

Ipswich City Council  
Indigenous Accord

2020-2025



## Acknowledgement of Country

Ipswich City Council respectfully acknowledges the Traditional Owners as custodians of the land and waters we share. We pay our respects to their elders past, present and emerging, as the keepers of the traditions, customs, cultures and stories of proud peoples.



### **The Ipswich City Council Indigenous Accord Symbol Story**

This symbol represents both Indigenous and Non-Indigenous People coming together, living and working towards a brighter future for the City of Ipswich and the greater Ipswich region.

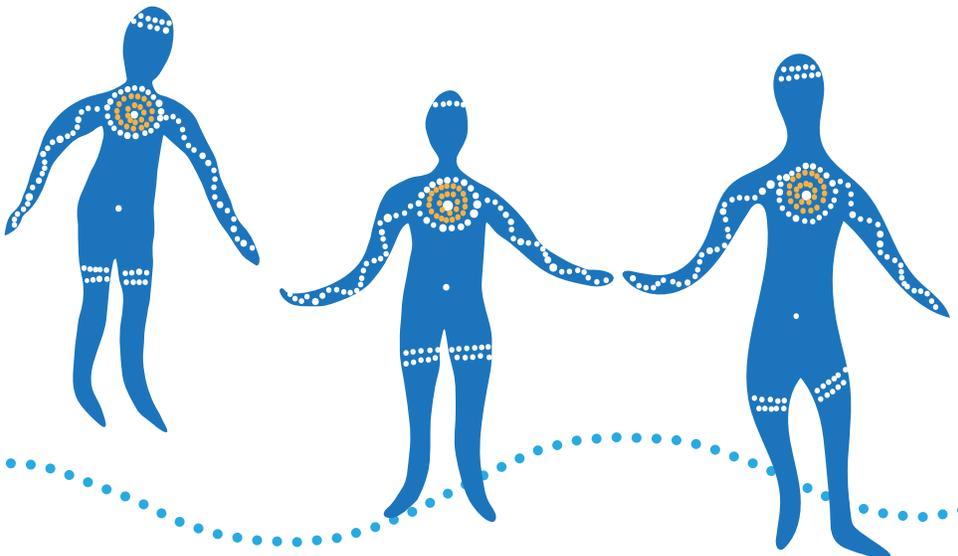
Starting from the inner circle, these dots represent the Traditional Owners of the Land, the blue circle with fish represents the river and abundance. Moving outwards the landscape is represented including the rolling hills which surround the city. The triangular motifs represent a brighter future for Ipswich. The seated people around the outside represent members of the Ipswich City Council and members representing the Accord working together.

Riki Salam, We are 27 Creative.

# Ipswich City Council Indigenous Accord

2020–2025

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## Introduction

Ipswich, which is known traditionally in the Yagara language as Tulumur, has been home to Aboriginal people since before the beginnings of recorded European settlement. Aboriginal peoples owned, had sovereignty over and cultivated the lands, waters, flora and fauna of Ipswich. Aboriginal peoples mapped the terrain and the stars, made laws and held Government and maintained their connection to their country through song, dance, language and stories.

For countless generations, leaders and Elders made decisions for the present and future of their communities, the natural environment and the generations to come. This Accord is written with the deepest respect and acknowledgement for Aboriginal and Torres Strait Islander governance and community decision-making past, present and future.

In 2007, the United Nations General Assembly resolved the United Nations Declaration on the Rights of Indigenous Peoples. This Accord is developed in the spirit of compliance and realisation of all the articles contained in that Declaration, in particular Article 3 which states:

**'Indigenous peoples have the right of self-determination.  
By virtue of that right they freely determine their political status  
and freely pursue their economic, social and cultural development.'**

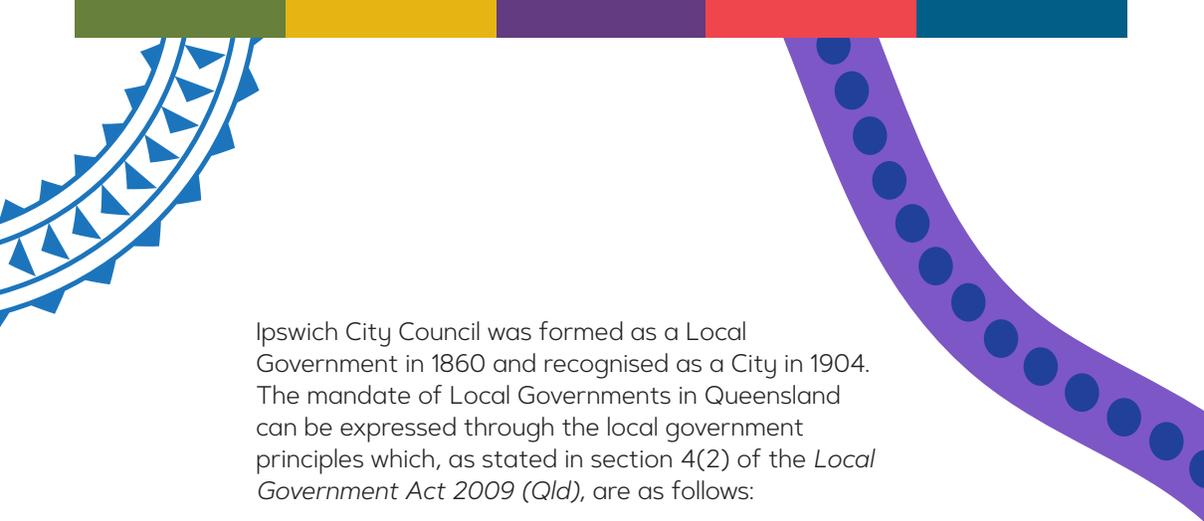
As well as Articles 18 and 19 which set the mandate for shared governance and decision-making in stating:

### Article 18

**Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institutions.**

### Article 19

**States shall consult and cooperate in good faith with the indigenous peoples concerned through their own representative institutions in order to obtain their free, prior and informed consent before adopting and implementing legislative or administrative measures that may affect them.**



Ipswich City Council was formed as a Local Government in 1860 and recognised as a City in 1904. The mandate of Local Governments in Queensland can be expressed through the local government principles which, as stated in section 4(2) of the *Local Government Act 2009 (Qld)*, are as follows:

- a) transparent and effective processes, and decision-making in the public interest
- b) sustainable development and management of assets and infrastructure, and delivery of effective services
- c) democratic representation, social inclusion and meaningful community engagement
- d) good governance of, and by, local government
- e) ethical and legal behaviour of councillors and local government employees.

