



Town of
Port Hedland

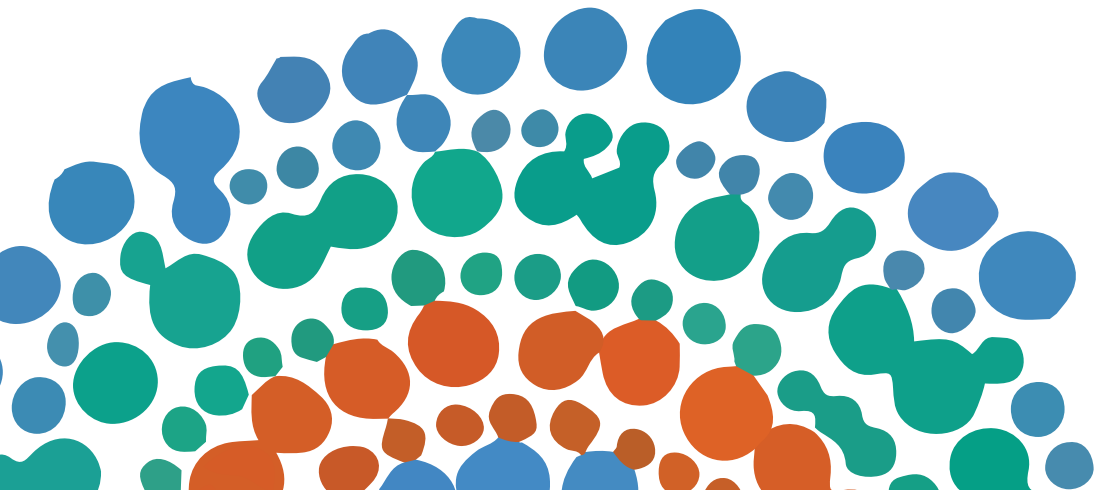
Ngalikuru Kuma-Marri Plan

We are all working together in partnership

*Hedland Aboriginal and Torres Strait Islander
Partnership Plan*

2024-2028

DRAFT VERSION



The Town of Port Hedland would like to acknowledge the Kariyarra, Ngarla, and Nyamal people as the Traditional Custodians of the Town of Port Hedland lands. We recognise their strength and resilience and pay our respects to their Elders past and present. We extend that respect to all Aboriginal & Torres Strait Islander people of the local Hedland community and recognise their rich cultures and continuing connection to land and waters.

Our Artists

The artwork used throughout this document has been sourced from artists from the three language groups on which we operate being Kariyarra, Ngarla & Nyamal.



Beryl Ponce – Kariyarra

Collecting Buffalo Grass.

My mum used to collect Buffalo grass at Strelley and put it into the bags to sell it and also seeds as well.



Sophia Alone – Ngarla

Fruit called Wamurla.

Everyone gets excited to eat it. Can be found all over the Pilbara. It's exciting, but has spikes so be careful. To eat it you have to peel skin off, then clean seeds out with water and then eat as much as you can.



Selena Brown – Nyamal

In Callawa Station, north east of Marble Bar.

Old man who gone on a train, long time ago from Port Hedland. No car, train journey me Maggie, old man and baby. I was 10 years old.

Preamble from the Town of Port Hedland

We, the Town of Port Hedland Council, acknowledge the Kariyarra, Ngarla and Nyamal people as the Traditional Owners of the land on which we operate. As such, we also recognise the cultural significance of the land and waterways and value the connection and responsibility that our Kariyarra, Ngarla and Nyamal people have to this country.

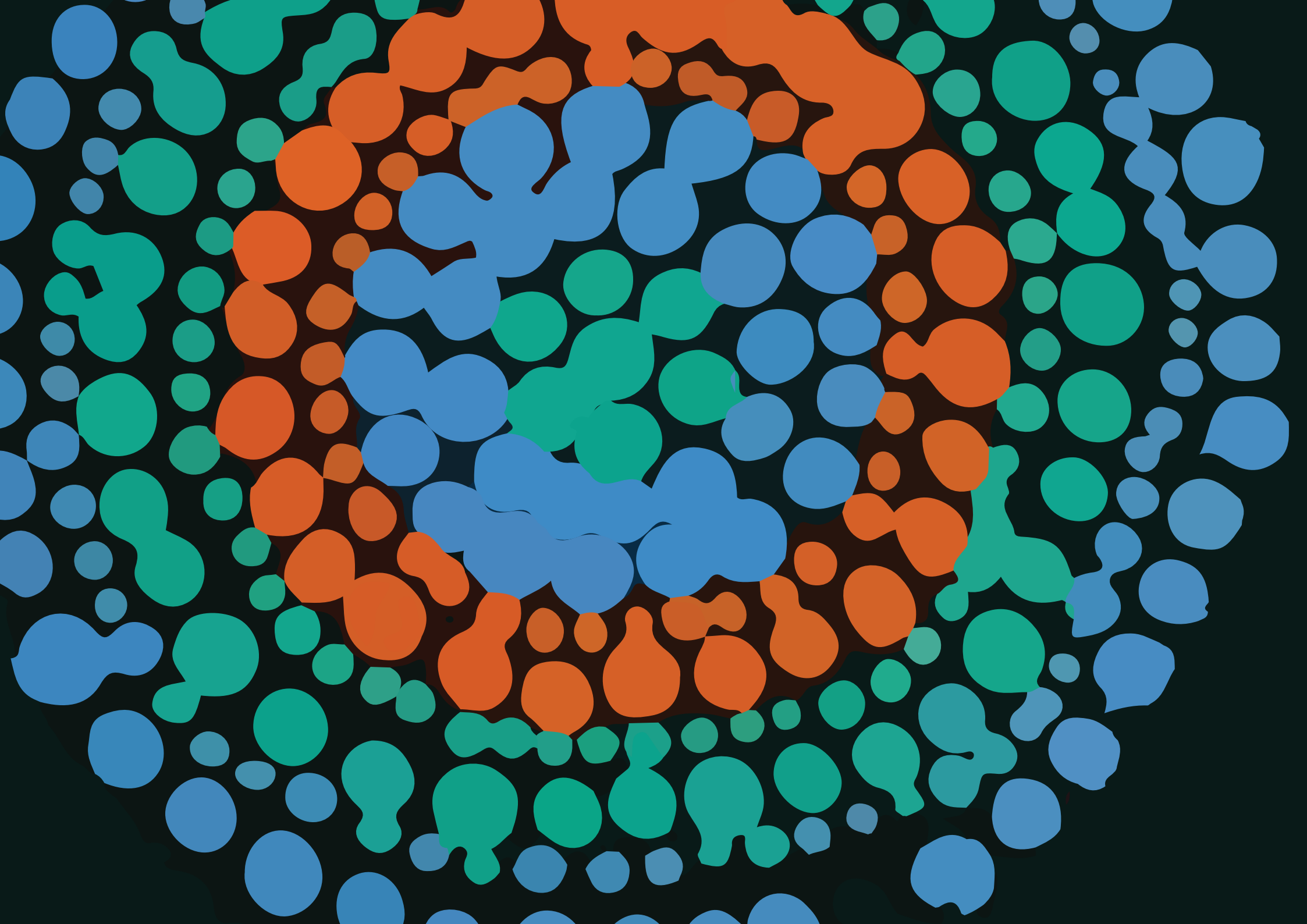
This extends to the recognition of the rights of all Aboriginal and Torres Strait Islander people residing within the Town of Port Hedland to self-determination, meaningful engagement with Local Government, shared governance, and decision-making.

We commit, through this Partnership Plan, to strengthen the bonds of partnership between the Council and the Aboriginal and Torres Strait Islander people residing within Hedland townships including Strelley Station, Yandeyarra Station and neighbouring communities.

