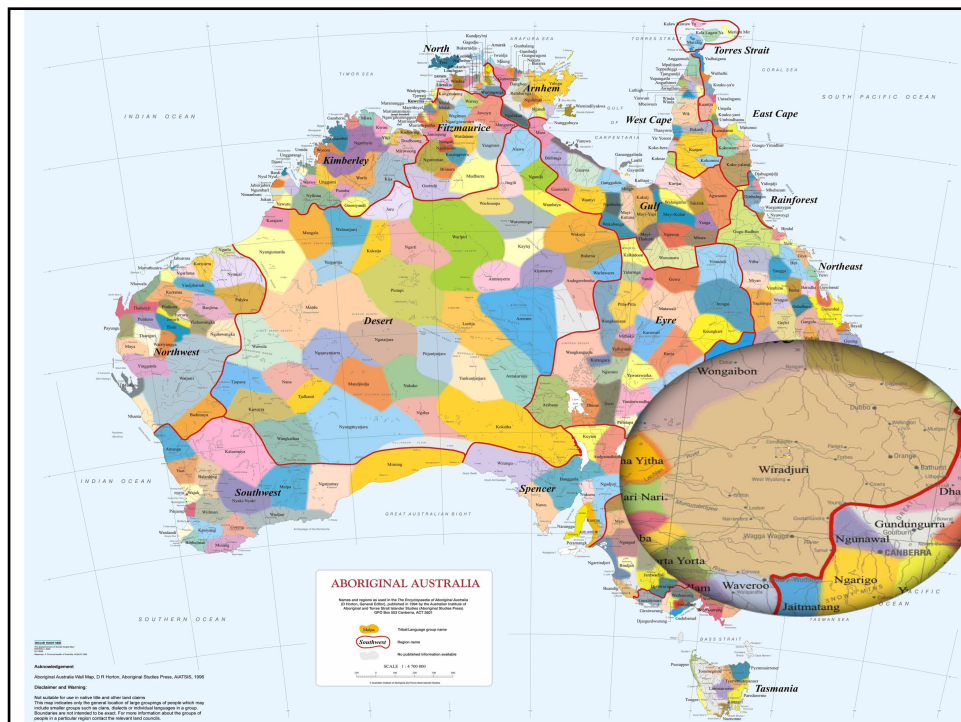


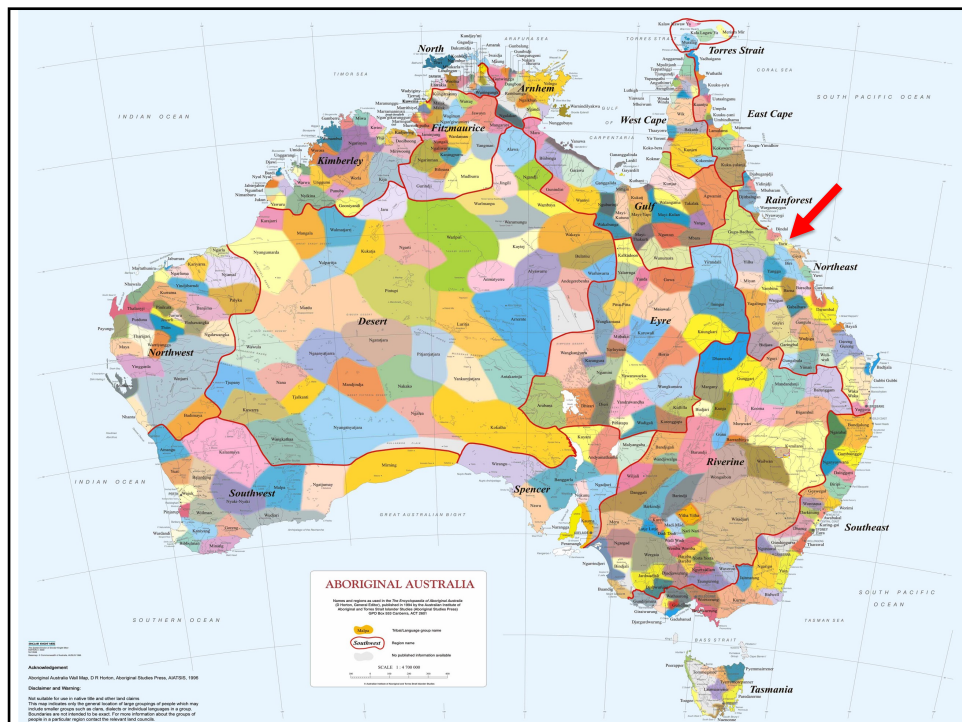
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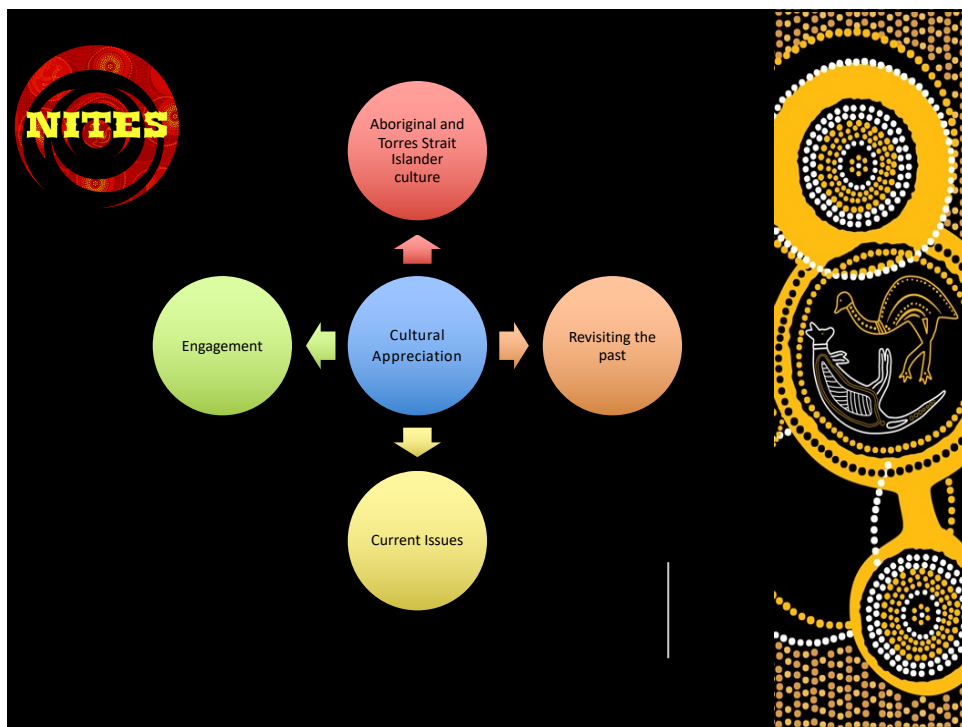
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Viewer Warning

Aboriginal and/or Torres Strait Islander people
are advised that this presentation contains
images of deceased people



