

Feedback provided to the City of Karratha	Organisation providing feedback	Response/Changes made
<p>Letter of support received and request to be involved in variety of strategies identified in the Draft.</p> <p>Letter attached to report.</p>	Ngarluma Aboriginal Corporation	<p>The City of Karratha is fully supportive and appreciative of NAC's request to be involved in developing range of elements outlined in the overall strategy. Once the final draft is endorsed, Officer's will focus on further development of individual elements identified by NAC in the letter. Items requiring a more specific response are outlined below.</p>
Sub-topics included in revised Draft	Ngarluma Aboriginal Corporation	Numbers included next to all strategies for easier identification (ie: Section 1.1; 1.2; 1.3)
(1b) The NAC can assist with ongoing development of Indigenous resources at all Libraries and seeks engagement by the City to carry out this role. Resources should be for adults and children especially school students. Resources would include both books and artwork.	Ngarluma Aboriginal Corporation	<p>Section 1.4 expanded to reflect feedback. City is welcoming of assistance from the NAC noting that this would be a collaborative approach subject to City of Karratha budgetary and resourcing constraints.</p>
(1c) NAC can arrange all Welcome to Country and the City should liaise with the NAC on nomination of Elders available for this role.	Ngarluma Aboriginal Corporation	<p>City of Karratha is welcoming of this approach however is subject to Purchasing obligations. Currently Officer's utilise services of Gurra Gurra. Officer's would recommend a formal Request for Quote.</p>
(2c) The NAC seeks engagement in joint ventures and other work opportunities and commitments from the City and other developers and contractors with work including as City Rangers, input into land management and planning, natural resource/environmental management and surveys and environmental monitoring and Aboriginal heritage surveys and management and monitoring (with all of the above to apply across all land tenures, both freehold and Crown lands and waters)	Ngarluma Aboriginal Corporation	<p>The City of Karratha aims to engage the NAC as identified in their letter and requests the same level of engagement in return. This engagement however, must still be accordance with relevant LGA requirements such as purchasing and recruitment processes.</p>

(5b) Progress on the Strategy should be communicated by the City in collaboration with the NAC, including through use of joint media statements and joint community updates where appropriate, including updates to State and Federal governments and their agencies.	Ngarluma Aboriginal Corporation	As suggested by the NAC, where appropriate endeavours will be made to jointly communicate IES updates. The strategy however is ultimately owned by City of Karratha.
The opening 'Message from the Mayor' is offensive and weak. Statements such as 'recognises' and 'all cultures' should be changed to more committed statements articulating Ngarluma as traditional owners and first people.	Ngarliyarndu Bindirri Aboriginal Corporation	Officer's believe the current wording is reflective of the feedback received within the community throughout the 'listening' phase. The majority of feedback indicated that Aboriginal people did not feel valued by the City of Karratha and that the City did not recognise or acknowledge historical and past practices. The statement aims to address these concerns.
Include map of City boundaries that overlays language groups and aboriginal Nations.	Ngarliyarndu Bindirri Aboriginal Corporation	Incorporate map.
Aboriginal and Torres Strait Islander (ATSI) should be used in place of Indigenous. Indigenous can be used to describe a range of nationalities and the correct terminology of Aboriginal and Torres Strait Islander should be used.	Ngarliyarndu Bindirri Aboriginal Corporation	As per the Statement of Commitment, Officer's have included a by-line indicating that the use of the word Indigenous specifically denotes Aboriginal and Torres Strait Islander people. This may not be deemed appropriate by the Aboriginal community. Officer's have spoken with the local Community Engagement Officer for the Indigenous Affairs Group (Department for the Prime Minister in Cabinet) where there has been no suggestion of changing from Indigenous to Aboriginal. Alternatively or additionally, a page could be developed outlining use of terminology similar to other government resources available (currently no resources available specifically endorsed within Western Australia) aiming to clarify use of 'Indigenous,' 'Aboriginal', and 'Torres Strait Islander'. This would avoid the