We commit, through this Partnership Plan, to Reconciliation, Closing the Gap and working together for a positive and inclusive future. We commit to a shared undertaking to respectfully engage with the Hedland community to realise the aspirations and outcomes articulated in this Partnership Action Plan as our collective vision for both Indigenous and non-Indigenous peoples.

Peter Carter
Mayor





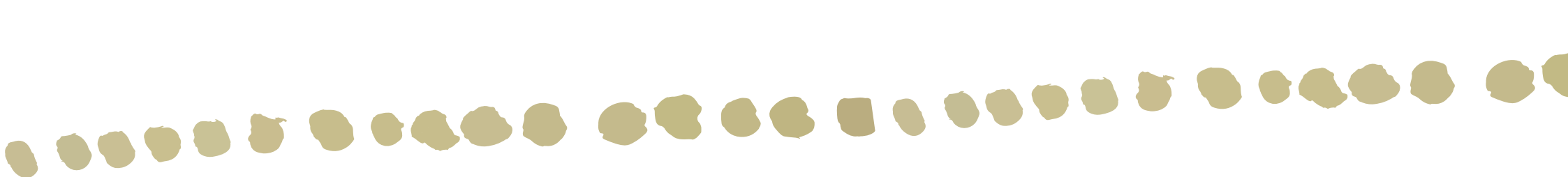
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A.

REFLECTION OF THE PAST



Port Hedland is geographically located in the Pilbara region of Western Australia on Kariyarra country. The traditional Kariyarra name for Port Hedland is 'Marapikurrinya', which reflects the hand-like formation of the coastal tidal creeks (Mara meaning 'hand' and Pikurri meaning 'to point straight', and Nya means 'place name').

The Town of Port Hedland (the Town) was initially gazetted as a town in 1896 however prior to European settlement, this land has an extensive history of human habitation, with evidence of Aboriginal occupation dating back over 65,000 years. In recent years, Port Hedland has undergone significant development and growth to support the town's expanding population and economy. Despite this growth, the Aboriginal community has maintained its strong connections to its languages, history and the surrounding region with many significant places of cultural importance such as natural environments, resources, ceremonial sites, song lines and ancient rock art being preserved and celebrated.

We understand that acknowledgement of history and truth telling is an important part of the journey moving forward together. This includes the acknowledgement of the impact on culture and customs because of dispossession and the injustices that have occurred within this region as part of Colonisation.

We also recognise the strength of this community including the efforts of many Aboriginal people and their demonstrated resilience, vision and leadership which have positively contributed to the development of our community. By focusing on working in partnership with our community, we aim to continue to be a town that will share the responsibilities for inspiring meaningful and sustainable ways of working through inclusion, leadership, innovation and culturally significant ideals unique to the region.

Please note that the following historic timeline is not indicative of all historical events that occurred within the Town of Port Hedland and the Pilbara. Additionally, please note that the timeline provided may not reflect the views of all Aboriginal and Torres Strait Islanders.

The history has been gathered from Aboriginal and Torres Strait Islanders Cultural Language Groups in the Pilbara and from Government Records.

The Town of Port Hedland acknowledges that the timeline would be a basis upon which further history projects and truth telling journeys may arise.

REFLECTION OF THE PAST Timeline

Sovereignty –
65,000 years of
Aboriginal people

Kariyarra, Ngarla and Nyamal

1788-1930

Australian
frontier
violence

1829

June 1: James
Stirling arrives with
first party on the
Parmelia, marking
Foundation Day
(WA)

1838-1904

Rottneest Island
prison – Aboriginal
men, women and
children imprisoned

1863

Peter Hedland,
Master of 16-ton
cutter *Mystery*
sails into the
natural harbour

1869

*Aborigines
Protection Act* – Aboriginal
people placed
under care of
the Protector

1880

Boodarie
Homestead
built

1885

*Federal Council of
Australasia Act* is
passed. (The Australian
Commonwealth
Constitution of 1900
eventually replaces
this Act).

1903

Dalgety & Co. operate a
warehouse to service the
pastoral industry. Boodarie
lease divided into four
smaller stations, thus
Boodarie, Pippingarra, Indee
and Wallareeny Station

1905

*Western Australia (WA)
Aborigines Act*. In Port
Hedland, Segregation
to 2-Mile Ridge and
outer areas with
restriction permits
and sunset curfews

1906

First one-room
school opens in
Port Hedland

1914-1918

First World War:
conflict in Europe
involves Australia

1919

Lock Hospital – used
as a hospital and
nursing home and
the site as a burial
ground

1934

Lawrence (Pop)
Clarke, also known
as 'the Senator',
establishes the
Euralian Society

1935

Aerial Medical
Service base and
the first pedal radio
transmissions
established for Royal
Flying Doctor Service
(RFDS)

1967

Moorgunyah Aboriginal
Hostel – Government hostel
for youth to attend High
School in Port Hedland

1968

May 8: Port Hedland Railway
built by 700 Torres Strait
Islander men breaking a
world record of track laying
7km in one day

1971

Census – first National
Census to include
Aboriginal people as
citizens and people

1972

Aboriginal
'citizens' first
national vote

1973

April 13: South
Hedland
gazetted as a
township

1974

Pippingarra Station sold to
Federal Govt, and South
Hedland town planning
abandoned the Radburn
design and South Hedland
Water tower completed

1976

Pundulmurra
Aboriginal College
established, campus
Minurmarghali Mia
in Roebourne

1990

March 5: the Aboriginal and Torres
Strait Islander Commission (ATSIC)
is established and the Reconciliation
Australia Council established

1991

Royal Commission Into
Aboriginal Deaths in Custody
- 339 recommendations

1992

June 3: Mabo Native
Title rights first in
Australia are recognised

1996

Aboriginal military service men and
women recognised and invited to
march in the ANZAC Parade for the
first time at the Civic Centre

1997

Aboriginal Medical Services
established, then becomes
Wirraka Maya AMS

1888

Boodarie Station exporting wool by sea cargo as natural harbour landing was good

1890

WA establishes its own government and constitution. Britain orders the WA Govt to direct 1% of gross revenue towards Native Welfare due to gross mistreatment of Aboriginal people

1892

Boodarie Post & Telegraph Station is built

1897

WA Premier John Forrest manages to repeal the (*Imperial*) *Aborigines Act 1890* so that 1% of gross WA revenue won't have to be directed towards Native Welfare

1900

The *Commonwealth of Australia Constitution Act* is passed, leading to Australian Federal Government in 1901

1896

Port Hedland is gazetted a township

1899

First Port Hedland jetty complete

1937

Aborigines Act enables complete assimilation of Aboriginal people 'not of full blood' should be absorbed or 'assimilated' into the wider population

1938

January 26: First Aboriginal Day of Mourning and Protest is held in Sydney

1939-1945

Second World War – British PM Winston Churchill declares war against Germany, Australia is called into war. Aboriginal servicemen and women denied RSL membership

1946

Pilbara Aboriginal Pastoralist Strike

1947

Australian Workers' Union (AWU) supports the Aboriginal strike in Port Hedland

1950

Exemption certificates also known as dog tags or citizenship passports

1967

National Referendum to include Aboriginal people as citizens in their own land, to be counted in the National Census and to have the right to vote

1977

Bloodwood Tree established, and second shopping centre opened in South Hedland

1980

Hedland Senior High School and Hardie House Hostel built

1983

John Pat, 16-year-old Aboriginal youth, dies in police custody in Roebourne – community calls for a Royal Commission

1987

Wangka Maya Pilbara Aboriginal Language Cultural Centre is established, incorporated in 1989

1988

January 26: 40,000+ Aboriginal people march in Sydney to mark the 200th anniversary of the European invasion

1989

Aboriginal and Torres Strait Islander (ATS/I) Act passed by Commonwealth

2002

Pilbara Minister officially appoints Nyamal lawman and respected Pilbara elder Peter Coppin as Freeman of the Town, being Port Hedland's first Aboriginal person to receive title

2000

May 26: Hundreds of people in Port Hedland walk across the Redbank Bridge in unity with Sydney Harbour Bridge Reconciliation walk

1997

May 26: Bringing Them Home Report (*Stolen Generations*) tabled in Federal Parliament. The *Stolen Generations* demand an apology of PM John Howard

2008

February 13: National Apology Day, PM Kevin Rudd on behalf of Australia delivers a national apology to the *Stolen Generations*

2017

Uluru Statement of the Heart

2018

Kariyarra Native Title Consent Determination given



B.

