) Recognising that the cultural heritage of the Aboriginal people of the Narromine Shire is not confined to archaeological sites and artefacts, it also includes family and country, natural values such as landforms, flora, fauna and its natural resources which are paramount in the Aboriginal community's priorities.
- ii) Assisting, encouraging and promoting employment opportunities for Aboriginal people. Council will implement an Aboriginal Employment Strategy that encourages and promotes employment opportunities for Aboriginal people, including persons with disabilities, within its own workforce and, where possible, the private and public sectors.
- iii) Involving Aboriginal people in appropriate civic events which the Shire arranges and co-ordinates.
- iv) Acknowledging the Aboriginal community's traditional custodianship of the land in the Shire and flying the Aboriginal Flag at Council's offices at the same height as the Australian Flag on a work day basis, along with the Australian flag.
- v) Flags will be flown at half-mast as a sign of mourning upon the death of a local Aboriginal Elder or significant person. A formal letter of request from the Narromine Local Aboriginal Land Council or the Trangie Local Aboriginal Land Council to Council's General Manager is required to lower the flag on the day of their funeral. All flags will be lowered to half-mast in accordance with Australian National Flag Protocols.
- vi) Include Aboriginal people in the consultation process prior to decision making around cultural and heritage issues (land dealings and earthworks).
- vii) Narromine Shire Council to provide support to the Aboriginal community to stage Aboriginal cultural events and ceremonies.
- viii) Council will celebrate, with the Aboriginal people, their significant cultural ceremonies and events including, but not limited to, e.g., Reconciliation, Sorry Day, National Aboriginal and Islander Day Observance Committee Events (NAIDOC).
- ix) Council will inform the Aboriginal Community of Council elections and of opportunities for education in Council functions and candidacy well in advance of planned election dates.

Aboriginal Groups commitment:

- i) As part of the Agreement, the Narromine Local Aboriginal Land Council, the Trangie Local Aboriginal Land Council, the Ngarru Mayin Elders Group, the Aboriginal Education Consultative Group and the Narromine Shire Council **will commit** themselves to:
- ii) Developing greater community understanding of Aboriginal culture in the Shire and increasing opportunities for cultural tourism.
- iii) Showing respect for the Narromine Local Aboriginal Land Council, the Trangie Local Aboriginal Land Council, the Ngarru Mayin Elders Group, and the Aboriginal Education Consultative Group's rights, obligations and aspirations and all parties to find creative and positive ways to continue to work together into the future.
- iv) Participate in a cross cultural awareness with all parties' respective staff and/or councillors.
- v) The Local Aboriginal Land Councils, parties to this MOU will notify Council of any identified Aboriginal sites and cultural heritage in the local government area so they can be taken into account when Development Applications are being considered.

All parties agree to:

- a) Welcome/Acknowledgement to Country

Narromine Shire Council to invite Aboriginal Elders to relevant official functions and receptions. An Aboriginal Elder to perform 'Welcome to Country' ceremonies at relevant official Narromine Shire Council events upon request by Narromine Shire Council.

In the absence of an Elder, a representative, appointed by the Aboriginal community to do an Acknowledgement to Country and in the absence of a member of the Aboriginal community, a Council official to do an Acknowledgement. Example of an Acknowledgement is as follows:

"Good morning/evening Ladies and Gentlemen

It is my great pleasure to offer you an Acknowledgement to Country."

"I would like to acknowledge the traditional custodians of the land and pay respect to the Elders, past present and future, for they hold the memories, traditions and culture of the land where we meet today, and extend that respect to the Aboriginal Community and all Aboriginal people present".

- b) The maintenance, protection and preservation of Aboriginal sites and cultural heritage are central to an Aboriginal persons being and as such all parties will collaborate to ensure that all sites and Aboriginal cultural items in the local government area are protected, preserved and cared for as appropriate.
- c) Develop an Action Plan which will be a working document to identify and address relevant issues, demonstrating an ongoing commitment to reconciliation and the Memorandum of Understanding.

- d) Develop other appropriate processes/protocols as a part of the MOU Action Plan.
- e) Meeting together a minimum of twice a year to review the MOU Action Plan and at other times by mutual agreement. The Council will be responsible for organising the meeting and setting the agenda. The Chair for the meetings can be selected from all present at the meeting.
- f) Adopting and promoting policies and programs which are non-discriminatory and which recognise the needs of our Aboriginal community; and
- g) Being representative of all members of our community in ensuring that the principles and commitments of this Memorandum of Understanding are upheld.

INCLUSIVENESS

The signatories to this Memorandum of Understanding acknowledge that there are many descendants of the Wongaibon and Wiradjuri Nations in the Narromine Shire, and together with all other members of the Aboriginal Community in the Shire, are represented in this Memorandum of Understanding.

REVIEW OF MEMORANDUM OF UNDERSTANDING

The Narromine Local Aboriginal Land Council, Trangie Local Aboriginal Land Council, Ngarru Mayin Elders Group, the Aboriginal Education Consultative Group and the Narromine Shire Council agree to:

- a) Reviewing this Memorandum of Understanding within one year of each Council election or earlier as agreed between the parties.
- b) Meeting, when required, to identify and discuss matters which they consider should form part of the first formal review.
- c) This MOU will remain in force until the review has been completed. The MOU may be terminated by either Narromine Shire Council or the Aboriginal Community groups who are a party to this agreement by providing written notice to the other party.

SIGNATORIES TO THE MEMORANDUM OF UNDERSTANDING

Narromine Shire Council:

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Cr Craig Davies -Mayor

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Jane Redden -General Manager

Narromine Local Aboriginal Land Council:

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Paul Brydon - Chair

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Kirsty Kelly – Deputy Chair

Trangie Local Aboriginal Land Council:

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Diane Smith - Chair

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Diane Herbert – Deputy Chair

Ngarru Mayin Elders Group:

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Ruth Carney - Elder

.....
Christine Peckham -Elder

Aboriginal Education Consultative Group:

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Kerrie Walden - AECG Representative

Dated this

day of

2018