



BATHURST
REGIONAL COUNCIL



ABORIGINAL COMMITMENT STRATEGY

NGUMBAAY – VERSION ONE

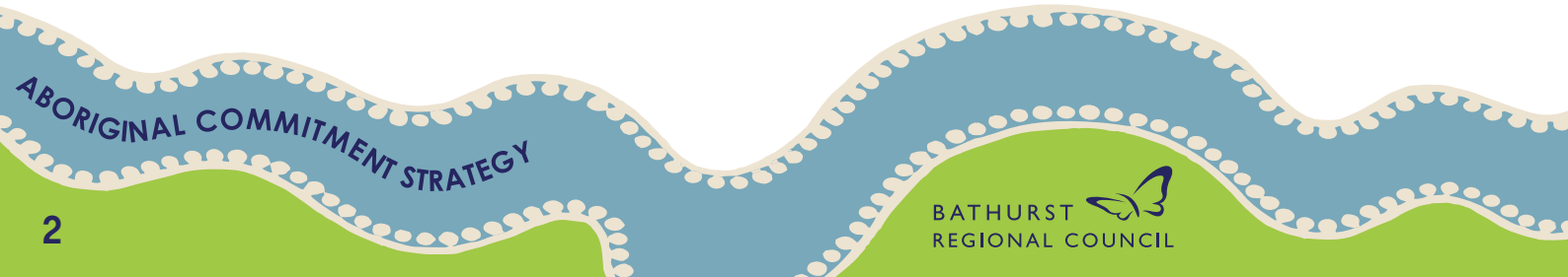
AUGUST 2022

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Aboriginal and/or Torres Strait Islander peoples should be aware that this publication may contain images or names of people who have died.

Bathurst Regional Council's Aboriginal Commitment Strategy (Ngumbaay – Version One) was adopted by Council in August 2022.



ACKNOWLEDGEMENT OF COUNTRY

Bathurst Regional Council acknowledges the Wiradjuri People as Traditional Custodians of the land in the Bathurst region. Council acknowledges that the Wiradjuri People were the first people in this region and are survivors of more than 200 years of dispossession. We acknowledge that Aboriginal people from different nations and clans live in our region. Council recognises the strength, resilience, and determination of all Aboriginal and Torres Strait Islander People.

The Wiradjuri nation is the largest Aboriginal group in New South Wales. The Wiradjuri People are known as “the people of the three rivers”, being the Kalari (Lachlan), the Murrumbidjeri (Murrumbidgee) and the Wambuul (Macquarie). Council acknowledges the strong connection that Wiradjuri People have to these waterways, the land, and the animals within this nation, including the gugaa (goanna) which is the Wiradjuri totem.

Council pays respect to Wiradjuri Elders, past, present, and emerging and acknowledges all Aboriginal people who live, work and play in the Bathurst region.

We acknowledge the history, stories, traditions and cultural practices of Aboriginal people and commit to Yindyamarra ways – to do slowly, to respect, to be gentle, to be polite and to honour.

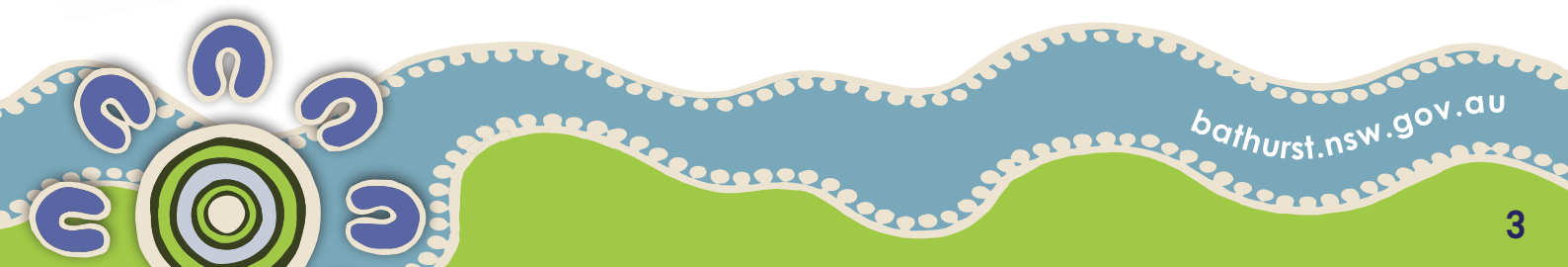
ACKNOWLEDGEMENT OF ARTIST

The artwork throughout the Aboriginal Commitment Strategy was painted by talented Kamilaroi man William ‘Bubba’ Kennedy in 2021 for Bathurst Regional Council, in collaboration with the Bathurst Local Aboriginal Land Council.

The artwork represents the Macquarie River Wambuul, flowing through Bathurst.

The circles represent a gathering, paying respect to the Wiradjuri people who are the Traditional Custodians of the land.

The symbols reflect a community connection of all the different tribes, nations and lands coming together as one.



OVERVIEW OF BATHURST'S ABORIGINAL HISTORY

The Bathurst region was first inhabited by the Wiradjuri People. Wiradjuri country is the largest Aboriginal nation in New South Wales, connected by three rivers - the Wambuul (Macquarie), Kalari (Lachlan) and Murrumbidjeri (Murrumbidgee). It is estimated that 12,000 people spoke the Wiradjuri language prior to white settlement. The Wiradjuri tribe lived in extended family groupings of around thirty men, women and children, moving between different camp sites across their traditional lands.

The Wiradjuri people fished from canoes and hunted with spears and nets for duck, kangaroo, snakes, lizards, emus, possums, wallabies and waterfowl. Their food supply also included various plants, roots and vegetables.

The Gugaa (goanna) is the Wiradjuri totem. A totem is inherited by members of a tribe or family as their spiritual emblem.

The first recorded encounters between Wiradjuri people and British colonists were in the journals of Blaxland, Wentworth, and Lawson's first white expedition across the Blue Mountains in 1813.

In 1815, Governor Macquarie founded the town of Bathurst and in the 1820's, conflicts between European settlers and Wiradjuri people became hostile as the settlers occupied an ever-increasing amount of land and denied access to food resources and sacred sites. The hostilities between European settlers and Wiradjuri people became known as the 'Bathurst Wars', with Governor Brisbane issuing a proclamation of martial law in August 1824.