OVERVIEW AND FORMULATION OF THE PARTNERSHIP PLAN



Purpose

The Hedland Aboriginal and Torres Strait Islander Partnership Plan sets the intention of the Town of Port Hedland to work together with our Aboriginal and Torres Strait Islander peoples and communities of Hedland in a meaningful, collaborative and co-operative manner. As a strategic framework document, it guides Council's operations, activities and engagement with Aboriginal and Torres Strait Islander peoples and provides the over-arching plan for Reconciliation and action within the Hedland townships and its remote communities.

This plan is guided by relevant Global, Federal, and State policies and commitments including but not limited to:

- > United Nations Declaration on the Rights of Indigenous Peoples
- > Indigenous Advancement Strategy
- > Closing the Gap in Partnership 2020, *National Agreement on Closing the Gap* and associated Implementation Plan
- > National Constitutional Convention 2017, *Uluru Statement from the Heart*
- > WA Aboriginal Empowerment Initiative 2021-2029

This document also aligns with the principles of Reconciliation Australia with a focus of *strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians by working together to make amends for past injustices and together work positively and respectfully for a shared positive future.*

This Aboriginal and Torres Strait Islander Partnership Plan performs many of the same functions as a Reconciliation Action Plan yet seeks to go further. While identifying a wide range of workplace actions, it also fulfils the role of a strategic framework which establishes shared priorities and responsibilities. It establishes a common vision – a vision which local Aboriginal and Torres Strait Islander communities and organisations have had an active role in both shaping and bringing to fruition.

Goals

As a strategic planning document, the Hedland Aboriginal and Torres Strait Islander Partnership Plan will:

- > Highlight the assets and contributions that Aboriginal and Torres Strait Islander peoples have and continue to provide to the Hedland community
- > Build greater awareness of local Aboriginal and Torres Strait Islander cultures
- > Determine best mechanisms and processes to ensure meaningful engagement by Aboriginal and Torres Strait Islander peoples in Hedland community decision-making and development
- > Recognise priority areas of mutual interest for Aboriginal and Torres Strait Islander peoples and the Town
- > Identify specific strategies and actions to enhance Aboriginal and Torres Strait Islander people's participation in Hedland community and economic life
- > Strengthen the spirit and processes of Reconciliation and relationship building within the Hedland community.

Guiding Principles

Guiding principles are the fundamental, moral, and ethical beliefs and values that community members share and consider important. They help foster trust, respect, collaboration, and unity.

The following four community Guiding Principles built upon mutual understanding of Reconciliation provide the context for the Partnership Plan, namely:

- > **Cultural Respect** – understanding and appreciating all cultures, rights and experiences, resulting in stronger two-way relationships built on trust, respect, tolerance and an understanding of the past
- > **Inclusiveness and Diversity** – promoting a future for all our community members, actively strengthening the social fabric of the community, valuing diversity, and responding to special needs and disadvantage
- > **Equality and Equity** – enabling all community members to participate equally in community and economic opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and respected
- > **Partnership and Collaboration** – committing to strong community and stakeholder engagement, relationships, cooperation, alliances, and networking.



Community Engagement Process

Any strategic planning process involves developing a shared vision of the future and collectively determining the best way for that future to happen. The Town of Port Hedland launched an extensive community engagement process from July 2021 to February 2022 to gain feedback and insights, to update the design and development of our town's future direction. It simultaneously sought input for the formulation of four documents namely:

- > **Aboriginal and Torres Strait Islander Partnership Plan 2024-2028**
- > **Community Development Plan 2022-2027**
- > **Youth Development Plan 2022-2025**
- > **Strategic Community Plan 2022-2032**

The community engagement and consultation process involved a wide range of activities (formal and informal) in which community members and stakeholders exchanged ideas, opinions, information, knowledge, and wisdom. Participants sought common ground and considered options through meaningful, interactive conversations. It involved the following elements:

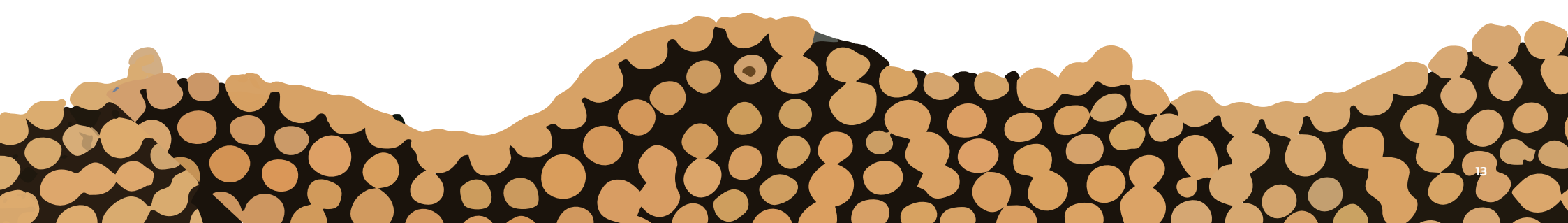
- > Under the banner '*Hedland Huddle*', a range of community conversation sessions were hosted to facilitate engagement with community members, businesses, and organisations. The *Huddle* provided many opportunities

for a diverse range of local community citizens and groups to contribute, share and discuss ideas, aspirations and opinions about '*how we together as a community can build a stronger and more caring, connected and inclusive Hedland*'.

- > A variety of '*My Big Idea*' cards were used to stimulate ideas and opinions on how community members could contribute to make it happen
- > An online and print '*2021 Community Perception Survey*' was developed to ascertain opinions held by residents, rate payers and community members.
- > Targeted conversations and workshops were hosted with key organisations and individuals relevant to specific strategy.

The overall community engagement activities during the period July 2021 – February 2023 engaged 1,325 community members through 197 structured one-on-one and group conversations which generated 6,470 ideas and opinions.

Specifically, regarding the opinions and ideas of members of Hedland's Aboriginal and Torres Strait Islander communities and organisations, a total of 397 individuals were engaged through 64 structured conversations and workshops. This generated 2,024 ideas and opinions.





C.

ABORIGINAL AND TORRES STRAIT ISLANDER PRESENCE IN HEDLAND

Port Hedland Community Aboriginal Demographics Snapshot 2021 National Census

The latest resident population estimate for the Town of Port Hedland is **15,984** of which **2,918** persons identify as Aboriginal and/or Torres Strait Islander. The main residential centres are:



Figures summarised above are drawn primarily from the 2021 Census of the Australian Bureau of Statistics (ABS).