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Culture



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Torres Strait Islander Cultures

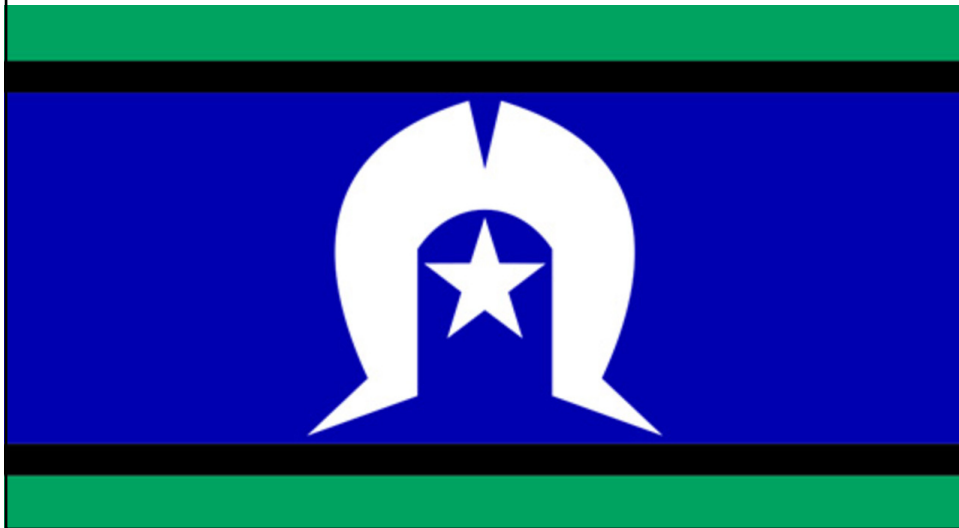
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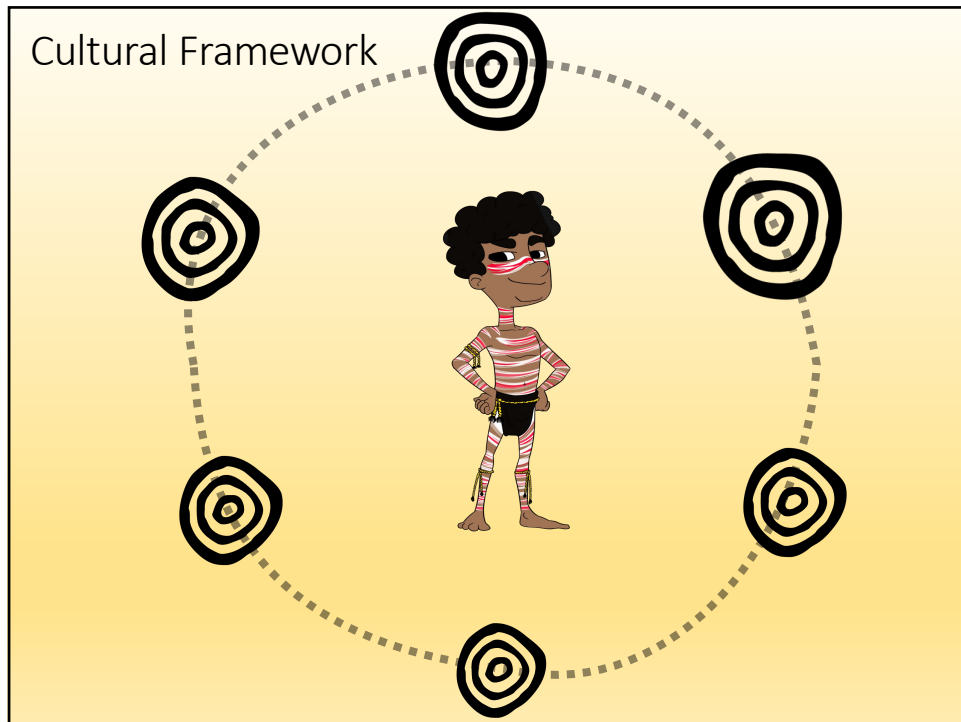
Torres Strait Islander Flag