This Accord is written in the spirit of compliance and realisation of each of these local government principles and is evidence of Ipswich City Council's commitment to ensuring meaningful Aboriginal and Torres Strait Islander representation and engagement with the strategy and operations of council.

This Accord is Ipswich City Council's strategic framework for reconciliation and community governance with Aboriginal and Torres Strait Islander Peoples and their communities. It contains targeted and specific actions and sets the agenda for cooperation, collaboration and partnership between Ipswich City Council and the Aboriginal and Torres Strait Islander communities.

# Background

**Ipswich City Council acknowledges the ongoing challenges faced by Aboriginal and Torres Strait Islander peoples and recognises the importance of community and government coming together to achieve the best outcomes for the Ipswich community.**

In 1995, Ipswich City Council committed to, with the support of respected community members, formulating a Reconciliation Initiative which became the Ipswich City Council Indigenous Australian Accord Working Party. Subsequently, the original Accord (the 1995 Accord) was developed, guiding how Ipswich City Council and the Aboriginal and Torres Strait Islander community would work together on shared issues and on a common agenda for change. The 1995 Accord initiative was awarded the Australian Reconciliation Award (Government Category) in May 1997 by the then Council for Aboriginal Reconciliation and was formally adopted by Ipswich City Council in July 1998.

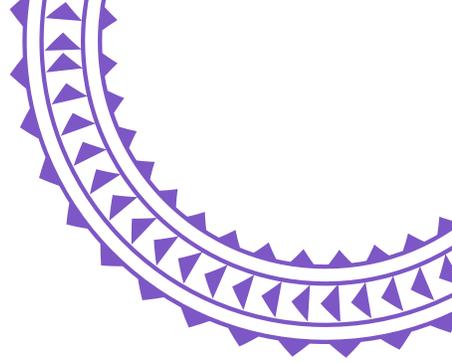
Building on the foundations laid by the 1995 Accord (and the subsequent 2015–2018 Accord), this new Accord (the 2020–2025 Accord) forms the basis for a shared journey between Indigenous and non-Indigenous peoples in Ipswich.

This document is written with the deepest respects for past Elders, community members and leaders, council staff and elected representatives who have been responsible for the past versions of the Accord and historical action towards reconciliation.



The artwork featured within this document was commissioned by Ipswich City Council.

**Annie Clarke**  
**'Our Needs, Our Ways'**  
2019



## About Reconciliation

Reconciliation Australia defines Reconciliation as:

**'At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.'**

Reconciliation is both a formal and informal process where Indigenous and non-Indigenous peoples, communities and organisations work together to make amends for past injustices and together work positively and respectfully for a shared future.

Reconciliation Australia defines five principles of Reconciliation:

- 1. Historical acceptance**
- 2. Race relations**
- 3. Equality and equity**
- 4. Unity**
- 5. Institutional integrity**

It has become both an expectation and organisational standard for Government, Non-Government and Civil Society organisations in Australia to engage with Aboriginal and Torres Strait Islander communities to develop Reconciliation Action Plans. These plans are statements of how the organisation, which is the author, will meet their commitments to reconciliation and Closing the Gap for Aboriginal and Torres Strait Islander peoples and communities. The 2020–2025 Accord (and its historical predecessors) performs many of the same functions as a Reconciliation Action Plan but goes further, in that it is a shared document which has been designed by and with the Aboriginal and Torres Strait Islander communities of Ipswich. The 2020–2025 Accord, is a strategic framework which establishes shared responsibilities for both Ipswich City Council and the Aboriginal and Torres Strait Islander communities; it is an agreement and establishes a common vision – a vision which the communities of Ipswich have had an active role in shaping and will have a critical role in seeing to fruition.





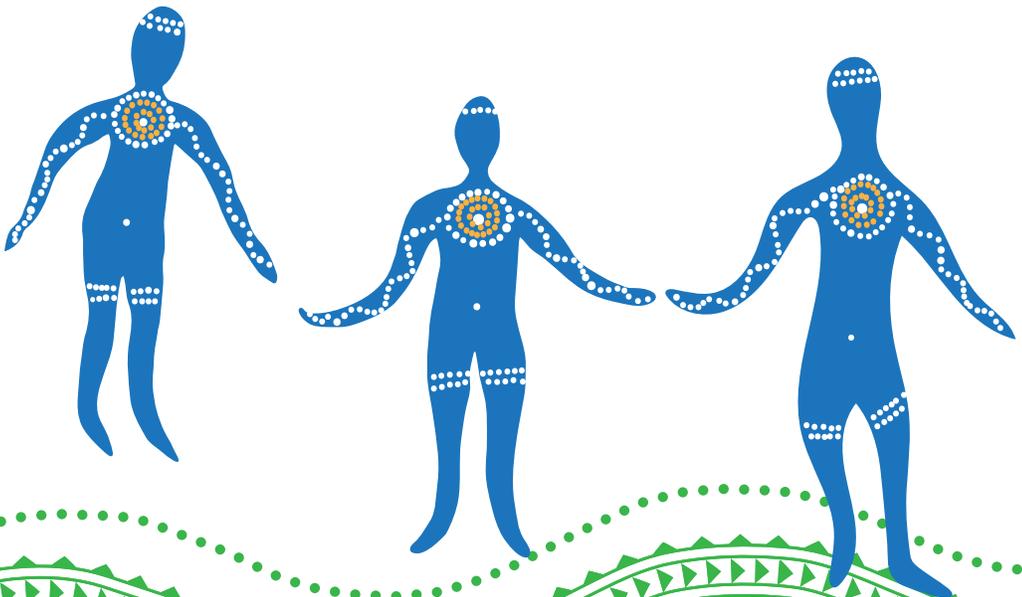
## Engagement and Consultation Process

Ipswich City Council called for nominations from Aboriginal and Torres Strait Islander peoples, non-Indigenous Australians, community organisations representatives and traditional owners to be part of an Advisory Working Group to review the 2015–2018 Accord with the intent of developing an Accord that will be an active and shared working document from 2020–2025 financial years.