Port Hedland

Aboriginal and Torres Strait Islander population:

344 persons (7.9% of suburb population)

South Hedland

Aboriginal and Torres Strait Islander population:

2,521 persons (22.3% of suburb population)

Remote communities of

Strelley Station,

60 km east of Port Hedland

Aboriginal and Torres Strait Islander population:

41 persons and 11 families

and Yandeyarra Station,

142 km southeast of Port Hedland

Aboriginal and Torres Strait Islander population:

53 persons and 13 families

The Town of Port Hedland's Aboriginal and Torres Strait Islander population has the following overall key characteristics:

- ▶ **Percentage of population identifying as Aboriginal and/or Torres Strait Islander** 18.6% (Pilbara figure – 14%, WA State figure – 3.3%).
- ▶ **Gender**
Male: 49.3% and Female: 50.7%
- ▶ **Median age**
25 years (WA State average population: 38 years)
- ▶ **Most common age cohort**
5-14 years - 21.2% of population
- ▶ **Indigenous status**
Aboriginal – 2,618 persons,
Torres Strait Islander – 128 persons
Both Aboriginal and Torres Strait Islander – 162 persons
- ▶ **Number and percentage of key population groupings**
 - Children 0-14 years – 935 persons (32.1%)
 - Youth 15-24 years – 483 persons (16.6%)
 - Adult 25-44 years – 945 persons (32.4%)
 - Adult 45-64 years – 550 persons (18.8%)
 - Senior Adult 65+ years – 146 persons (5.0%).
- ▶ **Number of families:** 843
- ▶ **Number of households:** 1,043
- ▶ **Number of Aboriginal and Torres Strait Islander people attending educational institutions**
 - 65 persons in pre-primary,
 - 415 persons in primary school,
 - 266 persons in secondary school,
 - 52 persons in vocational education, and
 - 19 in university or other higher education.

▶ **High school student attendance rates**

63% for Aboriginal and Torres Strait Islander students compared to 77% for non-Aboriginal students

▶ **Labour force participation**

84.4% for non-Aboriginal people and 50.4% for Aboriginal and Torres Strait Islander people. Labour force participation for Aboriginal and Torres Strait Islander women is only 43.7%

▶ **Australian Indigenous Language – Top responses for Aboriginal and Torres Strait Islander people 15+ years**

- Nyangumarta – 84 persons (2.9%)
- Yumplatok (Torres Strait Creole) – 36 persons (1.2%)
- Australian Indigenous languages – 29 persons (1.0%)
- Martu Wangka – 29 persons (1.0%)
- Nyungar – 18 persons (0.6%).
- Australian Indigenous languages used at home – 328 persons (11.2%)
- English only used at home – 2,279 persons (78.2%).

▶ **Long term health conditions**

- Asthma – 259 persons (8.9%)
- Diabetes – 194 persons (6.7%)
- Mental health condition – 127 persons (4.4%)
- Arthritis – 105 persons (3.6%)
- Heart disease – 96 persons (3.3%)
- Kidney disease – 48 persons (1.6%)
- Stroke – 37 persons (1.3%)
- Cancer – 28 persons (1.0%)
- Lung condition – 26 persons (0.9%)
- Dementia – 7 (0.2%).

▶ **Housing tenure**

- Owned outright – 68 persons (6.4%)
– WA Aboriginal and Torres Strait Islander percentage - 10.8%
- Owned with mortgage – 125 persons (11.8%)
– WA Aboriginal and Torres Strait Islander percentage - 27.8%
- Rented – 792 persons (74.9%)
– WA Aboriginal and Torres Strait Islander percentage - 56.2%



D.

**COMMUNITY
PRIORITY
THEMES
AND
ACTIONS**



Through our consultation process there were **five** clear themes that were communicated by the community.

THEME **1** Strengthening Respect and Relationships

THEME **2** Making Culture More Visible

THEME **3** Developing Opportunities for Enhanced Lifestyle, Health, Employment and Wellbeing

THEME **4** Fostering Local Leadership and Community Capacity

THEME **5** Building Organisational Capacity of Town of Port Hedland

The Town has identified five roles that it plays, namely:

1 Advocate The Town acts as the leadership voice for the Hedland community, promoting community aspirations and needs to appropriate government agencies and industry/business stakeholders.

2 Facilitator The Town 'opens doors' to enable community priorities to happen.

3 Provider The Town delivers a range of services and facilities to meet community interests and needs.

4 Funder The Town funds strategic initiatives, including local groups to further the aspirations of the community.

5 Partner The Town forms strategic alliances and collaborative partnerships to further Hedland community aspirations, needs and priorities.

Timeframe key: **O** Ongoing **ST** Short Term **MT** Medium Term

Theme 1: Strengthening Respect and Relationships

This plan recognises the importance for the Town to align actions that acknowledge the traditional ownership of lands and waters (sea), the presence of Aboriginal and Torres Strait Islander peoples have historically embedded and continually enhance contributions made to the Hedland community.

This plan recognises the rights of the Traditional Owners to be a central stakeholder in decision-making about these lands.

This plan also identifies opportunities for Council and Aboriginal and Torres Strait Islander communities and organisations to work collaboratively together to create more meaningful and respectful communication and engagement mechanisms.

Outcomes	Our Strategic Responses	Performance Measures	Time-frame	Roles of the Town of Port Hedland
1.1 Continued respectful demonstration of Traditional Ownership.	1.1.1 Continued use of 'Welcome' and 'Acknowledgement' statements at all Council formal events and on all Council publications and correspondence.	Use of appropriate protocols for all key events, forums and meetings with significant events involving a 'Welcome to Country' by a Traditional Owner. Use of acknowledgement statements on all publications and correspondences.	O	Provider
	1.1.2 Ensure all Town buildings and infrastructure acknowledge and reflect local Aboriginal Heritage and traditional ownership.	Systematic installation of acknowledgement statements on all Town buildings and key infrastructure. Continued flying of Aboriginal and Torres Strait Islander flags on council properties. Increased number of Town facilities incorporate local Aboriginal and Torres Strait Islander names and language.	O O	Provider
	1.1.3 Work with local Elders, Prescribed Body Corporates and knowledge holders to identify and interpret significant cultural sites.	Increased acknowledgement of Hedland cultural sites.	O	Partner
	1.1.4 Work with local Elders to erect appropriate language signs at Town entrances and key cultural boundaries.	Increased signage to acknowledge the traditional ownership of the land boundaries on which the Town operates.	S T	Partner



Outcomes	Our Strategic Responses	Performance Measures	Time-frame	Roles of the Town of Port Hedland
	<p>1.1.5 Promote the value of formulating a Reconciliation Action Plan (RAP) to local businesses and organisations to formulate.</p> <p>1.1.6 Invitation to Kariyarra Elders to formally welcome Mayor and Elected Members into their new roles.</p>	<p>Increased number of Hedland businesses and organisations formulating a RAP.</p> <p>Improved relationships between the Town and our Traditional Owners.</p>	<p>S T</p> <p>S T</p>	<p>Facilitator</p> <p>Facilitator</p>
1.2 Improved community engagement.	<p>1.2.1 Design and implement an approach to communicate and promote the Aboriginal and Torres Strait Islander Partnership Plan to Town employees, external stakeholders and broader community.</p>	<p>Development and implementation of an approach to promote Partnership Plan.</p>	<p>S T</p>	<p>Provider</p>
	<p>1.2.2 Create a Town Aboriginal and Torres Strait Islander Reference Group.</p>	<p>Establishment of a Town Aboriginal and Torres Strait Islander Reference Group.</p>	<p>S T</p>	<p>Facilitator</p>
	<p>1.2.3 Develop and implement frameworks for meaningful consultation and engagement with Aboriginal and Torres Strait Islander communities and organisations.</p>	<p>Improve methodologies and tools for engaging community.</p>	<p>O</p>	<p>Facilitator</p>
	<p>1.2.4 Identify key Town projects and capital works requiring Aboriginal and Torres Strait Islander engagement and consultation.</p>	<p>Improved engagement undertaken with local registered knowledge holders, Prescribed Body Corporate, Aboriginal and Torres Strait Islander community members to identify significant cultural impacts and considerations.</p>	<p>O</p>	<p>Provider, Facilitator, Partner</p>
	<p>1.2.5 Ensure Town information services are relevant and accessible to Aboriginal and Torres Strait Islander community members.</p>	<p>Improved dissemination of information to Aboriginal and Torres Strait Islander community members.</p>	<p>O</p>	<p>Provider</p>

Theme 2: Making Culture More Visible

This plan recognises the richness and diversity of Aboriginal and Torres Strait Islander culture and heritage connected to this community, yet this culture and heritage is currently limited in terms of its visibility and awareness.