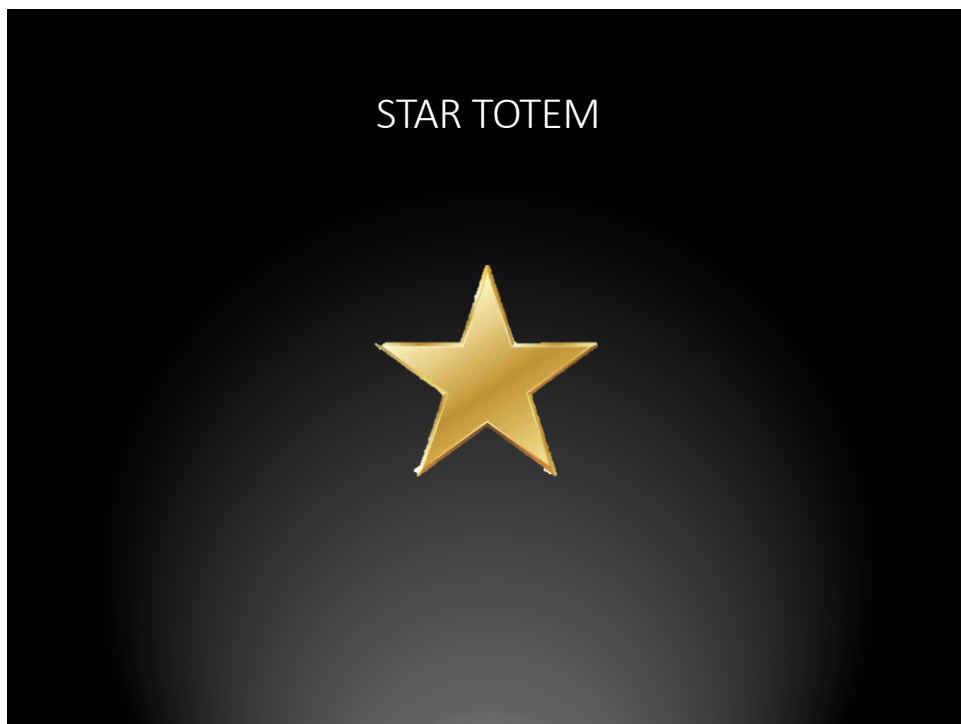
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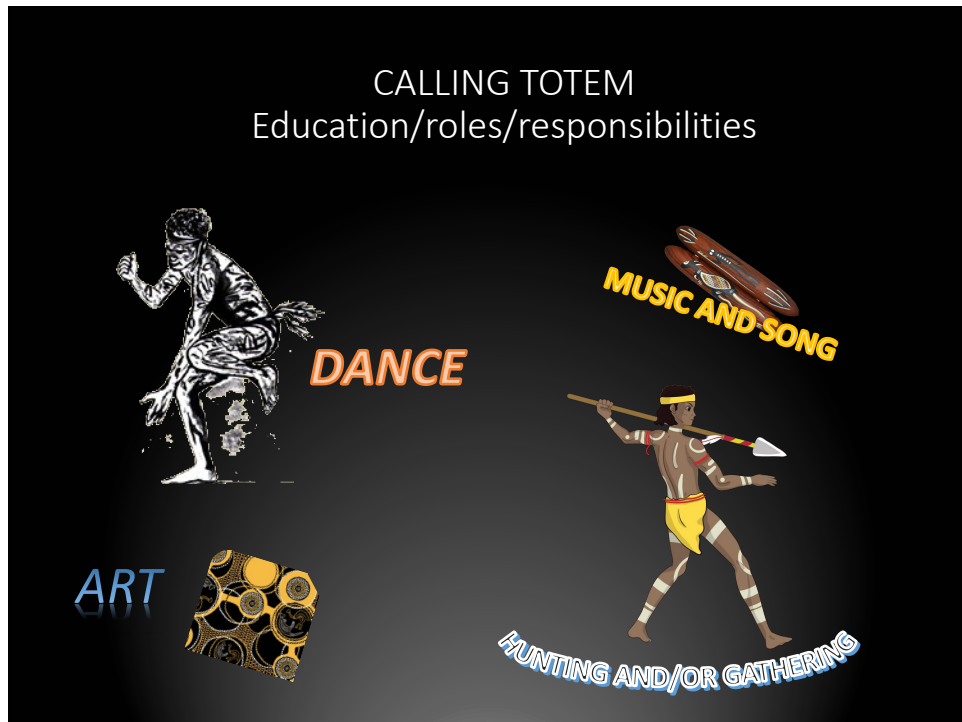
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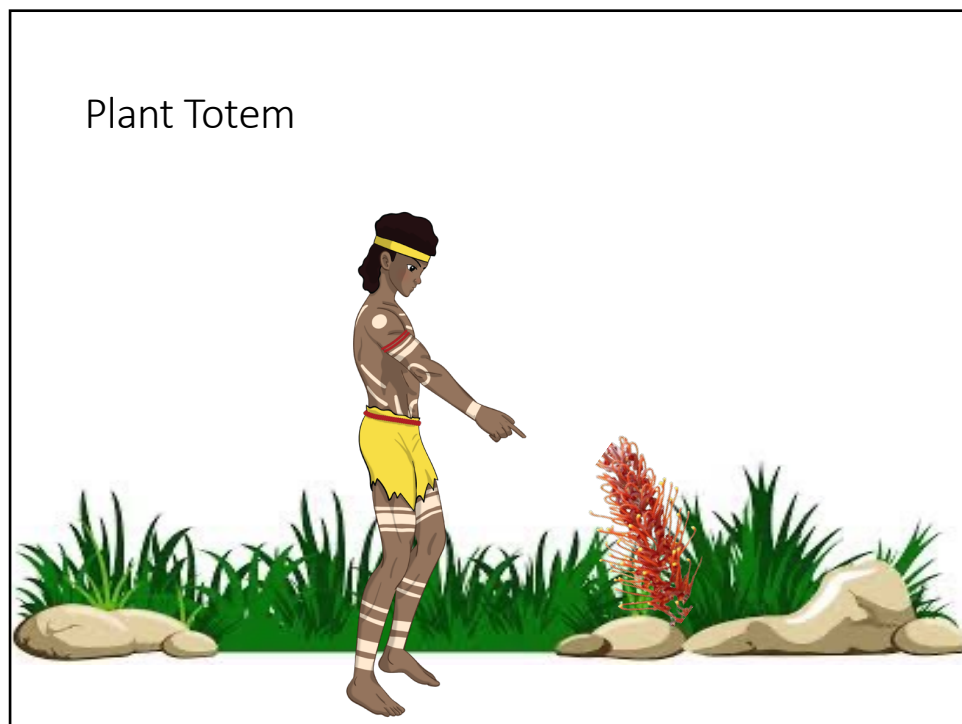
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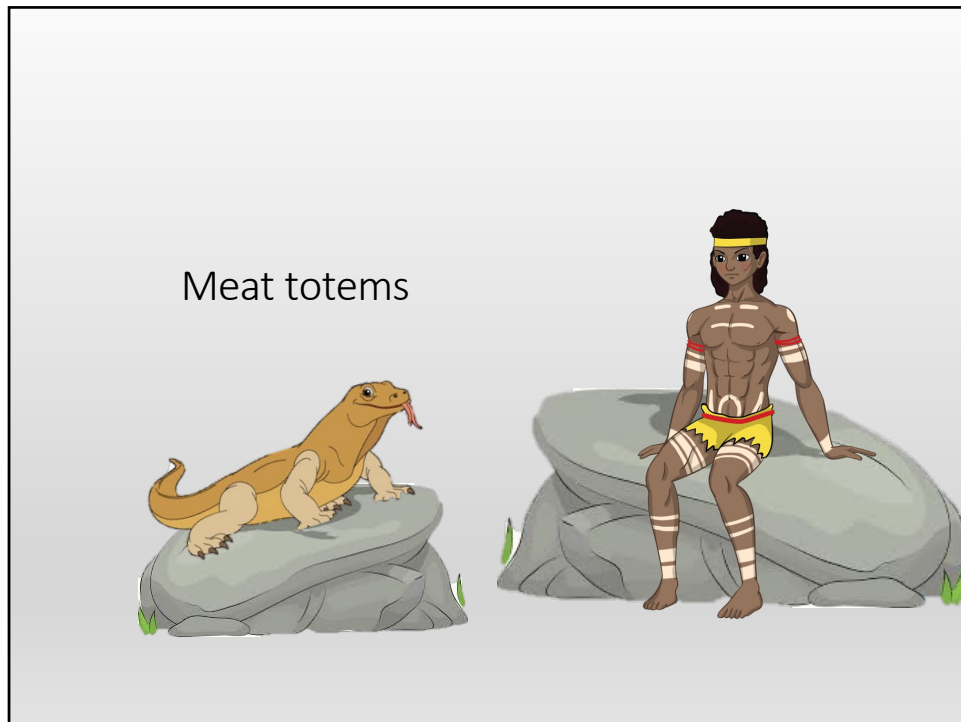