Council received thirteen applications to undertake a review of the 2015–2018 Accord. Applications were assessed on the basis of ability to represent and advocate for Aboriginal and Torres Strait Islander peoples and communities as well as demonstration of leadership in the Indigenous communities of Ipswich including, cultural leadership, leadership in employment and leadership in education, health and business.

The Ipswich City Council Indigenous Accord Working Group, convened by Ipswich City Council's Community Development Team within the Community, Cultural and Economic Development Department, met regularly to review the 2015–2018 Accord and co-design the 2020–2025 Accord.

Biographical information about the members of the Ipswich City Council Indigenous Accord Working Group are contained in Appendix 1.



# Purpose and Structure

The purpose of the 2020–2025 Accord, is to provide an agreement between Ipswich City Council and the Aboriginal and Torres Strait Islander peoples and communities of Ipswich as to how we will work together towards our common vision. This document provides a strategic framework which will guide council's operations, activities and engagement with Aboriginal and Torres Strait Islander peoples and is the over-arching plan for reconciliation and action.

Council acknowledges that as community needs and aspirations change we must continue to evaluate our practices and initiate strategies that address emerging challenges and demographic changes. The purpose of the Accord is to formalise and provide a framework for mutual collaboration and co-operation between Aboriginal and Torres Strait Islander peoples and Ipswich City Council.

The Accord is structured into seven themes identified by the Ipswich City Council Indigenous Accord Working Group:

- 1. Cultural Recognition, Respect and Community Engagement**
- 2. Traditional Owners**
- 3. Employment, Education and Skills Development**
- 4. Business Development**
- 5. Housing**
- 6. Health and Wellbeing**
- 7. Community Safety**

Each theme begins with a preamble statement and then details the outcomes, actions, timeframes and responsibilities under each theme.

## CODES FOR TIMEFRAMES:

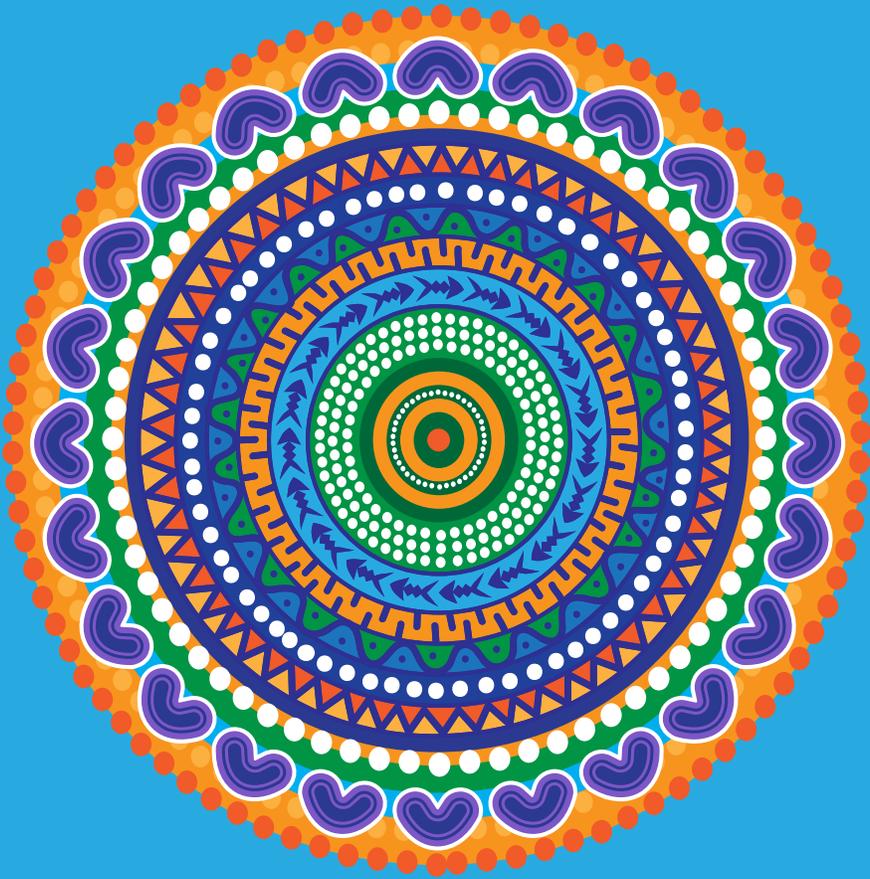
O = Ongoing

S = Short-term (1–2 years)

M = Medium-term (3–5 years)

# Ipswich City Council Indigenous Accord

2020–2025



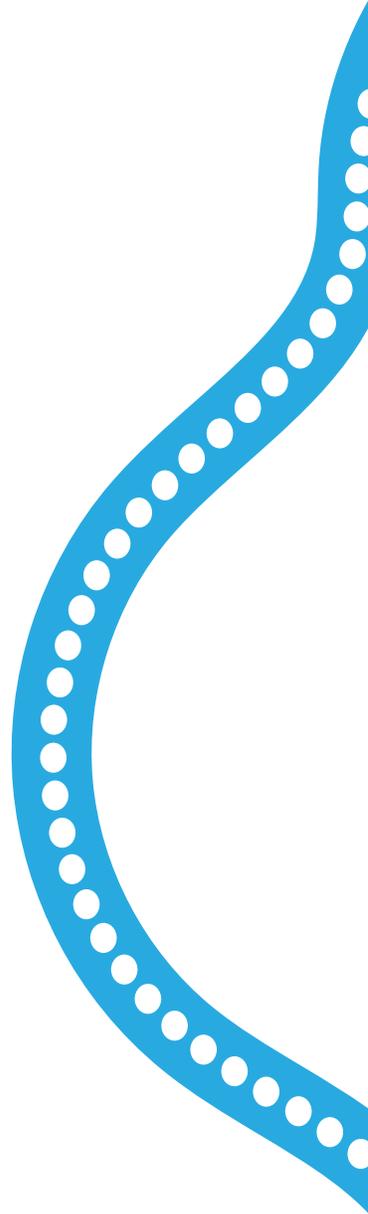
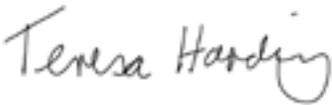
## Preamble from Ipswich City Council

We, Ipswich City Council, acknowledge and recognise the sovereign and human rights of the Aboriginal and Torres Strait Islander peoples and communities of Ipswich to self-determination, meaningful engagement with Local Government and shared governance and decision-making. We commit, through this Accord, to the strengthening of bonds between council and the Aboriginal and Torres Strait Islander communities of Ipswich.