Many opportunities exist to change this reality and enhance its recognition and immense potential contribution to Hedland's social and economic future.

Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
2.1 Improved acknowledgement and promotion of local Aboriginal and Torres Strait Islander culture, heritage, and contributions.	2.1.1 Liaise with local Aboriginal and Torres Strait Islander Elders and Leaders for ways to gather, share and acknowledge local stories, achievements, art, culture and heritage within the Town and its facilities.	Increased visibility and acknowledgement of local Aboriginal and Torres Strait Islander People's culture and achievements in terms of art and signage installations. Increased engagement with local Aboriginal and Torres Strait Islander Elders and Leaders to capture local stories, history and achievements.	O	Facilitator
	2.1.2 Implement a systematic interpretation, signage and naming strategy at key locations and facilities of cultural significance.	Increase in culturally reflective naming and signage at key locations and facilities.	M T	Provider
	2.1.3 Develop and implement a ' <i>Cultural Wayfinding and Public Art Implementation Plan</i> ' ensuring Aboriginal and Torres Strait Islander artwork and cultural heritage iconography are included.	Cultural Wayfinding and Public Art Implementation Plan developed and implemented.	O	Provider
	2.1.4 Continually grow the collection of local Aboriginal and Torres Strait Islander artworks and commercial opportunities at Town facilities and within the wider community.	Growth in display of local Aboriginal and Torres Strait Islanders artwork. Investigate partnerships with local galleries to grow the commercial opportunities for local Aboriginal and Torres Strait Islander artists.	O	Provider, Facilitator, Partner
	2.1.5 Invest in heritage initiatives, including library collections and publications to build greater community awareness of local Aboriginal and Torres Strait Islander history and contributions.	Increase in access to Aboriginal and Torres Strait Islander collections and publications. Targeted projects focused around developing awareness around local Aboriginal and Torres Strait Islander history and contributions.	O	Provider, Facilitator, Partner

Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
	2.1.6 Identify opportunities to incorporate local Aboriginal art in Town branding and communication mediums.	Opportunities are identified and implemented to incorporate local Aboriginal art on Town communication mediums.	M T	Provider, Facilitator, Partner
	2.1.7 Train and support young people as part of an intergenerational project to capture and document the stories of their Elders.	Intergenerational project to be developed and implemented to capture and document stories of the Elders.	S T	Provider, Facilitator, Partner
2.2 Support for a calendar of events that celebrate Aboriginal and Torres Strait Islander people and their cultures and achievements.	2.2.1 Coordinate National Reconciliation Week activities.	Successful and diverse calendar of events that celebrate and promote local Aboriginal and Torres Strait Islander culture and heritage.	O	Provider, Facilitator, Partner
	2.2.2 Assist the development of a full range of events for NAIDOC Week, and active employee participation.	Enhanced awareness and appreciation of local Aboriginal and Torres Strait Islander cultures by the broader Hedland community.	O	Provider, Facilitator, Partner
	2.2.3 Identify resources, support and experiences that enable Aboriginal and Torres Strait Islander people to be able to share their culture and heritage.	Facilitation of workshops, grant opportunities and support to enable Aboriginal and Torres Strait Islander people to share their culture and heritage.	S T	Provider, Facilitator, Partner, Funder
	2.2.4 Grow and promote existing and new local events that champion local culture and Aboriginal and Torres Strait Islander artists.	Increase of local culturally led events and opportunities for Aboriginal and Torres Strait Islander artists.	O	Provider, Facilitator, Partner

Theme 2: Making Culture More Visible (continued)

Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
2.3 Identification, connection, and development of local cultural assets.	2.3.1 Develop and maintain a community asset map of Aboriginal and Torres Strait Islander assets.	Maintenance of an asset map of Aboriginal and Torres Strait Islander peoples and relevant organisations.	O	Provider
	2.3.2 Create opportunities for the teaching and preservation of local languages and stories.	Support the increase of young people learning and using local Aboriginal and Torres Strait Islander languages through partnership with local language specialists.	O	Facilitator, Partner
	2.3.3 Identify, interpret, record, manage and protect significant local Aboriginal heritage sites.	Support the identification and advocate for the protection of additional and newly identified Aboriginal heritage sites.	O	Advocate, Facilitator
2.4 Growth in local cultural tourism product and experiences.	2.4.1 Assist in the identification and development of new commissionable Indigenous cultural tourism products/experiences based on local Aboriginal and Torres Strait Islander heritage and culture.	Enhanced local cultural tourism product and experiences.	MT	Advocate, Facilitator
	2.4.2 Support local Aboriginal and Torres Strait Islander groups to develop capacity to plan and hold culture-based events.	Increase in community-led culture-based events and programs.	O	Facilitator, Partner
2.5 Enhancement of opportunities for local Aboriginal People to connect with their Country.	2.5.1 Support local Aboriginal and Torres Strait Islander organisations to provide opportunities for community members to connect with Country.	Increasing number of young people connecting with their Country. Increasing number of Aboriginal people able to age on Country.	O	Facilitator, Partner

Theme 3: Developing Opportunities for Enhanced Lifestyle, Health, Employment and Wellbeing

This Plan identifies key focus areas to enhance social and economic improvement for Hedland Aboriginal and Torres Strait Islander peoples.

This Plan acknowledges that there are mutual responsibilities for the Town

and the communities, organisations and business sector of Hedland to work together to encourage, promote and organise positive change for local Aboriginal and Torres Strait Islander peoples.

Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
3.1 Creation of safer environments and stronger families.	3.1.1 Support community initiatives and actions focused on a decrease in family domestic violence.	Continue to support community initiatives and actions focused on family domestic violence. Including the operation and outcomes of the Hedland Family Violence Action Group.	O	Facilitator, Partner
	3.1.2 Support community initiatives and actions that enhance stronger family governance and positive parenting.	Increase in supporting community initiatives and actions that align with stronger families and positive parenting. Investigate Indigenous Fathering Project initiative.	O	Facilitator, Partner
	3.1.3 Support locally driven action and advocacy to establish 'safe house' or other identified solutions to increase safe accommodation options for young people.	Increase in access to safe and appropriate accommodation options for young people.	M T	Facilitator, Partner
	3.1.4 Support initiatives to develop more, affordable, and appropriate housing options.	Increase in initiatives to develop more, affordable, and appropriate housing options.	M T	Facilitator, Partner

Theme 3: Developing Opportunities for Enhanced Lifestyle, Health, Employment and Wellbeing (continued)