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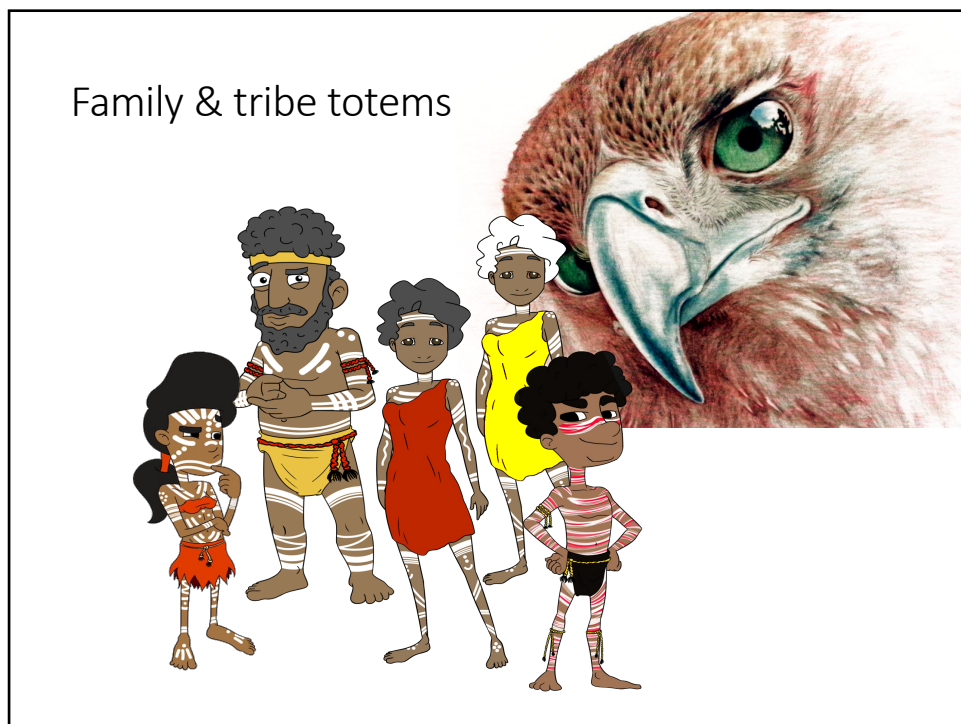
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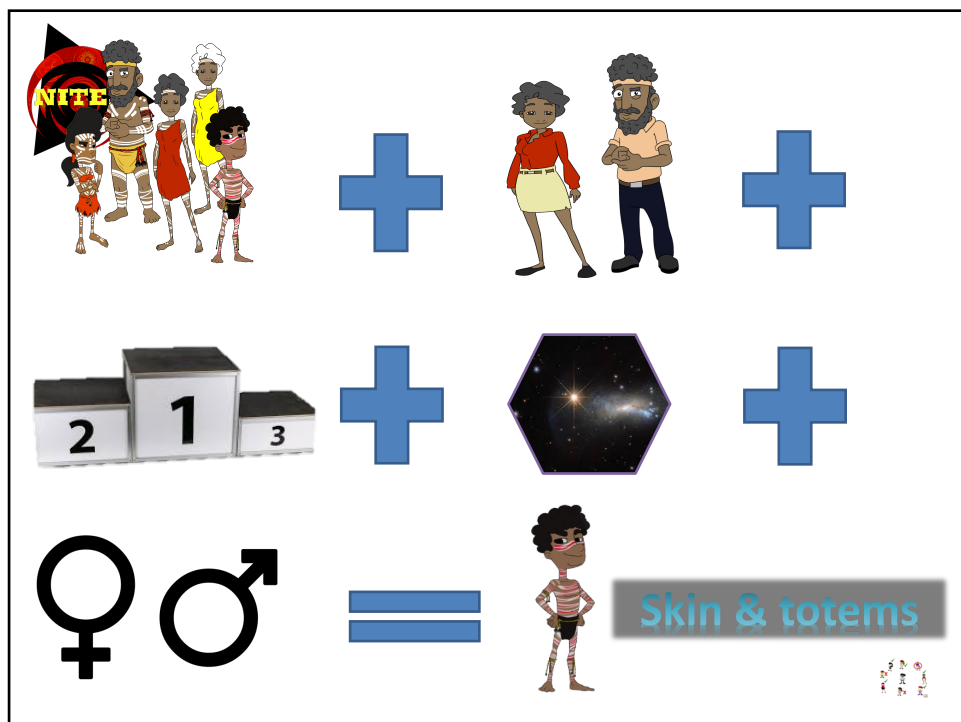
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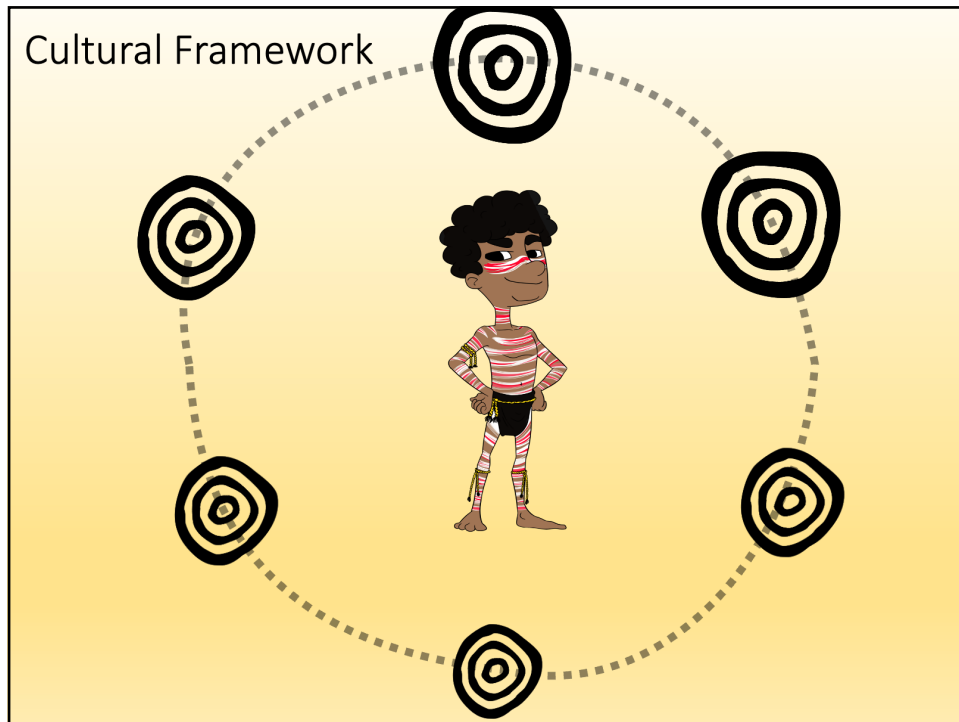
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August 1789