We acknowledge and apologise for past mistreatment which has been visited upon the Aboriginal and Torres Strait Islander peoples of Ipswich. We commit, through this Accord, to reconciliation, Closing the Gap and working together for a positive future.

We commit to a shared undertaking to faithfully and respectfully engage with community to realise the outcomes encompassed and expressed in this Accord as our collective vision for both Indigenous and non-Indigenous peoples and the communities in Ipswich.

Signed, on behalf of Ipswich City Council,  
by Mayor Teresa Harding



## Preamble from the members of the Ipswich City Council Indigenous Accord Working Group

We, members and leaders of the Aboriginal and Torres Strait Islander communities of Ipswich recognise and acknowledge the commitment of Ipswich City Council to faithfully and respectfully engage with community to realise the outcomes encompassed and expressed in this Accord. We commit, through this Accord, to the strengthening of bonds between Aboriginal and Torres Strait Islander peoples and communities and council.

We commit, through this Accord, to a shared undertaking with Ipswich City Council, to reconciliation and Closing the Gap and working together for a positive shared future.

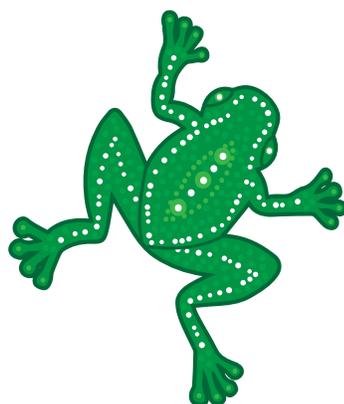
We commit, through this Accord, to faithfully and respectfully engaging and collaborating with council to realise the outcomes encompassed and expressed in this Accord as our collective vision for both Indigenous and non-Indigenous peoples and the communities in Ipswich.

Signed, on behalf of the Ipswich City Council Indigenous Accord Working Group



# Theme 1

## Cultural Recognition, Respect and Community Engagement



This Accord acknowledges the importance for Ipswich City Council to recognise the Aboriginal and Torres Strait Islander peoples and communities of Ipswich. This Accord provides that council and Aboriginal and Torres Strait Islander peoples work together for the purpose of mutual respect and to positively, respectfully and proactively recognise, include and engage with the community.

### OUTCOME

#### 1.1 Representation of Aboriginal and Torres Strait Islander communities and people on council premises and properties.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>1.1.1</b> Aboriginal and Torres Strait Islander flags are flown on council property and that Aboriginal and Torres Strait Islander flags are included in council flag policies.	O	Corporate Services Department
<b>1.1.2</b> Aboriginal and Torres Strait Islander artwork and cultural heritage iconography is included in the spaces and places of Ipswich, in particular the CBD and around other council-owned facilities and public spaces.	S	Infrastructure and Environment Department and Community, Cultural and Economic Development Department

### OUTCOME

#### 1.2 Symbolic and public recognition of the 2007 Apology to Indigenous Peoples of Australia and public commemoration of 'Sorry Day'.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>1.2.1</b> The Australian and Aboriginal and Torres Strait Islander flags will fly at half-mast on Sorry Day (26 May) annually to acknowledge the trauma and pain caused by the break-up of families and communities in respect to what is now known as the stolen generation.	S	Corporate Services Department

OUTCOME

**1.3 The history of Aboriginal and Torres Strait Islander people's in Ipswich is publically documented.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>1.3.1</b> In collaboration with Elders and community leaders, gather and encourage the supply of photographs and material relevant to Aboriginal and Torres Strait Islander history in Ipswich and display this historical material on council's Picture Ipswich platform.</p>	<p>O</p>	<p>Community, Cultural and Economic Development Department</p>
<p><b>1.3.2</b> In partnership with Traditional Owners and the Purga Elders and Descendants Aboriginal Corporation, gather historical information of the Deebing Creek and Purga Mission sites and display this historical material on council's Picture Ipswich platform.</p>	<p>O</p>	<p>Community, Cultural and Economic Development Department and Infrastructure and Environment Department</p>

OUTCOME

**1.4 Recognise Aboriginal and Torres Strait Islander service men and women and Indigenous peoples who have lost their lives in various conflicts throughout history, including the Australian Frontier Wars.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>1.4.1</b> The development of an Aboriginal and Torres Strait Islander War Memorial in Queens Park.</p>	<p>M</p>	<p>Infrastructure and Environment Department and Community, Cultural and Economic Development Department</p>



OUTCOME

**1.5 Council-owned libraries and the Art Gallery are culturally safe and welcoming places for Aboriginal and Torres Strait Islander people, their families, children, young people and Elders.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>1.5.1</b> Council-owned libraries continue to develop the Aboriginal and Torres Strait Islander resource collection and encourage community engagement and discussion in regards to these resource collections.</p>	O	Community, Cultural and Economic Development Department
<p><b>1.5.2</b> Council-owned libraries facilitate the participation of Aboriginal and Torres Strait Islander Elders in story-time activities and encourage community participation in these activities.</p>	O	Community, Cultural and Economic Development Department
<p><b>1.5.3</b> Council-owned libraries and the Art Gallery seek out opportunities to source and profile travelling Aboriginal and Torres Strait Islander displays.</p>	M	Community, Cultural and Economic Development Department and Infrastructure and Environment Department
<p><b>1.5.4</b> The council-owned library in the CBD incorporates culturally appropriate and inclusive design elements for Aboriginal and Torres Strait Islander peoples.</p>	S	Community, Cultural and Economic Development Department and Infrastructure and Environment Department
<p><b>1.5.5</b> Council-owned libraries continue to engage with Aboriginal and Torres Strait Islander young people in technology programs.</p>	O	Community, Cultural and Economic Development Department