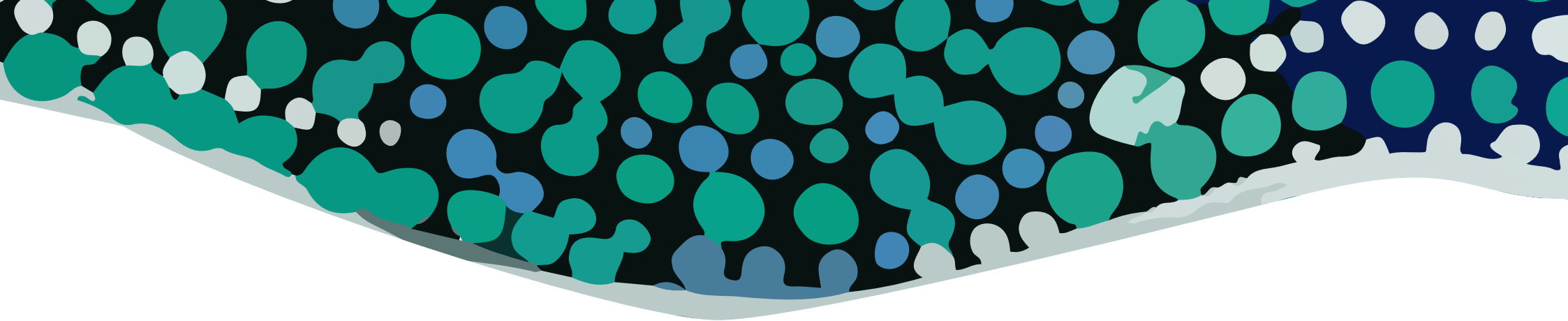
Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
	<p>3.1.5 Advocate for a culturally responsive health framework to support Aboriginal and Torres Strait Islander people to achieve better health outcomes.</p>	<p>Advocate for an improved focus on holistic, proactive, and place-based care to support Aboriginal and Torres Strait Islander people to make healthy decisions and effectively navigate the health system.</p> <p>Advocacy to increase access to dialysis support.</p> <p>Advocacy to increase mental health support services.</p>	O	Advocate
	<p>3.1.6 Encourage and support non-alcohol events and settings.</p>	<p>Increase in alcohol-free events for families and community.</p>	S T	Facilitator
	<p>3.1.7 Implement a shared community calendar of activities for youth engagement activities all year round.</p>	<p>Implementation of a shared all year-round community calendar of youth activities.</p>	S T	Provider
	<p>3.1.8 Encourage healthy lifestyle behaviours, social and emotional well-being, and connection through community programming initiatives.</p>	<p>Implementation of recreational and social programming for community.</p>	O	Provider, Facilitator, Partner
	<p>3.1.9 Explore options to implement a Justice Reinvestment Strategy in the Town.</p>	<p>Creation of a Justice Reinvestment Strategy.</p>	M T	Facilitator, Partner

Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
3.2 Implementation of actions to strengthen Aboriginal and Torres Strait Islander business sector.	3.2.1 Support the development of capacity building initiatives that assist the creation and expansion of Aboriginal and Torres Strait Islander businesses.	Support small business development with a focus on the expansion of Aboriginal and Torres Strait Islander businesses.	O	Facilitator, Partner, Funder
	3.2.2 Prioritise, encourage, promote and support Aboriginal and Torres Strait Islander business procurement and tendering, through the development of internal procurement processes and increased community awareness	Enhanced profitability of Aboriginal and Torres Strait Islander businesses. Increased local procurement and tendering opportunities for local Aboriginal and Torres Strait Islander businesses. Investigate partnerships to grow the commercial opportunities for local Aboriginal and Torres Strait Islander artists.	M T	Facilitator, Partner, Funder
3.3 Development of new and diverse employment opportunities.	3.3.1 Provide information to the local Aboriginal and Torres Strait Islander communities and organisations on potential career options within the Town	Increased awareness and engagement of Aboriginal and Torres Strait Islander employees at the Town.	O	Provider
	3.3.2 Investigate opportunities for the increase of traditional practices to be incorporated in caring for Country	Support the investigation into the opportunities for traditional caring for Country practices to be incorporated in the way we work.	O	Facilitator
3.4 Enhanced opportunities to 'age well locally and on Country'.	3.4.1 Advocate for the development of a culturally relevant 'Ageing in Place and on Country' Strategy.	Support the development of a strategy for relevant services to maximise independence, culturally secure aged care.	M T	Advocate
	3.4.2 Explore the creation of practice-based on-Country employment options especially related to health and ageing in-place initiatives.	Support community in the creation of new employment opportunities related to health and ageing in-place.	O	Facilitator

Theme 4: Fostering Local Leadership and Community Capacity

This Plan recognises the importance to identify, promote and connect opportunities for the personal and leadership development of local Aboriginal and Torres Strait Islander peoples.

Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
4.1 Enhanced personal development opportunities.	4.1.1 Support and encourage community solutions to develop leadership initiatives and empowerment strategies that build self-esteem and community cohesion.	Increased number of community leadership development initiatives.	O	Facilitator, Partner
	4.1.2 Create opportunities for young Aboriginal and Torres Strait Islander people to experience 'over the horizon' experiences connected to their passions and personal development.	Increased number of young Aboriginal and Torres Strait Islander people able to experience unique personal development opportunities.	S T	Facilitator, Partner, Funder
	4.1.3 Support opportunities for Aboriginal and Torres Strait Islander young people to connect more to Country.	Increased opportunities for young Aboriginal and Torres Strait Islander people to experience Country and culture.	S T	Facilitator, Partner



Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
4.2 Enhanced leadership development opportunities.	4.2.1 Continue to support Aboriginal and Torres Strait Islander communities and their regular forums to enhance and support leadership development.	Continue to attend forums through invitation and provide support where requested.	○	Facilitator
	4.2.2 The Town continues to identify local, regional, state, national and international leadership development opportunities, and nominate and support local Aboriginal and Torres Strait Islander people's participation.	Enhanced active civic leadership and engagement by Aboriginal and Torres Strait Islander leaders. Increased number of local Aboriginal and Torres Strait Islander people participating in local, regional, state, national and international leadership development experiences.	○	Facilitator
4.3 Enhanced recognition of Aboriginal and Torres Strait Islander community members.	4.3.1 The Town and Aboriginal and Torres Strait Islander organisations monitor and activate opportunities for local Aboriginal and Torres Strait Islander people to be recognised for their roles and contributions through awards and the media.	Local Aboriginal and Torres Strait Islander community members being recognised for their contributions and achievements.	○	Facilitator

Theme 5: Building Organisational Capacity of the Town

This Partnership Plan seeks to strengthen connections and relationships between the Town and the Aboriginal and Torres Strait Islander residents and communities of Hedland. As part of that process, it is vital that the Town commit to a series of actions that builds organisational capacity, especially in terms of its leadership and workforce capacity. Below a set of outcomes are

identified to achieve this. In particular, there is a strong commitment to both support for Aboriginal and Torres Strait Islander employees of council through culturally appropriate human resource processes, and the provision of cultural awareness training for all elected members and council staff.

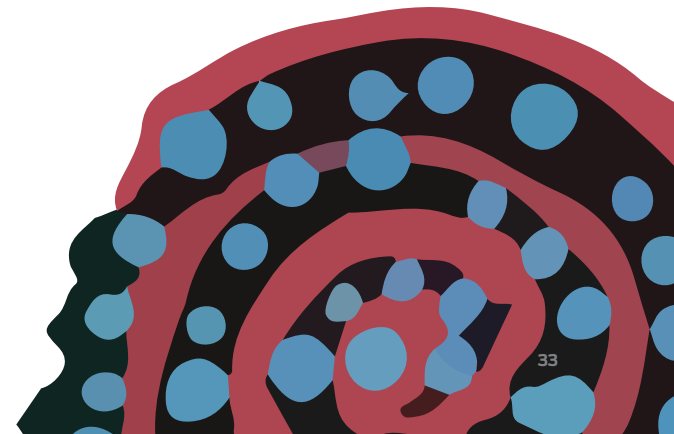
Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
5.1 Improved recruitment and retention of Aboriginal and Torres Strait Islander peoples employed by the Town	5.1.1 Investigate challenges to Aboriginal and Torres Strait Islander employment at the Town.	Identification of barriers and potential solutions to increased employment options at the Town by Aboriginal and Torres Strait Islander peoples.	M T	Facilitator, Partner
	5.1.2 Review Town job recruitment and advertising processes to enhance employment of local Aboriginal and Torres Strait Islander peoples.	Increased participation by Aboriginal and Torres Strait Islander young people in traineeships and apprenticeships at the Town.	M T	Provider
	5.1.3 Create ongoing opportunities for full-time apprenticeships and school-based traineeships (SBT) at the Town for Aboriginal and Torres Strait Islander young people.	Increase in apprenticeship and SBTs for Aboriginal and Torres Strait Islander young people.	M T	Provider
	5.1.4 Support regular networking forums and experiences for Aboriginal and Torres Strait Islander employees at the Town.	Support the ongoing networking opportunities and community career forums for Aboriginal and Torres Strait Islander employees at the Town.	O	Provider
	5.1.5 Ensure internal HR policies and practices are culturally appropriate and responsive.	Development of a Town Cultural Leave Policy. Review of current HR policies and practices.	S T	Provider