Leading the Wiradjuri tribe in the wars was Aboriginal resistance leader and warrior, Windradyne (also known as Saturday) who was involved in the murder of European stockmen. Failing to arrest Windradyne led to the delayed repeal of martial law till December 1824. Windradyne suffered wounds in a tribal fight which led to his death at Bathurst hospital in 1829.

Due to losing access to hunting grounds and sacred sites, and with a significantly reduced population, the Wiradjuri people found it challenging to live independently in Bathurst; therefore, a majority dispersed to surrounding stations and towns. In 1883, 'protection' policies were introduced to segregate Aboriginal people across New South Wales. Wiradjuri families were relocated to missions, such as Erambie (Cobra), Nanima (Wellington) and Mudgee. Through European settlement, Wiradjuri traditions, customs and language were lost to many, and families were torn apart.

Today, Bathurst has become a resettlement town for Aboriginal people from many nations. Bathurst Regional Council has worked with the local Aboriginal community in restoring traditional place names such as Wahluu (Mount Panorama) and Wambuul (Macquarie River).



COUNCIL'S COMMITMENT

Bathurst Regional Council acknowledges the Wiradjuri People as the Traditional Custodians of the land and recognises that many Aboriginal people from different nations live within our region.

Bathurst Regional Council acknowledges the impact that European settlement has had on Aboriginal people and the land.

Bathurst Regional Council recognises the importance of reconciliation and will lead by example. Bathurst Regional Council will:

- Build positive relationships with the Aboriginal community and engage with Recognised Aboriginal Parties
- Engage with Aboriginal businesses where appropriate
- Support reconciliation between Aboriginal people and the wider Bathurst community
- Acknowledge the positive contribution of Aboriginal people in the community
- Collaborate with the local Aboriginal community and service providers to restore Wiradjuri language and cultural traditions
- Work with the local Aboriginal community to acknowledge and respect traditional sites and significant places
- Facilitate, support, and promote initiatives that increase cultural awareness, create cultural connection, and meet community needs
- Increase cultural awareness to all Council staff
- Provide employment opportunities for Aboriginal people
- Implement, deliver, and evaluate the Aboriginal Commitment Strategy



MESSAGE FROM THE MAYOR

Bathurst Regional Council (BRC) acknowledges the resilience of Aboriginal people across the nation. We recognise that Aboriginal people represent the oldest living culture in the world, with a rich history and deep connections to their ancestors and mother earth.

Whilst developing the Aboriginal Commitment Strategy, consultation was completed with community members and stakeholders to ensure community needs were heard.

During the consultation, many Aboriginal people said that connection to culture was crucial to their wellbeing and sense of identity. The majority of participants indicated that they feel connected to the Bathurst community by accessing Council facilities and engaging with Council initiatives.

It was highlighted throughout the consultation that Council can improve in areas of youth engagement, working with different groups of Elders & Aboriginal people and increasing Aboriginal employment opportunities within Council. We also heard that racism and discrimination are barriers to community members accessing Council services and/or facilities.

Consultation is an ongoing process and as we deliver this strategy we will continue to engage with the Aboriginal community of Bathurst.

Through the development and implementation of the initial BRC Aboriginal Commitment Strategy, Council aims to provide a framework that supports cultural inclusiveness, reconciliation and respect for Aboriginal people living and working in our region.

It is my pleasure to present Bathurst Regional Council's Aboriginal Commitment Strategy. I look forward to walking beside and working with our Aboriginal community to deliver meaningful outcomes.

Mayor
Councillor Robert Taylor



MESSAGE FROM THE GENERAL MANAGER

Bathurst Regional Council led by example in 2015 and was the first Local Government Council to develop an Innovate Reconciliation Action Plan (RAP) in the Central West. Following two successful RAP's, I am excited to see the delivery of our Aboriginal Commitment Strategy.

Aboriginal people play an important role in our region, and it is important that Council works with the Aboriginal community to keep their culture alive and thriving.

The Aboriginal Commitment Strategy will focus on Council's commitment to all of Bathurst's Aboriginal community. Council will work closely with stakeholders and other organisations to address community needs.

Bathurst Regional Council are proud of the milestones we have already reached. The Aboriginal Commitment Strategy will ensure we stay focused on delivering outcomes to support and engage all of the Aboriginal community of Bathurst.

I would like to thank everyone who has contributed to the development of this Strategy. The feedback and suggestions provided by the community and stakeholders is invaluable and assists Council to develop plans and strategies that meet the needs of the community and align with Council's Community Strategic Plan.

I look forward to seeing the Aboriginal Commitment Strategy evolve and continue to progress reconciliation in our community.

David Sherley
General Manager



SIGNIFICANT DATES

26 January	Survival Day/Australia Day	Australia celebrates Australia Day as the day Australia was founded. Some Aboriginal people mourn their history on this day. Yabun Festival, held in Sydney annually on January 26 is a long-running Survival Day gathering, celebrating the history, culture and survival of Aboriginal and Torres Strait Islander people
13 February	National Apology Anniversary	National Apology Day is commemorated on the anniversary of Kevin Rudd's national apology to The Stolen Generations in 2008
Third Thursday of March	National Close the Gap Day	National Close the Gap Day is an opportunity to increase awareness of the health gaps between Aboriginal and Non-Aboriginal people
21 March	Harmony Day	Harmony Day brings people together to celebrate Australia's cultural diversity
25 April	Anzac Day	Anzac Day is an important day for all Australians to remember the sacrifice and contribution made by service men and women. Indigenous men and women have served alongside other Australians in all wars, often without recognition
26 May	National Sorry Day	National Sorry Day remembers and acknowledges the mistreatment of Aboriginal and Torres Strait Islander people who were forcibly removed as part of The Stolen Generations
27 May to 3 June	National Reconciliation Week	National Reconciliation Week is a time for all Australians to learn about our shared histories, cultures, and achievements
3 June	Mabo Day	June 3 marks the 1992 High Court decision that ruled in favour of Eddie Koiki Mabo and other claimants that their people had occupied the island of Mer in the Torres Strait prior to British arrival; rejecting the notion of terra nullius