		document becoming cumbersome however broadly, the use of this term needs to be further considered by Council throughout the two year strategy and some general principles applied across the organisation for consistency. This should be addressed under Section 1.2 (develop cultural protocols) and communicated across the organisation under 4.2 (Indigenous Engagement Champions within CofK) if not before Council endorsement of the IES. Officer's recommend being proactive in this space showing leadership to the broader community.
Focus Area One (Acknowledgement and Respect) should be reworded as it is not City of Karratha's role to 'acknowledge' traditional owners. City of Karratha needs to accept that Aboriginal and Torres Strait Islanders ARE the traditional owners.	Ngarliyarndu Bindirri Aboriginal Corporation	Officer's did advise that the NAC has provided a response to the document as traditional owners. NBAC indicated that the NAC was best placed to provide the feedback and was supportive of their commentary.
Focus Area Two (Relationships and Engagement) should make reference to local massacres and history of local area.	Ngarliyarndu Bindirri Aboriginal Corporation	Objective of document not to outline history but rather provide direction for future engagement. Additional text not deemed necessary at this stage.
Item 2.1 refers to Indigenous Advisory Group with the establishment of the group as a measure. Feedback suggested nominations for Council from the Aboriginal community would also be considered as a measure of success.	Ngarliyarndu Bindirri Aboriginal Corporation	Council nominations may be an outcome, however should not be a measure of success. Measure has been redefined to include establishment of the Advisory Group as well as an annual review of actions and outcomes delivered by the group.
Item 3.1 facilitating opportunities for Indigenous groups to network is an important action however requires a meaningful measure.	Ngarliyarndu Bindirri Aboriginal Corporation	Officer's suggest including this as an item for annual IES review to receive feedback from the community. The only measure that will really capture the intent of this action is positive community feedback indicating that the Indigenous community positively feel engaged and welcomed to network.
Item 3.2 developing opportunities to partner Indigenous organisations to deliver	Ngarliyarndu Bindirri Aboriginal Corporation	Measure changed to reflect reciprocal arrangements.

programs, services and projects should be reciprocal. City to also network and attend programs, services and projects facilitated by Indigenous groups.		
Item 3.3 Community capacity building workshops requires a more meaningful measure than just delivery of workshops.	Ngarliyarndu Bindirri Aboriginal Corporation	There is no defined number of workshops to be delivered. Workshops will only be delivered as required/identified by the Indigenous community and endorsed by the Indigenous Advisory Group to a maximum of 3 per year (budgetary purposes).
Item 4.3 identified Cultural Awareness Training for new employees. Training should also be provided for current employees.	Ngarliyarndu Bindirri Aboriginal Corporation	Item 4.3 changed to include new and current employees. HR confirmed that this does occur already via provision of internal training.
Suggestion to enable visitors/tourists and general public to have access to information City collates for internal training purposes.	Ngarliyarndu Bindirri Aboriginal Corporation	Officer's will explore opportunities to disseminate relevant cultural information to broader community as suggested, but this does not require a specific measure in the IES.
Section Five – Continuous Improvement must also include how City aims to engage Indigenous community to ensure improvement.	Ngarliyarndu Bindirri Aboriginal Corporation	Item 5.1 amended. Review must include both internal and external feedback with multiple channels available to provide feedback appropriate to the Indigenous community.
The City's Vision and Commitment (Innovation) – Please be innovative and bold with what the City is trying to achieve, using advice from the Indigenous Community.	Kuruma Marthudunera Limited	Officer's have made recommendations based on realistic targets and advice received from Indigenous community members and stakeholders.
Given it is a priority area for the City of Karratha, Indigenous Economic Development needs to be included as a focus area. It is a glaring omission.	Kuruma Marthudunera Limited	Incorporation of Item 2.8, 3.7, 3.8 and 3.9. Partnership item 3.2 expanded to include economic Development partnerships (such as Many Rivers, KDCCI, Business Centre Pilbara and Corporations).
Item 1.2 – Development of Cultural Protocols by June 2017 is too long a timeframe.	Kuruma Marthudunera Limited	Officer's have discussed this with internal departments and whilst anticipate that the protocols may be able to be developed prior to June 2017, the involvement of critical stakeholders such as NAC and the