Outcomes	Our Strategic Responses	Progress Measures	Time-frame	Roles of the Town of Port Hedland
5.2 Enhanced external relationships.	5.2.1 The Town becomes registered member of Reconciliation Australia & Reconciliation WA.	Reconciliation Australia & Reconciliation WA membership.	S T	Provider
	5.2.2 Organise one major Town National Reconciliation event each year.	Increased participation in National Reconciliation Week.	S T	Provider
	5.2.3 Promote and encourage all employees to become involved with annual NAIDOC Week activities.	Increased Town employee participation in NAIDOC Week.	S T	Provider
5.3 Enhanced cultural awareness training for all employees and elected members.	5.3.1 With input from local Traditional Owners, develop cultural awareness guidelines and a Toolkit for all Town elected members and employees, and placed on Intranet.	Develop a framework and toolkit to assist employees to engage in a culturally appropriate and responsive manner with community. Ensure awareness by all employees and elected members of the purpose and processes of cultural protocols.	M T	Provider, Partner
	5.3.2 Engage all Town employees in regular cultural awareness learning experiences.	Continue to deliver cultural awareness learning experience. Incorporate cultural awareness learning in all new Town employee and elected member induction programs.	O	Provider

Appendix 1: Hedland Aboriginal and Torres Strait Islander Organisations, Corporations and Networks

- **Aboriginal Family Law Services (AFLS)** – provision of legal and community education services for all Aboriginal people, including children, who have experienced family violence and/or sexual assault.
- **Aboriginal Legal Service of WA** – a not for profit organisation which provides legal representation and support services for Aboriginal and Torres Strait Islander peoples through an office in South Hedland.
- **Ashburton Aboriginal Corporation Inc.** – key job provider in Hedland with the mission ‘to establish and maintain an environment that benefits Aboriginal people through the creation of culturally appropriate employment, enterprise opportunities and the provision of education and training services throughout the Pilbara.’
- **Bloodwood Tree Association Inc.** – an Aboriginal controlled, not-for-profit registered charitable organisation that, for over 40 years, has been providing services for the homeless, unemployed, those affected by alcohol and other drugs and supporting vulnerable people in need within the Hedland community. Services include alcohol and drug counselling and AOD group therapies, driver training, Wapa Maya sobering up shelter, night patrol, homeless support including breakfast, soup kitchen, emergency relief, mental health services, employment and training support, information, advocacy and housing support.
- **Clontarf Foundation** – program builds supportive relationships, a welcoming environment and uses a diverse range of activities, to improve the self-esteem and confidence of young Aboriginal men and enhance their employment prospects. Academy activities are planned within the focus areas of education, leadership, employment, well-being, life skills and sport.
- **Gumala Aboriginal Corporation (GAC)** – one of Australia’s largest Aboriginal corporations, serving the Banjima, Yinhawangka and Nyiyaparli people of the Pilbara region in Western Australia. Gumala’s unique and transformational approach to poverty alleviation in a socially complex environment is enabling economic, social and community developmental solutions for Traditional Owners.
- **Hedland Aboriginal Strong Leaders (HASL)** – a community forum of key local Aboriginal leaders under the auspices of Julyardi Aboriginal Corporation.
- **Hedland Aboriginal Support Network (HASN)** – a forum of key personnel employed by organisations providing services to the local Aboriginal community.
- **IBN Corporation Pty Ltd** – a charitable business operated for the advancement and prosperity of the Yinhawangka, Banyjima and Nyiyaparli people. They provide services and programs to raise the personal, social and economic well-being of 1,500 members and their families and deliver initiatives in the areas of health, education, housing, culture, enterprise development and employment.
- **Julyardi Aboriginal Corporation** – a not for profit organisation that delivers wraparound services to the Hedland Aboriginal Community. It operates with the guidance of Hedland Aboriginal Strong Leaders.
- **Kariyarra Aboriginal Corporation (KAC)** – the Prescribed Body Corporate which holds native title in trust for the Kariyarra native title holders whose determination area covers approximately 17,354 square kilometres of Kariyarra traditional country and encompasses the Town of Port Hedland, the Aboriginal community of Yandeyarra, Yule and Turner Rivers, several pastoral leases and mining operations. KAC provides Native Title statutory services, economic and development projects and manages the land and sea resources on Kariyarra lands.
- **Karlka Nyiyaparli Aboriginal Corporation (KNAC)** – the Native Title representative group for the Nyiyaparli People with more than 300 current members. Based in South Hedland, KNAC works to protect Nyiyaparli culture, heritage and Native title Land. **Karlka Developments** is the business arm of KNAC that aims to generate reliable and diversified income for future generations of Nyiyaparli people.
- **National Indigenous Australian Agency (NIAA)** – responsibility for implementing the Australian Government’s policies and programs for improving the lives of Aboriginal and Torres Strait Islander people.
- **Ngarlawangga Aboriginal Corporation (NAC)** – the registered native title body corporate nominated as trustee of the Ngarlawangga People.
- **Nyamal People’s Trust (Nyamal Aboriginal Corporation)** – support for the Nyamal Community in priority areas including heritage, health and wellbeing, community support and development, lore and culture, education and employment and sport.
- **Pilbara Aboriginal Voice (Kukurra Muri) (PAV)** – represents a union of language groups working together to advocate to government for improved outcomes for Pilbara Aboriginal people. They operate the following sub-committees – Health, Education, Justice and Community Safety, Child Protection, Employment, Culture and Environment, and Regional Development and Housing.