1 July	Coming of the Light	Coming of the Light or Keriba Lagaw Buiy' is a holiday celebrated by Torres Strait Islanders annually, recognising the adoption of Christianity throughout island communities
First full week of July (Sunday to Sunday)	National NAIDOC Week	National NAIDOC Week celebrates and recognises the history, culture and achievements of Aboriginal and Torres Strait Islander people
4 August	National Aboriginal and Torres Strait Islander Children's Day	A national day to celebrate Aboriginal and Torres Strait Islander children. The day also provides learning opportunities for all Australians to understand the importance of culture, family and community for Aboriginal and Torres Strait Islander children
9 August	International Day of the World's Indigenous Peoples	International Day of the World's Indigenous Peoples encourages protection and promotion of the rights of First Nations people
14 August	Martial Law Commemoration	Martial Law was declared across the Bathurst region on August 14 in 1824
First Wednesday of September	Indigenous Literacy Day	Indigenous Literacy Day aims to raise awareness of the education struggles that Aboriginal and Torres Strait Islander people face. Indigenous Literacy Day also serves as a fundraiser, collecting literary resources for children living in isolated areas of Australia
October Long Weekend	Koori Knockout	NSW Koori Rugby League Knockout Carnival is one of the biggest Indigenous gatherings celebrated in Australia. The event was first held in 1971 and has grown to be much more than a football carnival
Spring Season (Dates TBC each year by local community members and organisations)	Bathurst Community NAIDOC Week Celebrations (during warmer weather)	Due to the cold climate of Bathurst, local community members prefer to conduct NAIDOC Week celebrations during spring. Each year, community members and organisations confirm a week for community celebrations

ABORIGINAL LANGUAGE

The following language is used in this document or may be common words you hear when talking with Aboriginal people in our community.

**"YIRADHU
MARANG"**

G'DAY
(Wiradjuri)

**"MANDAANG
GUWU"**

THANK YOU
(Wiradjuri)

**"YAMANDHU
MARANG"**

ARE YOU WELL?
(Wiradjuri)

"YINDYAMARRA"

TO DO SLOWLY, TO RESPECT,
TO BE GENTLE, TO BE POLITE
OR TO HONOUR
(Wiradjuri)

"GULBARRA"

ACKNOWLEDGE
(Wiradjuri)

"Bangayarra"

RECONCILE
(Wiradjuri)

"MIYAGAN"

FAMILY
(Wiradjuri)

"JARJUM"

CHILD
(Bundjalung)

"YIDAKI"

DIDGERIDOO
(Yolngu)

"YAAMA"

HELLO
(Gamilaraay)

DEMOGRAPHICS

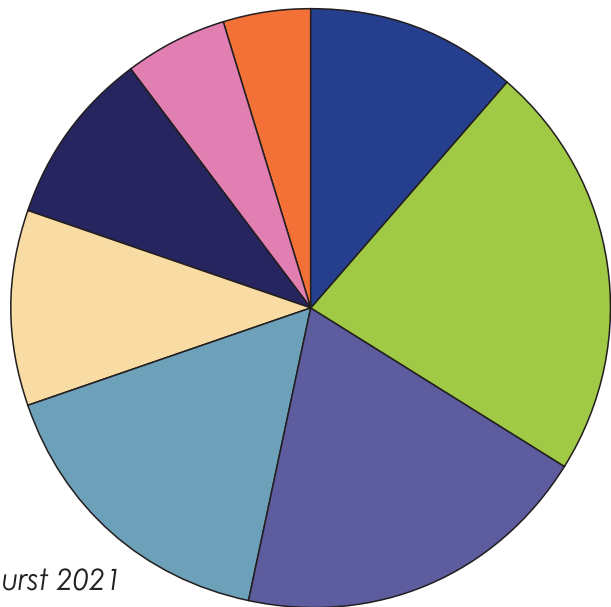
The Bathurst Regional Council area is located in the Central Tablelands of New South Wales on Wiradjuri Country, approximately 200 kilometres from Sydney (Eora Nation). At the 2021 Census, Bathurst had a resident population of 43,567. These people live in Bathurst City, the villages of Sofala, Hill End, Wattle Flat, Rockley, Trunkey Creek, Yetholme, George's Plains, Sunny Corner and Peel, together with a range of rural localities covering a land area of 3,821.9km².

Bathurst is recognised as an educational centre with schooling available from preschool through to tertiary pursuits; as a vibrant city that has retained its relaxed country atmosphere; a community that embraces its facilities and prides itself on being friendly and welcoming; a region that values its history and at the same time embraces its future; a region that provides a wide range of cultural opportunities and facilities; a city that will continue to grow and respond to the needs of its residents.

The Aboriginal and Torres Strait Islander Census population of Bathurst Regional Council area in 2021 was 3,153 people, living in 1,324 dwellings. Bathurst Regional Council acknowledges that the Aboriginal and Torres Strait Islander population in the region is most likely greater than this figure.