Non-commissioned Marine Officers were entitled to

100 acres



Privates were entitled to


50 acres



The First Land Grant

3

January 1792




Convict **James Ruse** became the first man to receive a land grant in Australia, receiving an allotment in Parramatta in Western Sydney.

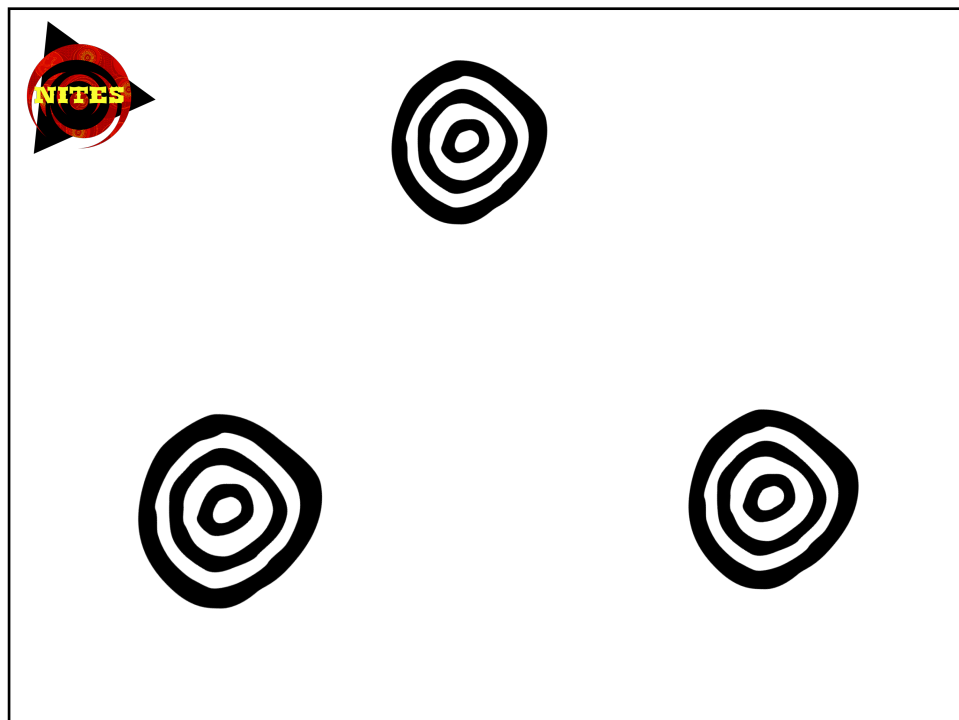
FACT

James Ruse was a former farmer from Launceston, England.

He was convicted of **breaking and entering** and was sentenced to **7 years' transportation** to Australia.



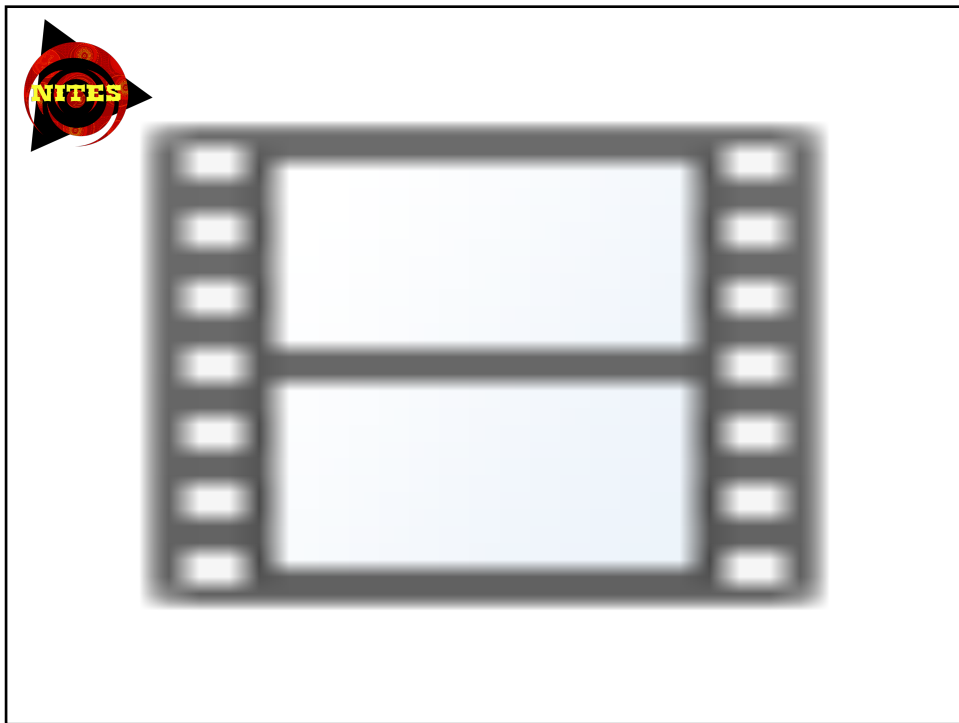
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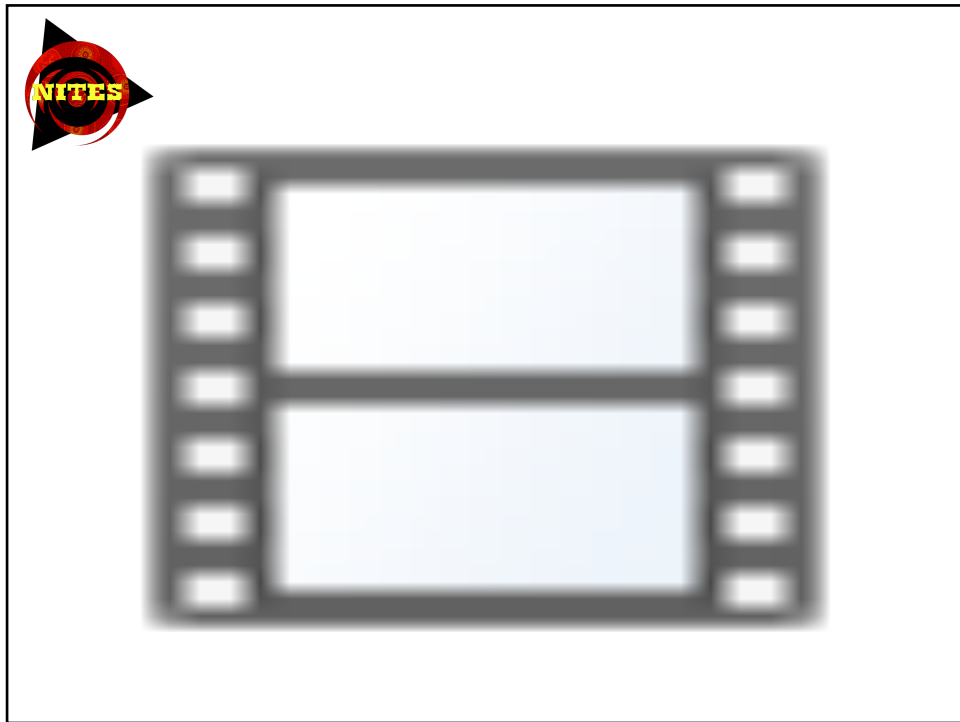
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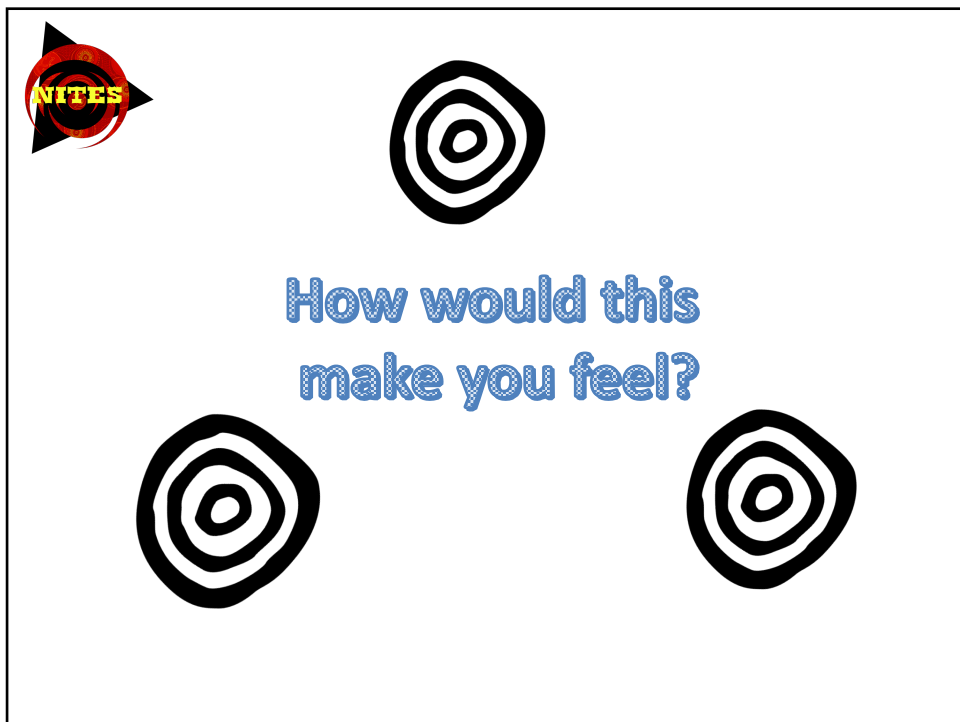
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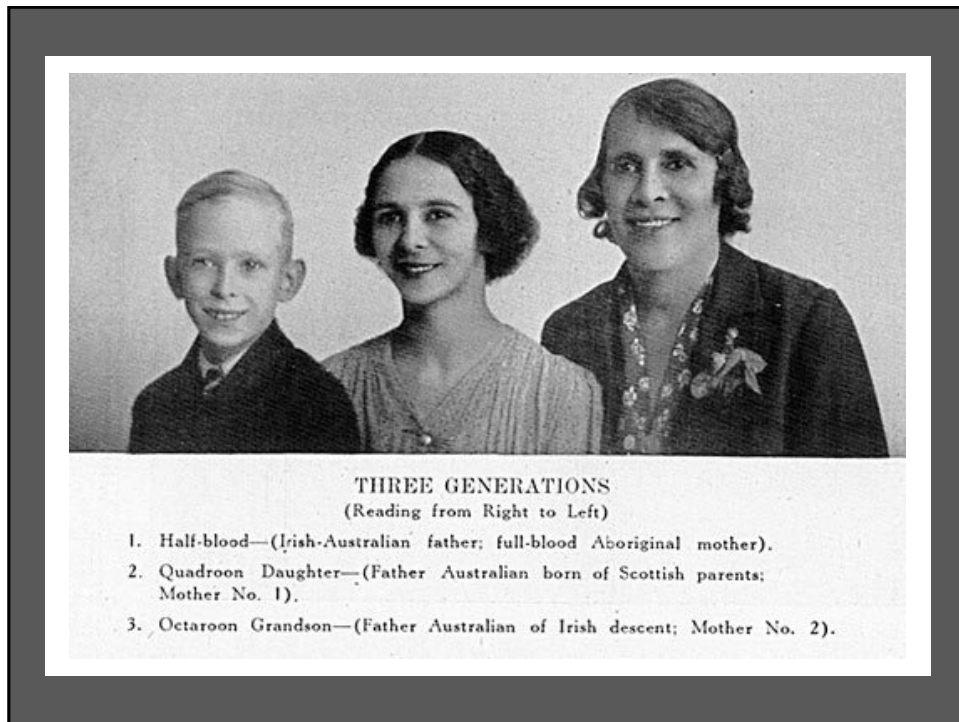
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General Certificate of Exemption