OUTCOME

**1.6 Council continues to provide and support celebrations and healing ceremonies in partnership with community organisations, government agencies and the private sector to ensure ongoing community leadership is developed.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>1.6.1</b> Council continues to support community initiatives, including (but not limited to):</p> <ul style="list-style-type: none"> <li>▪ Apology Day</li> <li>▪ Sorry Day</li> <li>▪ Reconciliation Week</li> <li>▪ NAIDOC Week</li> <li>▪ Indigenous Children’s Day</li> <li>▪ World Indigenous Peoples Day</li> <li>▪ Coming of the Light</li> <li>▪ Sporting and cultural celebrations and skill development</li> <li>▪ Elders programs.</li> </ul>	O	Community, Cultural and Economic Development Department

OUTCOME

**1.7 Council continues to support and increase opportunities for Aboriginal and Torres Strait Islander peoples usage and engagement with the Briggs Road Sports Club.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>1.7.1</b> Council continues to build and strengthen relationships with key stakeholders and users of the Briggs Road Sports Club.</p>	O	Community, Cultural and Economic Development Department
<p><b>1.7.2</b> Council continues to use the existing recognised Indigenous Elder names in naming the infrastructure (i.e. the building, the grand stands, oval).</p>	O	Community, Cultural and Economic Development Department

OUTCOME

**1.8 Elected representatives meaningfully engage with local Aboriginal and Torres Strait Islander community.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>1.8.1</b> Council to consider implementing a discussion forum process for local Aboriginal and Torres Strait Islander community organisations to interact with elected representatives and build relationships and understanding of Aboriginal and Torres Strait Islander experiences.</p>	M	Community, Cultural and Economic Development Department and Coordination and Performance Department.

OUTCOME

**1.9 Enhanced understanding and protection of Aboriginal and Torres Strait Islander intellectual property and copy right.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>1.9.1</b> Council ensures that ideas, knowledge, artwork and other forms of expression remain the intellectual property of the Aboriginal and Torres Strait Islander individual, community organisation, historical organisation and/or traditional owner.</p>	<p>O</p>	<p>Community, Cultural and Economic Development Department</p>
<p><b>1.9.2</b> Council to facilitate training to Aboriginal and Torres Strait Islander individuals, community organisations, historical organisations and/or traditional owners regarding intellectual property and copyright.</p>	<p>S</p>	<p>Community, Cultural and Economic Development Department</p>

OUTCOME

**1.10 The Ipswich City Council Indigenous Accord Working Group continues to collaborate and work with council throughout the implementation of the 2020–2025 Accord.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>1.10.1</b> The Ipswich City Council Indigenous Accord Working Group continues to regularly meet and collaborate on the delivery and implementation of outcomes and actions expressed in this Accord and a Terms of Reference document is co-designed and implemented to guide meeting practices.</p>	<p>O</p>	<p>Community, Cultural and Economic Development Department</p>



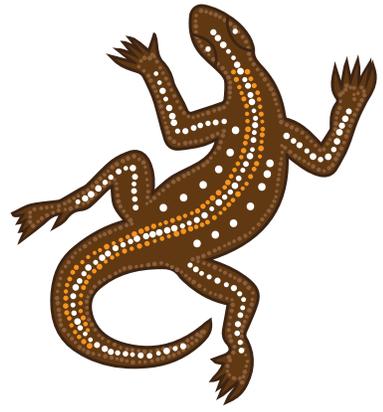


The artwork featured within this document was commissioned by Ipswich City Council.

**Corey Eggmollesse**  
'Spirit of Ipswich'  
2019

## Theme 2

### Traditional Owners



This Accord recognises and acknowledges the Traditional Owners of the regions and places of Ipswich as the custodians of the land whose connection to country has been over tens of thousands of years. This Accord recognises and acknowledges the rights of the Traditional Owners to be a central stakeholder in decision-making about the lands, regions, places and natural resources of Ipswich. This Accord provides a mutual responsibility that the cultures, customs, traditions, heritage, languages and stories of the Traditional Owners are preserved, encouraged, promoted and celebrated.

#### OUTCOME

**2.1 Council has an ongoing, productive and meaningful working relationship with Traditional Owners via a representative steering committee.**

**ACTION** **TIMEFRAME** **RESPONSIBLE DEPARTMENT**

<b>2.1.1</b>	A governance and collaboration framework is implemented with Traditional Owners to support an ongoing working relationship and dialogue through the establishment of a Traditional Owner Representative Steering Committee.	S	Infrastructure and Environment Department
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#### OUTCOME

**2.2 Council has an ongoing, productive and meaningful working relationship with the registered Native Title Party.**

**ACTION** **TIMEFRAME** **RESPONSIBLE DEPARTMENT**

<b>2.2.1</b>	That council work with the Native Title Party to ensure Native Title and cultural heritage is protected.	O	Infrastructure and Environment Department and Planning and Regulatory Services Department
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OUTCOME

**2.3 Meaningful engagement and dialogue between land developers and Traditional Owners.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>2.3.1</b> Advocate for proactive and early engagement between land developers and Traditional Owners to improve the social, economic and cultural outcomes for the registered Native Title Party.</p>	<p>S</p>	<p>Infrastructure and Environment Department</p>

OUTCOME

**2.4 Elected representatives and council staff undertake Cultural Awareness/Capability Training.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>2.4.1</b> Cultural Awareness/Capability Training is developed and implemented in partnership with the Traditional Owner Representative Steering Committee and provided to councillors and management staff once a term, and an additional online refresher course developed and implemented annually.</p>	<p>S</p>	<p>Infrastructure and Environment Department, Corporate Services Department and Coordination and Performance Department</p>
<p><b>2.4.2</b> Cultural Awareness/Capability Training is developed and implemented in partnership with the Traditional Owner Representative Steering Committee and provided to council staff during their induction training program, and an additional online refresher course developed and implemented annually.</p>	<p>S</p>	<p>Infrastructure and Environment Department and Corporate Services Department</p>