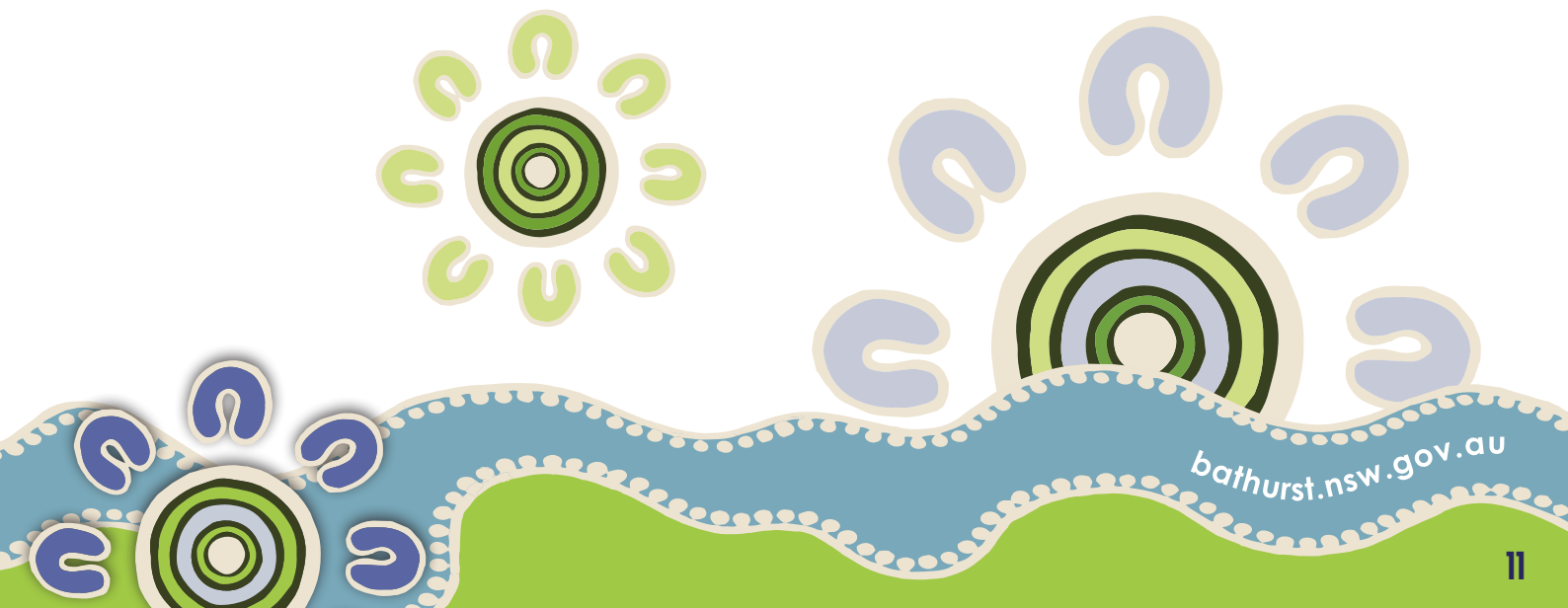
The following graph is an age breakdown of the Aboriginal and Torres Strait Islander population of Bathurst in 2021.

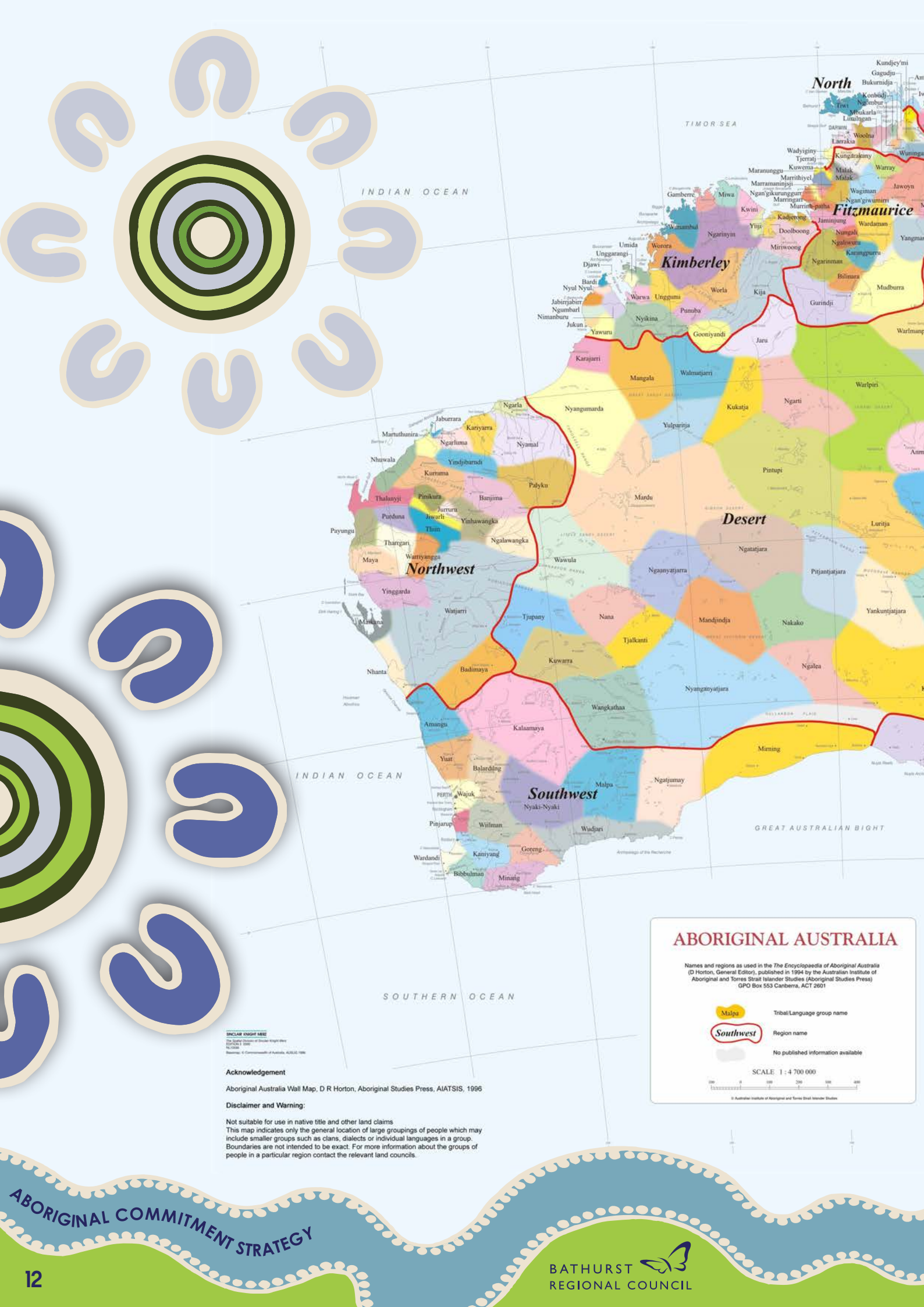
- **0-4 years:** 364 people (11.5%)
- **5-14 years:** 708 people (22.5%)
- **15-24 years:** 618 people (19.6%)
- **25-34 years:** 517 people (16.4%)
- **35-44 years:** 333 people (10.6%)
- **45-54 years:** 295 people (9.4%)
- **55-64 years:** 172 people (5.5%)
- **65 and over:** 148 people (4.7%)



Source: ABS Census of Indigenous population Bathurst 2021

The Aboriginal population living in Bathurst represent many different nations, including Wiradjuri, Kamilaroi, Barkindji, Wailwan, Dharug, Yuin, Awabakal, Worimi, Biripi, Yorta Yorta, Arrente and many more.