Photograph of 

This document entitles the bearer JOSEPH EDWARDS to:

Leave the reservation or mission at which they live -
to go to work.

Additional benefits include:

Walk freely through town without being arrested
(Note: Curfews apply)
Enter a shop or hotel (You may or may not be served
- at proprietor's discretion)

Special conditions apply. In order to gain this Exemption Certificate, the following must be strictly adhered to:

Speaking in native language - Prohibited
Engaging in dance, rituals, native customs - Prohibited
Associating with fellow indigenous people (including family) - Prohibited

Assimilate into the wider community.
If all conditions are met with and satisfactorily upheld, you may also be eligible to live in town unsupervised.

Note: Strictly segregated housing areas.


This is your chance to be free of the Aborigines Protection Act and live like a white man.

Dated the 10th day of March, 19 51.

Issued by E. B. Meagher

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General Certificate of Exemption

Photograph of 

This document entitles the bearer JOSEPH EDWARDS to:

Leave the reservation or mission at which they live -
to go to work.

Additional benefits include:

Walk freely through town without being arrested
 (Note: Curfews apply)
Enter a shop or hotel (You may or may not be served
- at proprietor's discretion)

Special conditions apply. In order to gain this Exemption Certificate, the following must be strictly adhered to:

Speaking in native language - Prohibited
Engaging in dance, rituals, native customs - Prohibited
Associating with fellow indigenous people (in public) - Prohibited

Assimilate into the wider community.
 If all conditions are met with and satisfactorily upheld, you may Act and live supervised.

Note: Strictly segregated housing areas.

This is your chance to be free of the Aborigines Protection Act and live supervised.

Dated the 10th day of March, 19 51.