- **Pilbara Indigenous Women’s Aboriginal Corporation (PIWAC)** – advocate and support for women in providing information, training, activities, and forums.
- **Pilbara Meta Maya Regional Aboriginal Corporation (PMMRAC)** – based in Port Hedland, PMMRAC delivers value added services around property management, environmental health, municipal services and the provision and maintenance of essential services i.e. power, water and wastewater to 29 Aboriginal communities in the Pilbara and Mid-West regions. PMMRAC also owns and operates a number of commercial organisations that are wholly owned related entities – **Meta Maya Services Pty Ltd, Meta Maya Environmental Pty Ltd and Meta Maya Construction Pty Ltd.**
- **Polly Farmer Foundation** – provision of a range of programs for both primary and secondary level students. Primary School students have access to three Learning Clubs at Cassia, Baler and South Hedland primary schools, and to the Hedland STEM Centre at South Hedland Primary School, while secondary students have the opportunity to join the ‘Follow The Dream Program’ at Hedland Senior High School.
- **Port Hedland Aboriginal Fellowship** – located in South Hedland, it seeks to ‘see the people of God fulfil their God-given gifts and to become a safe place in which all are welcome.’
- **Regional Innovative Aboriginal Community Development** – an Aboriginal community-led organisation that aims to create, deliver and support opportunities for the Aboriginal people and community that promotes the development of individuals, increased harmony and sustainability for the community of Hedland.
- **Shooting Stars** – an education program for Aboriginal girls and women. Its mission is to empower Aboriginal girls and women to make informed choices about their education and employment journey, helping them strive for the stars. Based in HSHS, Shooting Stars combines advocacy and support, engagement activities, rewards, and health and wellbeing sessions to strengthen participants’ confidence, cultural identity, and positive attitudes.
- **Spinifex Hill Studio** – located on Kariyarra Country, it is home to the Spinifex Hill Artists collective. The Studio complex focuses on painting and provides beginner, mid-career and established Aboriginal artists with access to materials, creative and professional training, and arts education to bolster their knowledge and empower their practice.
- **Strelley Community School** – established in 1976, the School is the oldest continually operational Independent Aboriginal Community School in Australia. It is governed by the School Committee which in turn is ultimately responsible to the Community through the Nomads Charitable and Educational Foundation.
- **Yandeyarra Remote Community School** – located in the heart of Mugarinya Community, on Yandeyarra Station. A well-equipped and serviced school, it caters for students from Kindergarten to Year 12.
- **Wangka Maya Pilbara Aboriginal Language Centre (WMPALC)** – a language and resource centre that utilises the knowledge and wisdom of older people to preserve, record and foster Aboriginal languages.
- **Wanparta Aboriginal Corporation** – the registered Prescribed Body Corporate that holds native title rights and interests on trust for the Ngarla People. The Ngarla People engage in lore, culture and custom in their continued care and protection of country, education and employment of future generations.
- **Wirraka Maya Health Service Aboriginal Corporation (WMHSAC)** – ‘an Aboriginal Community Controlled Health Service designed to ensure their clients’ journey through the health system meets their medical, health, social and cultural needs.’ Over 7,000 Aboriginal people registered with WMHSAC and are regularly receiving primary care, wellbeing and prevention services and programs.
- **Yamatji Marlpa Aboriginal Corporation (YMAC)** – the native title representative body for native title claims in the Pilbara, Mid-West, Murchison / Gascoyne regions of Western Australia. It works with Yamatji and Marlpa Aboriginal people to pursue recognition and acceptance of Yamatji and Marlpa culture in Country; and a strong future for Yamatji and Marlpa people and Country.
- **Yorgum Healing Services** – provide community-based healing services to Aboriginal people operating within an Aboriginal family worldview. Partner with other organisations to develop culturally secure, trauma-informed services that address the underlying drivers of social challenges for Aboriginal people.



APPENDICES

Appendix 2: Relevant Documents and Policies

ABS 2022, *2021 Census of Population and Housing*.

Aboriginal Health Council of Western Australia, 2018, *Western Australia Aboriginal Youth Health Strategy 2018-2023*.

Australian Government 2017, *National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing*

Bloodwood Tree Association Inc, *Bloodwood Tree Banter Newsletter*

Closing the Gap in Partnership 2020, *National Agreement on Closing the Gap*

Council for Aboriginal Reconciliation 2016, *The State of Reconciliation in Australia Report - Reconciliation Australia 2016*

Mental Health Commission 2020, *Western Australian Aboriginal Suicide Prevention Strategy*

Morrison, 2020, *Closing the Gap PM Statement*.

Morrison, 2021, *Closing the Gap PM Statement*.

National Constitutional Convention 2017, *Uluru Statement from the Heart*.

Town of Port Hedland 2014, *Community Engagement Strategy*

Town of Port Hedland 2016, *Reconciliation Action Plan 2016-2019*

Town of Port Hedland 2017, *Disability, Access and Inclusion Plan 2023-2026*

Town of Port Hedland 2019, *Art and Culture Strategy 2019-2022*

Town of Port Hedland 2020, *Community Safety Plan*

Town of Port Hedland 2020, *Public Art Strategy*

Town of Port Hedland 2021, *Community Perception Survey*

Town of Port Hedland 2021, *Library Strategy 2021-2025*

Town of Port Hedland 2022, *Economic Development and Tourism Strategy 2022*

Town of Port Hedland 2022, *Community Development Plan 2022-2027*

Town of Port Hedland 2022, *Strategic Workforce Plan 2020-2022*

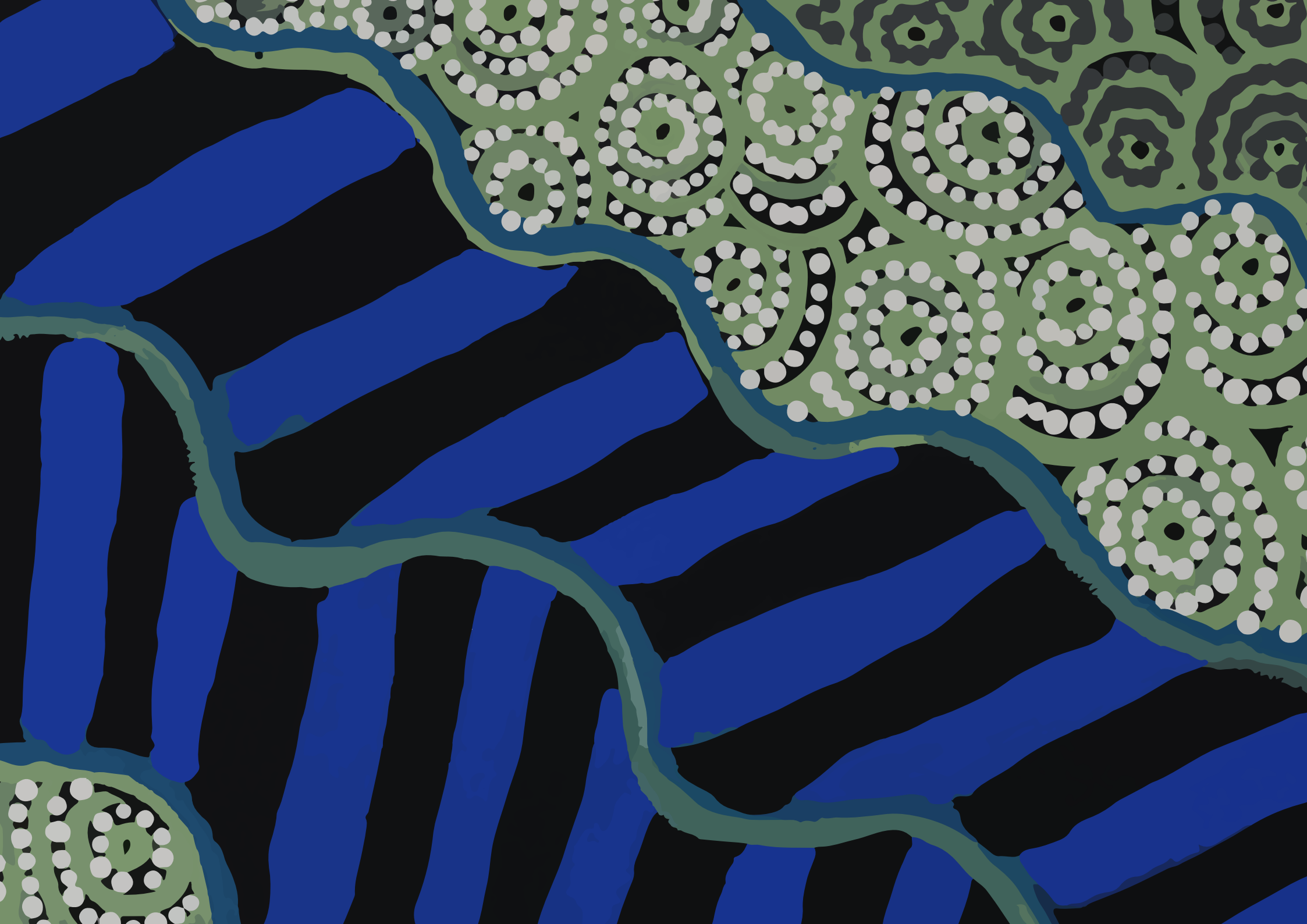
Town of Port Hedland 2022, *Youth Development Plan 2022-2025*

Town of Port Hedland 2022, *Strategic Community Plan 2022-2032*

WACHS 2019, *Aboriginal Health Strategy 2019-2024*

YMAC, *YMAC News*.

WMPALC, *Jakul Kanganyakala Newsletter*





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