ABORIGINAL AUSTRALIA

Names and regions as used in the *The Encyclopaedia of Aboriginal Australia* (D Horton, General Editor), published in 1994 by the Australian Institute of Aboriginal and Torres Strait Islander Studies (Aboriginal Studies Press) GPO Box 553 Canberra, ACT 2601

- Malpa Tribal/Language group name
- Southwest Region name
- No published information available

SCALE 1 : 4 700 000



© Australian Institute of Aboriginal and Torres Strait Islander Studies

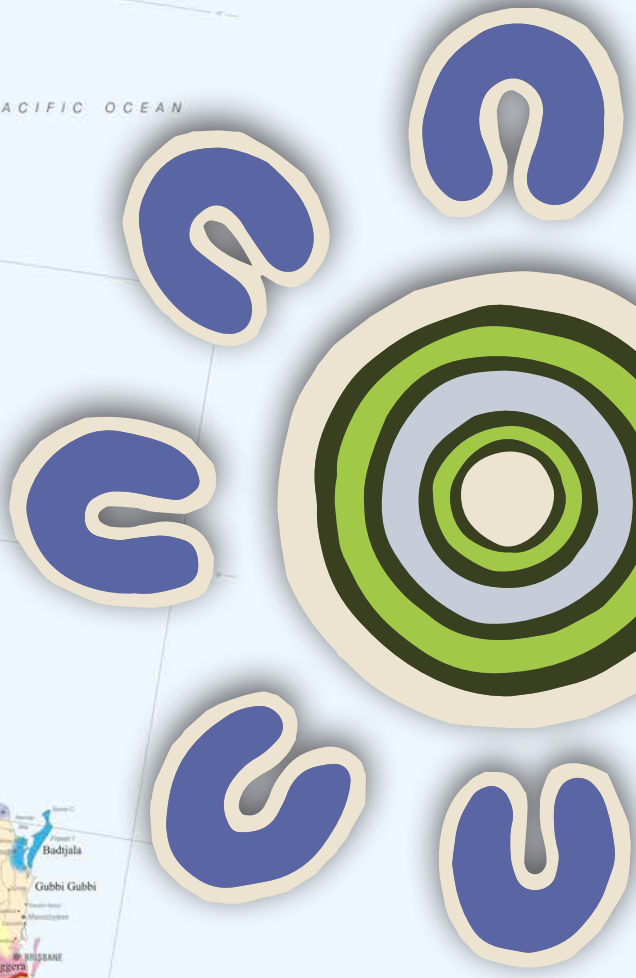
SINGLAR KNIGHT MEE
The Special Officer of the State of Queensland
12/12/2014 10:55
Brisbane, © Commonwealth of Australia, AUSTRALIA 1986

Acknowledgement

Aboriginal Australia Wall Map, D R Horton, Aboriginal Studies Press, AIATSIS, 1996

Disclaimer and Warning:

Not suitable for use in native title and other land claims
This map indicates only the general location of large groupings of people which may include smaller groups such as clans, dialects or individual languages in a group. Boundaries are not intended to be exact. For more information about the groups of people in a particular region contact the relevant land councils.



OUR LOCAL ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY

3,153 people identify as Indigenous (7.2% of the Bathurst population)

3,039 people identify as Aboriginal

39 people identify as Torres Strait Islander

76 people identify as both Aboriginal and Torres Strait Islander

59 people reported that they use Australian Indigenous languages at home, including Wiradjuri and Gamilaraay language

211 Aboriginal and/or Torres Strait Islander people attend a Tertiary education setting

The median weekly income for Indigenous households is \$1514.00

Source: ABS Census of Indigenous population Bathurst Regional 2021

PURPOSE OF THE STRATEGY

Bathurst Regional Council's Aboriginal Commitment Strategy has been developed to guide Council in working effectively and collaboratively with the local Aboriginal community.

Through extensive community consultation with local Aboriginal people, the wider community and stakeholders, Bathurst Regional Council has developed 10 key commitments and 32 actions to achieve reconciliation, support cultural protection and increase community and stakeholder relationships.

Bathurst Regional Council departments will work collaboratively to ensure the 32 actions are components to be addressed in all Council operations and are delivered in a culturally appropriate and inclusive manner.



SNAPSHOT OF KEY ACHIEVEMENTS

The visuals below represent some of Council's achievements working with the Aboriginal community of Bathurst.

Interpretation Signage – Mount Panorama Wahluu Boardwalk - 2022

Belong Banah Mural Project - 2021

Commissioned Aboriginal Artwork by William 'Bubba' Kennedy - 2021

Dual naming of Macquarie River - Wambuul – 2021

Appointment of Aboriginal Liaison Officer - 2021

Interpretation Signage - Wambuul Ceremonial ground – 2020

Bathurst Region Aboriginal Heritage Interpretation Strategy - 2019

Bathurst Regional Local Government Area - Aboriginal Heritage Strategy - 2016

Dual naming of Mount Panorama - Wahluu – 2015

2 successful Reconciliation Action Plans

River Connections – knowing and caring for the Macquarie River/Wambuul Project

Aboriginal engagement at Bathurst NRL games

Successful NAIDOC Week celebrations

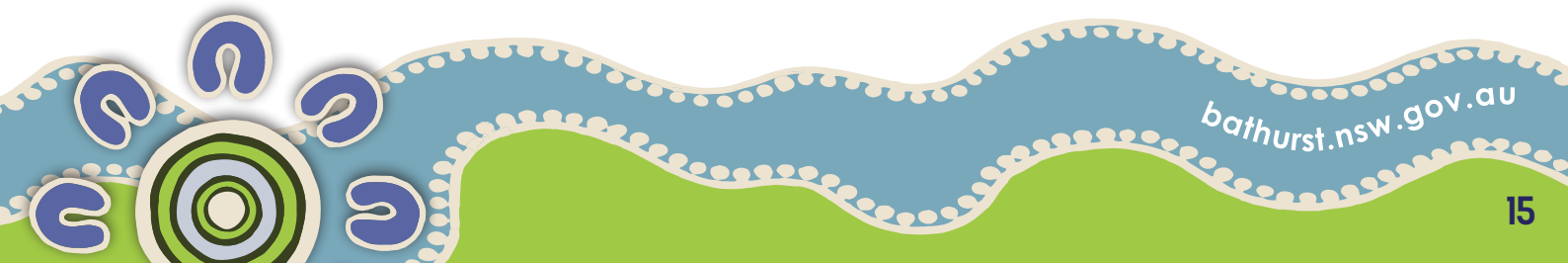
Uncle Archie Roach at Bathurst Memorial Entertainment Centre

Aboriginal engagement in Inland Sea of Sound events

Scallywags Bush Kinder Program

HOME Education Art Program

Dedicated Indigenous illumination sites at Bathurst Winter Festival



CONSULTATION

Bathurst Regional Council undertook community and stakeholder consultation in early 2022 to ensure that this Strategy supports the needs of local Aboriginal people.