Issued by E. P. Meagher

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**PLEASE BE ADVISED THE FOLLOWING
VIDEO CAN BE CONFRONTING**

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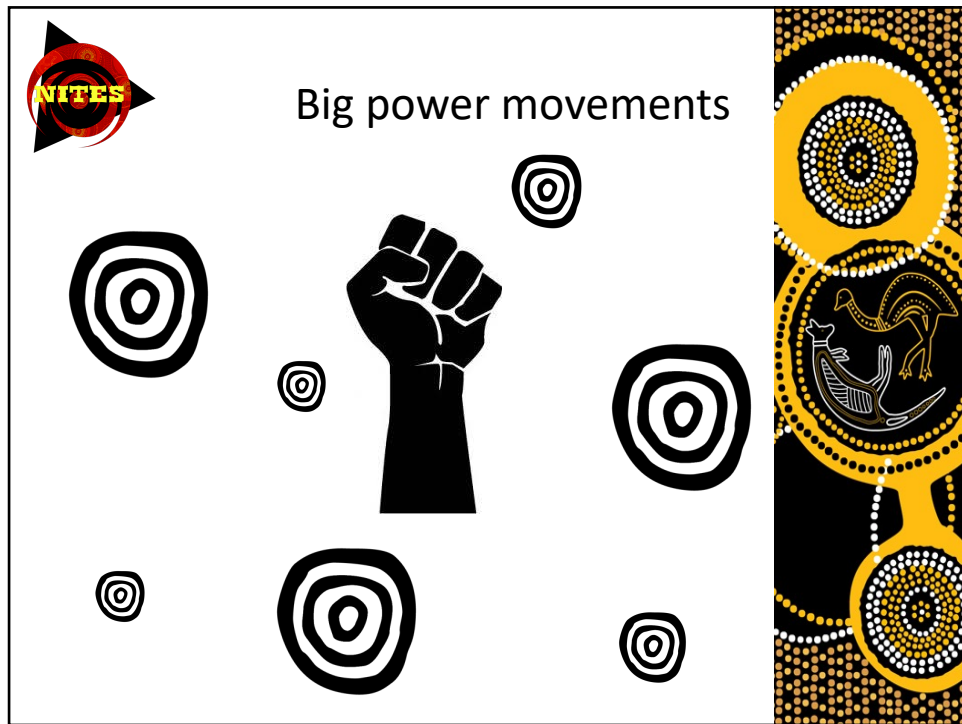
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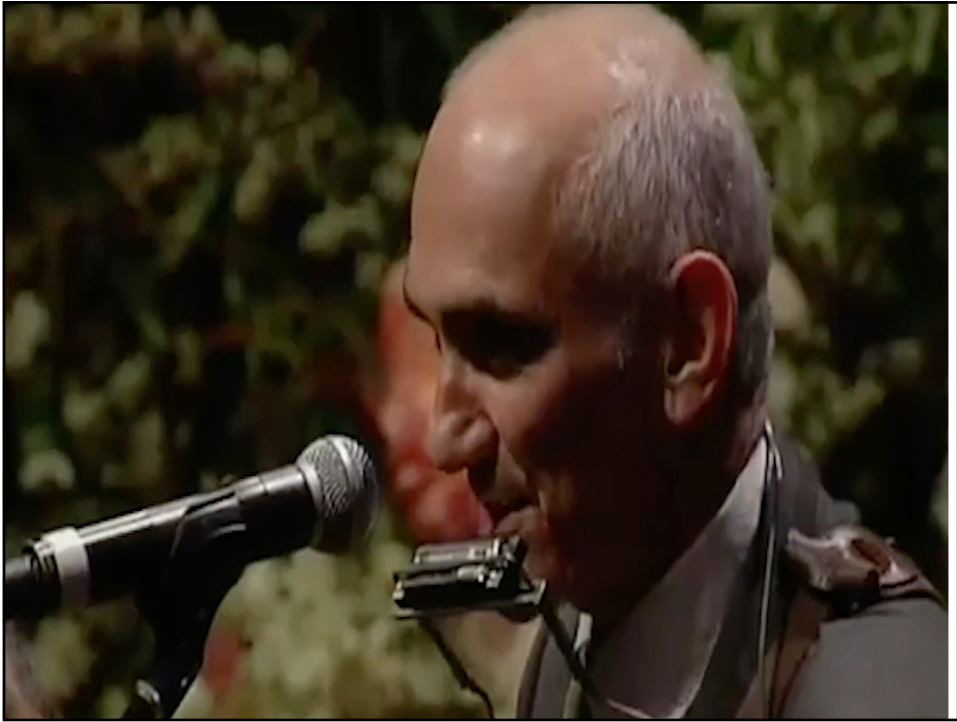
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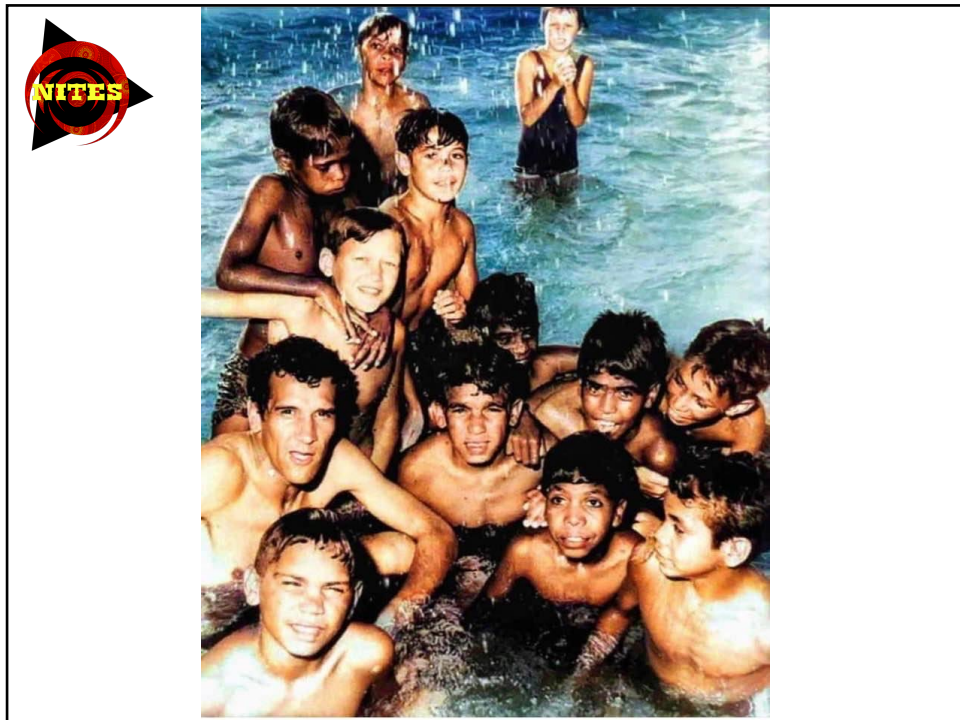
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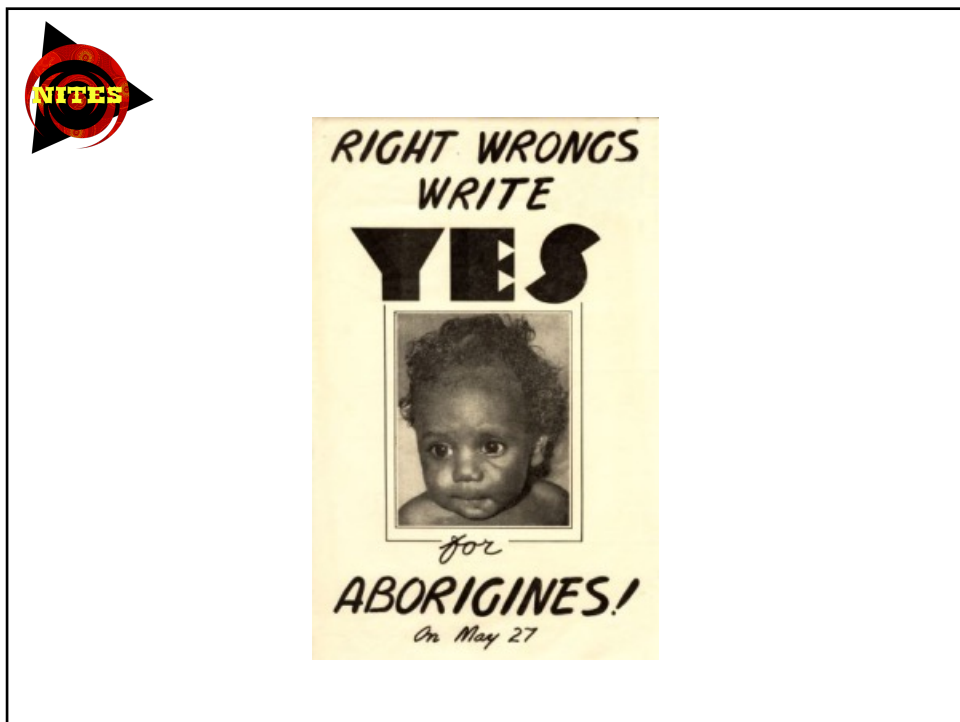
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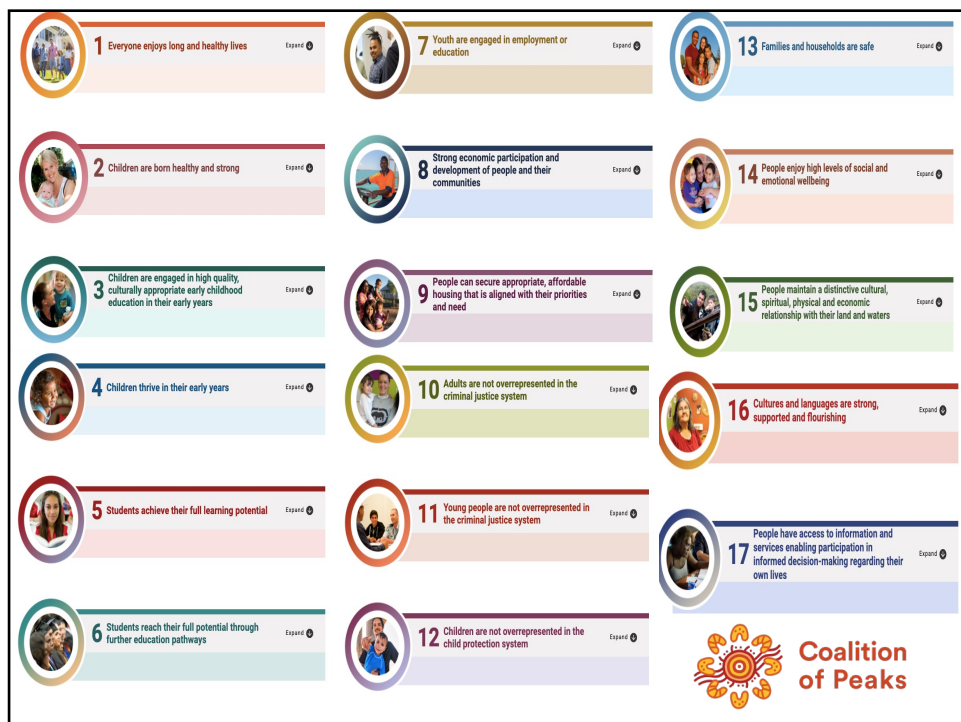
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National Agreement on Closing the Gap