OUTCOME

**2.5 Council implements policies and cultural protocols with guidance from the Traditional Owner Representative Steering Committee.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>2.5.1</b> Council and the Traditional Owner Representative Steering Committee collaboratively develops policies and cultural protocols including, but not limited to:</p> <ul style="list-style-type: none"> <li>▪ Welcome to Country protocols</li> <li>▪ A policy on signage, place naming</li> <li>▪ Ongoing employment of a Native Title Cultural Heritage Officer (Identified Indigenous position)</li> <li>▪ Employment of Aboriginal Rangers to Manage Country</li> </ul>	M	Infrastructure and Environment Department and Corporate Services Department

OUTCOME

**2.6 Council works collaboratively with the Traditional Owner Representative Steering Committee to develop a capacity building framework to assist Traditional Owners with their skill development.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>2.6.1</b> Council and the Traditional Owner Representative Steering Committee co-identifies, designs and implements capacity building initiatives on topics including, but not limited to:</p> <ul style="list-style-type: none"> <li>▪ Leadership</li> <li>▪ Governance</li> <li>▪ Facilitation</li> <li>▪ Identity</li> </ul>	M	Infrastructure and Environment Department and Community, Cultural and Economic Development Department

OUTCOME

**2.7 Council explores funding and partnership opportunities regarding the establishment of an Indigenous Cultural Centre.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>2.7.1</b> Council explores funding and partnership opportunities regarding the establishment of an Indigenous Cultural Centre, whether new infrastructure or repurposing of existing infrastructure.</p>	M	Infrastructure and Environment Department and Community, Cultural and Economic Development Department

## Theme 3

# Education, Employment and Skills Development



This Accord recognises the importance of education, employment and skills development in enhancing opportunities for Aboriginal and Torres Strait Islander peoples and the communities of Ipswich. This Accord provides mutual responsibilities for Ipswich City Council and the communities, sectors and industries of Ipswich to work together to encourage and promote education, employment and skills development for our Indigenous community. This Accord also aims to establish Ipswich City Council as a leading employer of Aboriginal and Torres Strait Islander people.

### OUTCOME

**3.1 Increase the number of Aboriginal and Torres Strait Islander employees at Ipswich City Council and provide pathways for career and skill development.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>3.1.1</b> Develop and implement an Ipswich City Council Aboriginal and Torres Strait Islander Employment and Retention Strategy in collaboration with relevant stakeholders.	M	Corporate Services Department
<b>3.1.2</b> Aboriginal and Torres Strait Islander employees encouraged to engage in regular training and skill development.	S	Corporate Services Department

### OUTCOME

**3.2 Aboriginal and Torres Strait Islander employees of council are supported through culturally appropriate human resource processes.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>3.2.1</b> Develop and implement a Cultural Leave Policy.	S	Corporate Services Department
<b>3.2.2</b> Implement a Cultural Mentoring Program and regular information sharing meetings for Aboriginal and Torres Strait Islander employees.	S	Corporate Services Department
<b>3.2.3</b> Council to consider the establishment of an Aboriginal and Torres Strait Islander Employee Working Group to provide advice to council regarding ongoing improvements to ensure the workplace is a culturally safe and supportive environment.	S	Corporate Services Department

OUTCOME

**3.3 Implement and support targeted programs to increase work experience, traineeship and internship opportunities for Aboriginal and Torres Strait Islander peoples.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>3.3.1</b> Develop and implement a work experience, traineeship and internship program for Aboriginal and Torres Strait Islander people.	M	Corporate Services Department
<b>3.3.2</b> Advocate, when appropriate, for improved employment opportunities for Aboriginal and Torres Strait Islander people with Ipswich businesses.	S	Community, Cultural and Economic Development Department
<b>3.3.3</b> Provide information to the local Aboriginal and Torres Strait Islander community and service providers on potential career options or trends in employment and industries.	S	Community, Cultural and Economic Development Department
<b>3.3.4</b> Increase opportunities for Traditional Owners to care for country through the development of a ranger program.	M	Infrastructure and Environment Department

OUTCOME

**3.4 Support initiatives that improve cultural understanding and the importance of early years learning.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>3.4.1</b> Work with relevant agencies and local story tellers to develop a children’s book about the traditions and customs of Ipswich and its Indigenous peoples to share with parents and carers of new born babies in Ipswich hospitals.	S	Community, Cultural and Economic Development Department
<b>3.4.2</b> Work with early learning services to improve engagement with Aboriginal and Torres Strait Islander peoples and increase community awareness of available initiatives.	O	Community, Cultural and Economic Development Department

OUTCOME

**3.5 Improved school attendance and further education opportunities for Aboriginal and Torres Strait Islander students.**

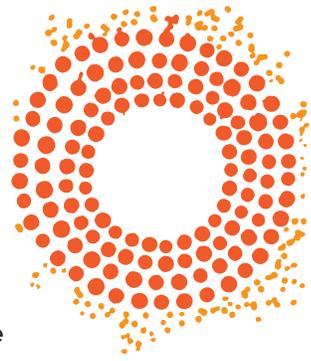
ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>3.5.1</b> Collaborate with educational institutions and Indigenous organisations to develop initiatives that support school attendance and further education for Aboriginal and Torres Strait Islander students.</p>	<p>M</p>	<p>Community, Cultural and Economic Development Department</p>

OUTCOME

**3.6 Improved collaboration and information sharing between local government entities about best practice models for working and engaging with Aboriginal and Torres Strait Islander peoples.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<p><b>3.6.1</b> Consider the establishment of a Queensland Inaugural Aboriginal and Torres Strait Islander people’s local government network conference.</p>	<p>M</p>	<p>Community, Cultural and Economic Development Department</p>





## Theme 4

# Business Development

This Accord acknowledges the important contributions that Aboriginal and Torres Strait Islander businesses make to our local communities, places and peoples. This Accord outlines mutual responsibilities for the ongoing support, encouragement and promotion of Aboriginal and Torres Strait Islander businesses, entrepreneurs and enterprises.