METHODS OF CONSULTATION INCLUDED:

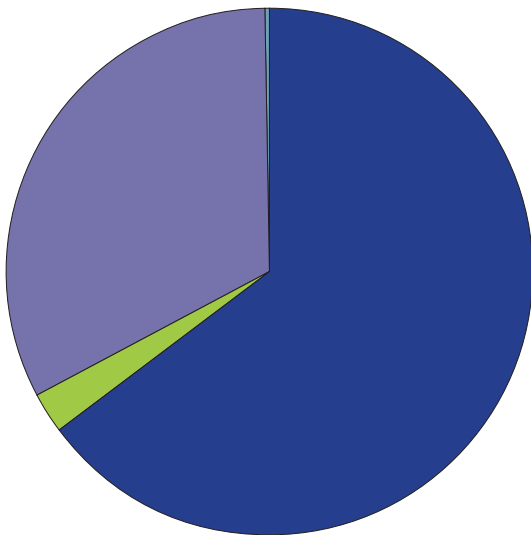


SURVEY:

The survey was available online through the YourSay electronic platform, whilst printed copies were available at Council's Civic Centre, the Kelso Community Hub and the Bathurst Local Aboriginal Land Council from 28 January 2022 to 4 March 2022.

81 SURVEY RESPONDENTS

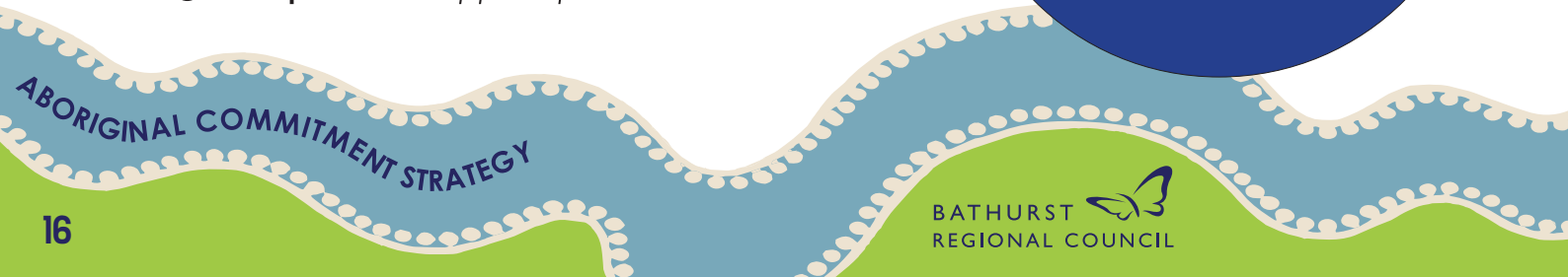
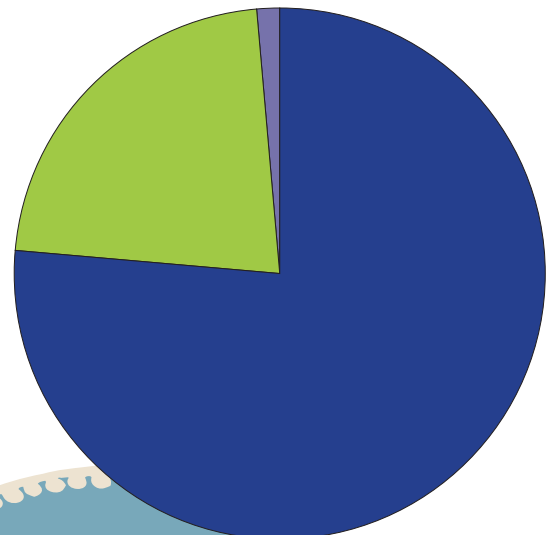
Of the 81 respondents, 50 people identified as Aboriginal and 2 people identified as both Aboriginal and Torres Strait Islander.



- **50 respondents** (64.8%) – Aboriginal
- **2 respondents** (2.6%) – Both Aboriginal and Torres Strait Islander
- **25 respondents** (32.5%) – Neither Aboriginal or Torres Strait Islander
- **4 respondents** skipped question

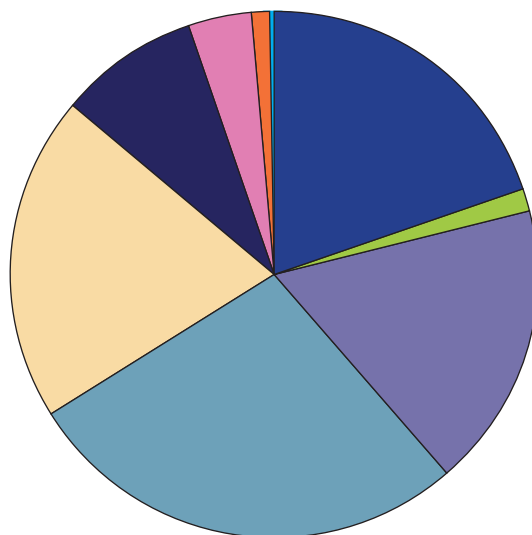
A majority of respondents identified as female (59).

- **59 respondents** (76.6%) – Female
- **17 respondents** (22.1%) – Male
- **1 respondent** (1.3%) - Other
- **4 respondents** skipped question



Survey participants varied over a range of ages. A majority of the respondents identified that they were between the ages of 35 to 49 years (22 respondents).