		expectation of a comprehensive document realistically requires a June 2017 timeline.
Most of the timeframes are too long and calls into question the commitment for engagement and change.	Kuruma Marthudunera Limited	Officer's have reviewed all timeframes in consultation with internal Departments and have changed those that are possible to bring forward. As this is the first IES and the City is committed to delivering on agreed targets, Officer's do not recommend changing further.
Item 1.4 in regards to libraries should also reference adult collection.	Kuruma Marthudunera Limited	Item amended as suggested.
Item 1.5 (by-line in all email correspondence) implementation time frame too long.	Kuruma Marthudunera Limited	Timeline changed to within one month of IES endorsement.
Item 1.9 can include Local Indigenous Business register accessed via Supply Nation. Time frame of June 2017 too long.	Kuruma Marthudunera Limited	Officer's recommendation to refer to Aboriginal Business Directory of WA in accordance with procurement requirements. Businesses registered here meet all requirements of an Aboriginal business. Timeframe realistic given the breadth of information required to create relevant webpage. Webpage will be established but not complete until June 2017.
Section 2. Relationships and Engagement: Suggest inclusion of activities to encourage, promote and support Indigenous participation in local government decision making processes eg: workshops.	Kuruma Marthudunera Limited	As per previous feedback, workshops are included but only delivered at the request of the community to ensure relevance and maximum participation.
Item 2.1 (Establishment of Indigenous Advisory Group) timelines too long. Dec 2016 at latest and Terms of Reference require Indigenous input.	Kuruma Marthudunera Limited	Officer's have amended timeline to Q1 2017 but believe this to be realistic target.
Item 2.2 regarding communicating partnership opportunities with corporations – suggest requesting what partnership opportunities are required and reciprocally inviting Indigenous Groups to attend Council meetings, particularly when issue relevant to the Indigenous community are under discussion.	Kuruma Marthudunera Limited	Officer's agree with the statements provided and can facilitate this under proposed IES.

Item 2.4 suggest more meaningful measure.	Kuruma Marthudunera Limited	No other measure forthcoming at this time.
Item 2.5 should not require 2 years.	Kuruma Marthudunera Limited	Officer's anticipate meaningful outcomes will require 2 year period.
Item 2.7 Adjust timeframe given current economic environment. Consideration given to a weighting system (similar to local price preference) for Indigenous businesses. Workshops on E-Quotes and registration to City of Karratha systems would be beneficial.	Kuruma Marthudunera Limited	Email response from GOS attached. Current recommendation to retain item as-is.
Ensure the coordination and running of Workshops is in an environment inviting and appropriate to the Indigenous community.	Kuruma Marthudunera Limited	Feedback noted and will be actioned for future workshops under the guidance of the Indigenous Advisory Group.
Item 3.5 Suggest transparency in communication strategy for all Indigenous groups to be aware of funding available and support to apply.	Kuruma Marthudunera Limited	Operational feedback outside of scope of IES that Officer's will look to implement via place-based CE team.
Item 3.6 – measure should read number of joint activities.	Kuruma Marthudunera Limited	Measure amended.
Section 4 Workforce Development activities are quite safe in their approach and should aim high. Timeframes should be addressed and shortened.	Kuruma Marthudunera Limited	Realistic amendments as discussed with internal Officer's have been made. Item 4.1 has changed to Q1 2017 as opposed to June 2017 to still ensure time for Council consideration and fully informed document. Meetings as a measure removed, in favour of internal survey to ascertain internal understanding and communication of IES.
Item 4.3 Cultural Awareness Training could be an opportunity to allow staff to engage meaningfully with their community such as a reciprocal partnership scheme where staff swap for the day between City and Indigenous Groups.	Kuruma Marthudunera Limited	Suggestion to be considered under other areas of the IES such as formal NAC partnership.
Item 4.5 – number of staff participating in Indigenous Engagement Protocols training not a meaningful measure.	Kuruma Marthudunera Limited	Amended measure that would ascertain community perspective on improvement/decline in Engagement practices.

Section Five – Ongoing relationships with groups would be helpful in building trust and dialogue. New approaches may arise and can be incorporated rather than waiting for annual review.	Kuruma Marthudunera Limited	Where improvements are identified, these will occur more frequently than annual review.
Item 5.2 – progress should also go directly to community, not just internal and media release.	Kuruma Marthudunera Limited	Measure amended.