### OUTCOME

#### 4.1 Improved empowerment and economic independence of local Aboriginal and Torres Strait Islander businesses.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
4.1.1 Develop and implement capacity building initiatives that assist the development of Aboriginal and Torres Strait Islander businesses.	O	Community, Cultural and Economic Development Department
4.1.2 Support Aboriginal and Torres Strait Islander business procurement and tendering, through both the development of internal procurement processes and increased awareness of the Indigenous business supply chain.	O	Corporate Services Department and Community, Cultural and Economic Development Department

### OUTCOME

#### 4.2 Improved community awareness of local Indigenous businesses.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
4.2.1 Promote Aboriginal and Torres Strait Islander trade, commerce and business through the facilitation of an Indigenous Business Expo.	M	Community, Cultural and Economic Development Department
4.2.2 Profile and facilitate access to information about local Indigenous businesses.	M	Community, Cultural and Economic Development Department

## Theme 5 Housing



This Accord acknowledges Aboriginal and Torres Strait Islander people’s right to sustainable, affordable, dignified and culturally safe and inclusive housing. This Accord outlines mutual responsibilities for the sharing of information, collaboration and advocacy.

### OUTCOME

#### 5.1 Improved understanding, awareness and collaboration between housing service providers.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
5.1.1 Coordinate and encourage the sharing of information between housing providers.	M	Community, Cultural and Economic Development Department

### OUTCOME

#### 5.2 Improved sustainable housing for Aboriginal and Torres Strait Islander peoples.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
5.2.1 Support community organisations working with Aboriginal and Torres Strait Islander communities to provide suitable housing and accommodation.	M	Community, Cultural and Economic Development Department
5.2.2 Advocate, when appropriate, for sustainable, affordable and dignified housing for Aboriginal and Torres Strait Islander peoples.	M	Community, Cultural and Economic Development Department

## Theme 6

# Health and Wellbeing

This Accord acknowledges the significant challenges faced by Aboriginal and Torres Strait Islander peoples in health and wellbeing. This Accord outlines mutual responsibilities to ensure the health and wellbeing of people, places, communities and families.

### OUTCOME

#### 6.1 Improved understanding, awareness and collaboration between service providers, government entities and the business community.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>6.1.1</b> Facilitate collaboration between a network of representatives from Aboriginal and Torres Strait Islander community organisations and across sectors to develop network links, share information and learnings and streamline coordination and referrals between agencies and organisations.	O	Community, Cultural and Economic Development Department

### OUTCOME

#### 6.2 Increased awareness and action towards combatting lateral and community violence.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>6.2.1</b> Support community initiatives and action on lateral/community violence and domestic and family violence.	M	Community, Cultural and Economic Development Department
<b>6.2.2</b> Support and encourage community solutions to develop leadership initiatives and empowerment strategies that build self-esteem and community cohesion.	O	Community, Cultural and Economic Development Department

OUTCOME

**6.3 Increased opportunities to participate in health and wellbeing initiatives.**

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>6.3.1</b> Develop and implement health and wellbeing programs, including physical activity programs, aligned to community aspirations.	○	Community, Cultural and Economic Development Department



# Theme 7

## Community Safety

This Accord recognises the fundamental rights of Aboriginal and Torres Strait Islander peoples to feel and live safely. This Accord outlines mutual responsibilities to ensure the safety and security of our shared places, spaces, organisations and communities.

### OUTCOME

#### 7.1 Meaningful engagement with Aboriginal and Torres Strait Islander community leaders and key stakeholders.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>7.1.1</b> Regularly collaborate and share information with the Queensland Police Service, Aboriginal and Torres Strait Islander Police Liaison Officers, local Indigenous Elders and community leaders and other key stakeholders.	O	Community, Cultural and Economic Development Department

### OUTCOME

#### 7.2 Increased engagement with the Aboriginal and Torres Strait Islander communities in relation to community safety and the security of public spaces.

ACTION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>7.2.1</b> Improve community knowledge and awareness about community safety measures and seek input from Aboriginal and Torres Strait Islander communities to ensure community safety measures are reflective of Indigenous experiences.	S	Community, Cultural and Economic Development Department
<b>7.2.2</b> Advocate for the inclusion of Aboriginal and Torres Strait Islander security staff within the public spaces of Ipswich and council's Community Safety Function.	M	Community, Cultural and Economic Development Department



# Ipswich City Council Indigenous Accord

2020–2025

Appendix



## Appendix 1: **The Ipswich City Council Indigenous Accord Working Group**

The following is biographical information about the members of the Ipswich City Council Indigenous Accord Working Group.

### **Carla Davidson-Fewquandie**

Carla is a proud Aboriginal woman and descendant from the Birin, Yuggera and Kullilli tribes. Carla and her family are Traditional Owners on these beautiful lands surrounding Ipswich. Carla started her career in the community completing a cadetship with Department of Communities and then went on to work in Child Protection-Intensive Family Support Early Intervention for 19 years. She has sat on the Purga Mission Board for five years. Carla has been involved in the Ipswich City Council RAP plan over many years and applied to be on the Indigenous Accord working group last year. She believes it is important for all Aboriginal and Torres Strait Islander First Nations peoples to have a voice of self-determination and have equal opportunities, a crucial factor in understanding the position of Aboriginal peoples as well as non-Aboriginal people in today's society. She believes the Accord will provide an important agreement between Ipswich City Council and the Aboriginal and Torres Strait Islander peoples, our community in Ipswich and how we can continue to work together towards a mutual collaboration and common vision.



Carla Davidson-Fewquandie

### Sharon Kinchela

Sharon is a descendant of Kamilaroi/Goomeroi Nation from North West New South Wales and South West Queensland. She is a current representative on the University of Southern Queensland – Elders and Value Persons Advisory Board (EVPAB) and the Chief Operating Officer, Kambu Aboriginal and Torres Strait Islander Corporation for Health. Sharon believes it has been a blessing to work in remote, discrete and regional communities to establish essential services like the Pormpuraaw Healing Centre, Cape York, Qld and Yoonthalla Services Woorabinda, Central Queensland. On an international level, Sharon has undertaken capacity building work with the First Nation People of Manitoba, Canada. Her lifelong passion is for equality for Aboriginal and Torres Strait Islander people – “the first nations people of this land – my people”. The Accord is a strategic and aspirational document that shows a commitment towards Aboriginal and Torres Strait Islander continuants in the Ipswich City Council local government area. It has been developed through community representation with council staff and Elected members.