- **Under 18 years** – 16 respondents (20%)
- **18 – 24 years** – 1 respondent (1.3%)
- **25 – 34 years** – 14 respondents (17.5%)
- **35 – 49 years** – 22 respondents (27.5%)
- **50 – 59 years** – 16 respondents (20%)
- **60 – 69 years** – 7 respondents (8.8%)
- **70 – 84 years** – 3 respondents (3.8%)
- **85 years and over** – 1 respondent (1.3%)
- **1 respondent** skipped question



The majority of survey respondents (87.5%) stated that they felt connected to the Bathurst community. Commonly, respondents have involvement in NAIDOC events, participate in cultural events and celebrations, visit local parks & playgrounds, attend local restaurants, bars or clubs and attend council events, such as the Winter Festival, V8 events and the New Years Eve Party in the Park.

Survey respondents highlighted common areas for improvement; bring divided Aboriginal groups together; increase identified positions; engage local artists and businesses; expand community consultation; complete more interpretation signage and look for further dual naming opportunities.





STAKEHOLDER WORKSHOPS AND COMMUNITY YARNING CIRCLES:

Bathurst Regional Council contracted an independent Wiradjuri consultant to facilitate two (2) stakeholder workshops and three (3) community yarning circles in February 2022.

- 41 people participated in the workshops and yarning circles
- 91.2% of the community members and stakeholders identified as Aboriginal

The consultant listened to a range of Aboriginal people's experiences and recommendations on a variety of topics including transport, community events, Council services, employment, homelessness, health and mental health.

Across all consultations with Aboriginal people, the importance of maintaining a connection to culture was raised consistently.

Through the workshops and yarning circles, a major talking point was children and young people needing appropriate access to services that create cultural connections, increase independence and promote positive relationships.

Racism and discrimination were raised as big issues across the consultation process. Two thirds of participants spoke about feeling unwelcome at Council facilities.

Access to education, recreational activities and programs was highlighted as a very important issue for the Bathurst Aboriginal Community.

COMMON THEMES WE HEARD THROUGHOUT THE CONSULTATION PROCESS:

Increase service delivery and accessibility at Kelso Community Hub

Have more conversations with the local Aboriginal Community on all levels of Council, especially executive staff and councillors.

Establishment of an Aboriginal Advisory Board or Coalition

That having an Aboriginal Liaison Officer has assisted in strengthening relationships between Council and the local Aboriginal Community

“Culture is who we are, Aboriginal culture is rich in our lives and being able to feel a part of community. We need to put the pride back in our community”

“Council could run weekend or afternoon programs...”

“I’d like to see Council support an Aboriginal Medical Service...”

Council hosts successful cultural events and is supportive of Indigenous events and celebrations

Increase identified positions

Council staff need cultural awareness training

Restore language and traditional places

COMMITMENTS

Council has developed the following commitments and actions to stay accountable in achieving reconciliation, supporting cultural protection and increasing community and stakeholder relationships.

RECONCILIATION

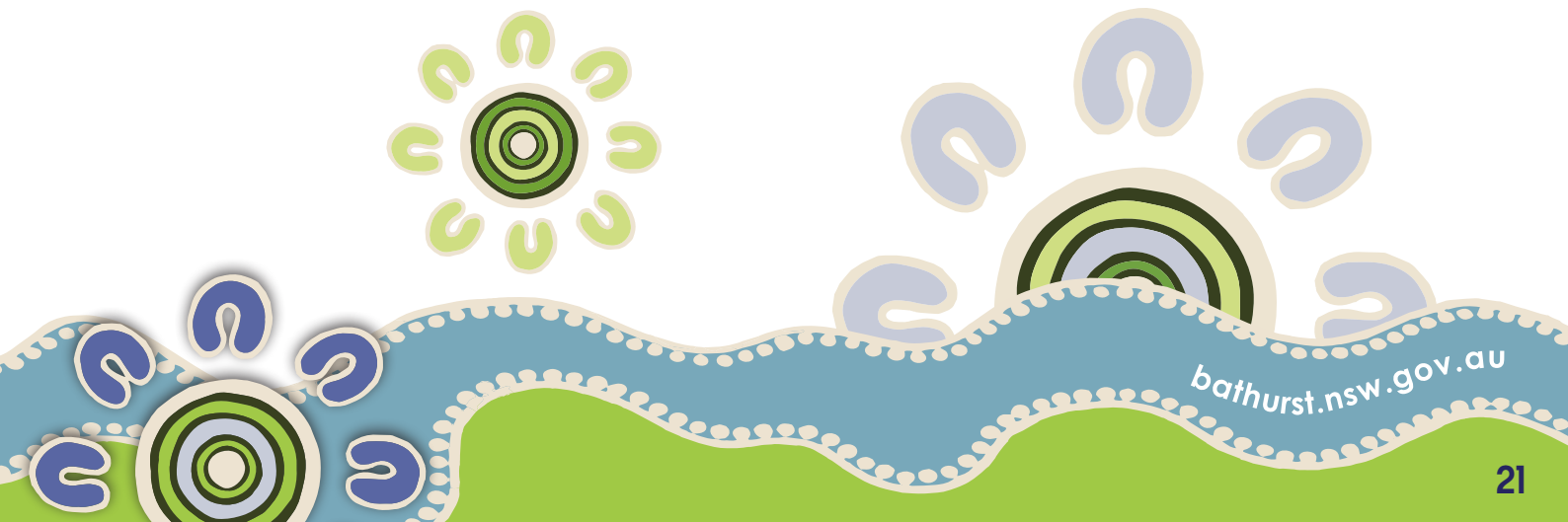
To bangayarra (reconcile) is to restore friendly relationships. Bathurst Regional Council values the contribution that Aboriginal people make to the Bathurst community.