### Lynda Maybanks

Lynda is from the Gateebil and Yerongpan clans of Yugara language group. Lynda’s community involvement includes membership of the Purga Elders and Descendants Aboriginal Corporation, member of the Gateebil Aboriginal Corporation as well as Manager and Dancer of the Yugara Dancers. Previously she has held the position of Director, Purga Elders and Descendants Aboriginal Corporation and Applicant of the Yuggera/Ugarapul Native Title Claim. Currently, Lynda works as a Senior Policy and Planning Officer with Queensland Health. Lynda’s passion is in the areas of policy, planning, development and governance which focuses on improving outcomes for Aboriginal and Torres Strait Islander peoples. Lynda believes the Accord provides a guide and a plan to work toward improving outcomes for Aboriginal and Torres Strait Islander people living in Ipswich. Without a plan developed by and for the community, goals and outcomes cannot be achieved.



### **Joanne McConnell (nee Pitt)**

Joanne is from the Yiman clan. Joanne's community involvement is as a Murri Court Committee Member of the Justice Group in Ipswich. Joanne is driven by her passion for her family, her culture and her strong sense of social justice. Joanne cares about others breaking the cycle of social injustice. She believes the Accord is important to enhance cultural ties between local government and the wider community with policies and procedures that reflects inclusivity and cultural awareness of Aboriginal cultural history that has impacted on the Ipswich area. Aboriginal and Torres Strait Islander peoples are different, they are equal and they are part of the Ipswich community. It is a journey of mutual respect with other members of the committee to develop an Accord between Ipswich City Council and the representatives of the Aboriginal community for the benefit of the whole Ipswich community.



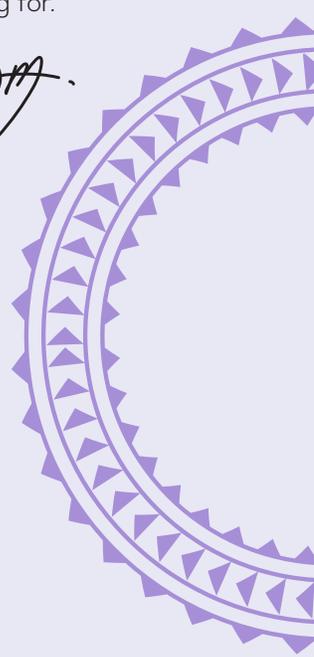
### **Murray Saylor**

Murray is a Samsep man from Darnley Island in the Torres Strait and social entrepreneur. Murray's passion and drive are focused on First Nation cultural, ecological and economic sustainability. Murray has over 20 years of diverse experience in the fields of Government, Defence, Indigenous Affairs and the Resources sectors. He is the Managing Director of Tagai Management Consultants, a 100% Indigenous company driven to work respectfully with clients in the Australia and the Asia-Pacific region to deliver market leading procurement, supply chain, stakeholder engagement and business advisory services. Tagai in 2018 was selected as one of 100 faces of small business in Queensland.



### **Rhonda Van Den Berg (nee Lui)**

Rhonda is a proud Eastern Torres Strait Islander woman, descendant from Mer (Murray Island) of the Zagareb and Dauereb clans, with connections to Erub (Darnley Island). Rhonda is a Traditional Custodian of the northern tip of the Great Barrier Reef. Rhonda is part of an Eastern Torres Strait Islander group for Brisbane that comes together to workshop community issues, projects and events in the region. She also consults with private sector businesses who are looking to engage with Indigenous peoples on specific projects. Currently, Rhonda works as an Indigenous Mental Health Coordinator for Adult Mental Health and Specialised Services, West Moreton. Rhonda's driven by her passion to advocate for Indigenous people as a collective – meaning Aboriginal and Torres Strait Islander First Nations peoples. Rhonda loves being a part of developing the Accord as she is involved in creating what she hopes will be a better community in Ipswich for the First Nations peoples. A community where their voices are heard at a higher level and that makes the necessary changes they are looking for.



We would also like to acknowledge the following former Accord Working Group members for their valued contribution and input to this document:

- Gayle Munn
- Emma De Muzio
- Vincent Knox
- Maureen Tobane
- Joanne Chapman
- Lesley Kanofski

## Appendix 2: **The Artwork in the 2020–2025 Accord**

The artwork featured within this document was commissioned by Ipswich City Council.

Annie Clarke

*'Our Needs, Our Ways'*

2019

The women in the corner nurturing a baby surrounded by bush medicine represents health and wellbeing. The three figures next to the woman, surrounded by the traveling lines represents the three main stages of business and development: the idea, the planning and the development. The three campsites connected to each other with people sitting around them represent the education and skills development by passing on knowledge. The two houses under the star represents housing. Connection to counting is the river that runs through Ipswich. Without the river we would not have such a flourishing city. The hand print with the people sitting around represents the two elements of the Accord that go hand in hand, which is:

- Cultural respect and community engagement
- Community Safety



## Appendix 2: **The Artwork in the 2020–2025 Accord**

The artwork featured within this document was commissioned by Ipswich City Council.

**Corey Eggmolesse**

*'Spirit of Ipswich'*

2019

This Artwork tells a story of Ipswich and its Traditional Owner's and the Ipswich City Council's relationship with local Aboriginal and Torres Strait Islander peoples. The old man represents the traditional owners of the Ipswich area. Yuggera, Ugarapul and Jagera the 3 language groups of Ipswich are represented with their totems the carpet snake, the sand goanna and the green tree frog. The meeting places represent the key elements within the Accord that relate to the communication and connecting with Ipswich City Council and the local Aboriginal and Torres Strait Islander people's.





Ipswich City Council  
PO Box 191, Ipswich QLD 4305, Australia

Phone (07) 3810 6666  
council@ipswich.qld.gov.au  
ipswich.qld.gov.au

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