COMMITMENT	ACTIONS
Implement, deliver and evaluate the Aboriginal Commitment Strategy	Implementation of the actions stated in the Aboriginal Commitment Strategy
	Aboriginal Commitment Strategy to be reviewed 12 months after implementation
Support reconciliation between Aboriginal people and the wider Bathurst community	Acknowledge/celebrate significant Aboriginal events that support reconciliation, such as National Reconciliation Week
	Support other services and organisations to acknowledge/celebrate reconciliation
Acknowledge the positive contribution of Aboriginal people in the community	Recognition of positive contributions that local Aboriginal people make, and the important role Aboriginal people play in our community
	Celebrate Aboriginal community members during NAIDOC week, and other significant events
	Consideration and development of new/ appropriate communication methods
Increase cultural awareness to all Council staff	Continuation and review of cultural awareness training delivered to Council staff
	Investigate alternate and additional cultural awareness opportunities for Council staff
Increase employment opportunities for Aboriginal people	Continuation and review of Council's recruitment processes to ensure inclusiveness for Aboriginal people
	Through cultural awareness methods, ensure the provision of a culturally safe workplace

PROTECTION

Bathurst Regional Council acknowledges the Wiradjuri People as the traditional owners of the land we live on. Bathurst Regional Council understands the importance of protecting and restoring Wiradjuri language, cultural traditions, traditional sites, and significant places.

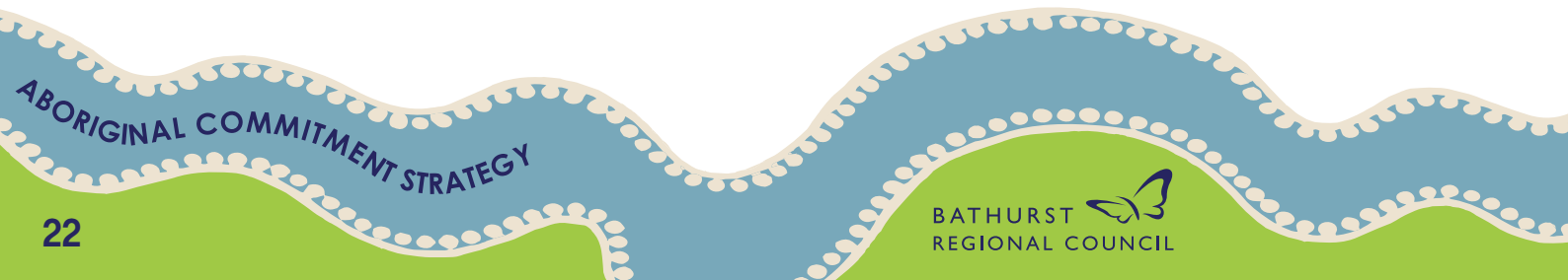
COMMITMENT	ACTIONS
<p>Collaborate with the local Aboriginal community and service providers to restore Wiradjuri language and cultural traditions</p>	<p>Consultation with Recognised Aboriginal Parties regarding restoration of Wiradjuri language and cultural traditions</p>
	<p>Incorporation of Wiradjuri language into Council events, programs, facilities, services, and infrastructure</p>
	<p>Continuation and consideration of dual naming opportunities</p>
	<p>Continuation of cultural traditions such as Welcome to Country's and smoking ceremonies, where appropriate</p>
	<p>Inclusion of Acknowledgment of Country, where appropriate</p>
<p>Work with the local Aboriginal community to acknowledge and respect traditional sites and significant places</p>	<p>Continue to engage consultants to prepare Aboriginal Cultural Heritage Assessments (ACHA) where necessary</p>
	<p>Consult with the Bathurst Local Aboriginal Land Council and local Aboriginal Knowledge Holders on development applications and strategic planning matters as established under Council's Community Participation Plan</p>
	<p>Ensure Council's Planning Controls remain up to date with respect to the management of Aboriginal Cultural Heritage</p>
	<p>Continue to implement the Aboriginal Heritage Interpretation Strategy</p>



COMMUNITY AND STAKEHOLDER RELATIONSHIPS

Bathurst Regional Council understands the importance of strong community connections with the Aboriginal community of Bathurst and recognises that culture plays a large role in peoples wellbeing.

COMMITMENT	ACTIONS
Build positive relationships with the Aboriginal community and engage Recognised Aboriginal Parties	Continuation of Aboriginal Liaison Officer position at Council
	Ongoing consultation and communication with Recognised Aboriginal Parties and Aboriginal Community Members
	Acknowledging Aboriginal significant dates
	Inclusion and consideration of Aboriginal community in Council events, programs, initiatives and services
	Advocate for community needs to relevant stakeholders
Engage with Aboriginal businesses where appropriate	Consideration of Aboriginal businesses in Council's procurement, where appropriate
Facilitate, support, and promote initiatives that increase cultural awareness, create cultural connection, and meet community needs	Plan, deliver and evaluate community development initiatives that meet community needs
	Plan, deliver and evaluate community events that incorporate cultural awareness and cultural connections
	Collaborate with stakeholders to increase cultural awareness and cultural connection
	Plan, deliver and evaluate visual and performing arts projects, ensuring Aboriginal engagement
	Support and promote cultural awareness and cultural connection initiatives, where appropriate



MONITORING AND REPORTING

An internal Council Working Group will meet quarterly to monitor the commitments and actions listed in the Aboriginal Commitment Strategy.

Bathurst Regional Council will provide reports on the actions within this strategy twice per annum through Council meetings. Bathurst Regional Council will also report on the Aboriginal Commitment Strategy actions through Council's annual report.

The Aboriginal Commitment Strategy will be reviewed by Council 12 months after implementation.

MANDAANG GUWU (THANK YOU)

Bathurst Regional Council would like to thank the following groups for participating in the consultation process:

- Bathurst Aboriginal and Torres Strait Islander community members
- Non-Indigenous community members
- Wiradjuri Traditional Owners Central West Aboriginal Corporation
- Bathurst Local Aboriginal Land Council
- Stakeholders and Service Providers
- Kira-Lea Dargin Consultancy

REFERENCES

1. Language translations provided by:
Wiradjuri Language App
Uncle Stan Grant & Aunty Flo Grant
Wiradjuri Workbook - Ngumbaay
Developed by Dianne Riley-McNaboe & Lynette Riley 2022
2. The WIRADJURI (Indigenous People of this area), Bathurst Library Local History, compiled by Beth Hall, January 2005
3. A history of Bathurst, Volume 1, Theo Barker, 1992
4. 'The Wiradjuri People' Bathurst Regional Council brochure
5. ABS Census of Indigenous population Bathurst Regional 2021