The new National Agreement on Closing the Gap is built around four "Priority Reforms" that will change the way governments work with Aboriginal and Torres Strait Islander communities, organisations and people across the country to Close the Gap




Priority Reform 1
Developing and strengthening structures so that Aboriginal and Torres Strait Islander people share in decision making with governments on Closing the Gap



Priority Reform 2
Building and strengthening the formal Aboriginal and Torres Strait Islander community-controlled sector to deliver services and programs important to Closing the Gap




Priority Reform 3
Ensuring mainstream government agencies and institutions that deliver services and programs to Aboriginal and Torres Strait Islander people undertake systemic and structural transformation to contribute to Closing the Gap



Priority Reform 4
Ensuring Aboriginal and Torres Strait Islander people have access to, and can use, locally relevant data and information to monitor implementation of the Priority Reforms, the Closing the Gap targets, and drive their own development

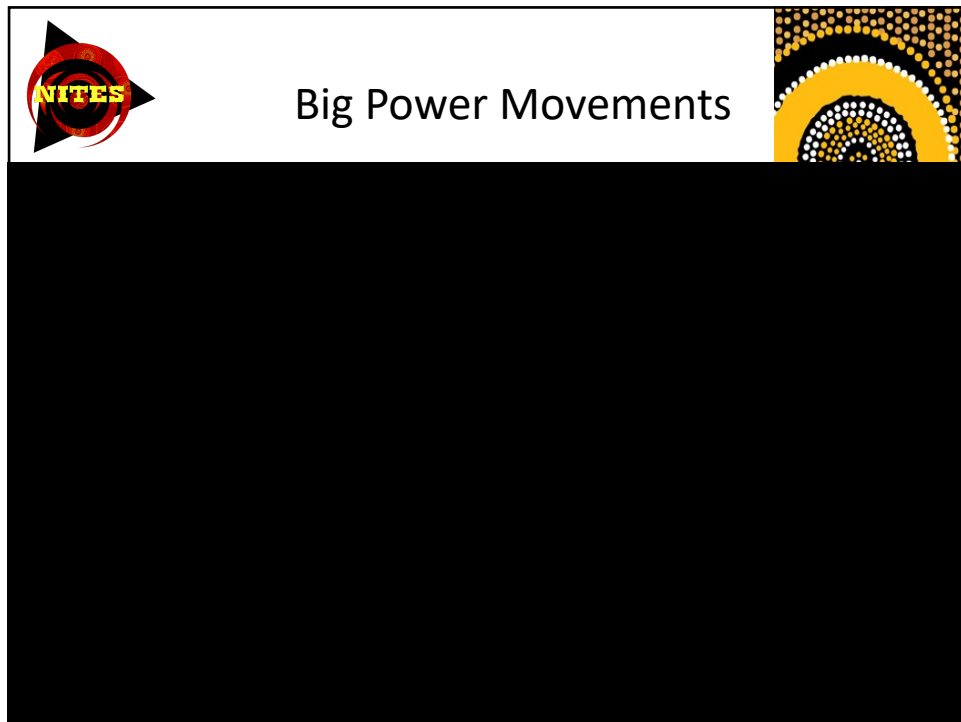
For more information head to our website
www.coalitionofpeaks.org.au

 **Coalition of Peaks**

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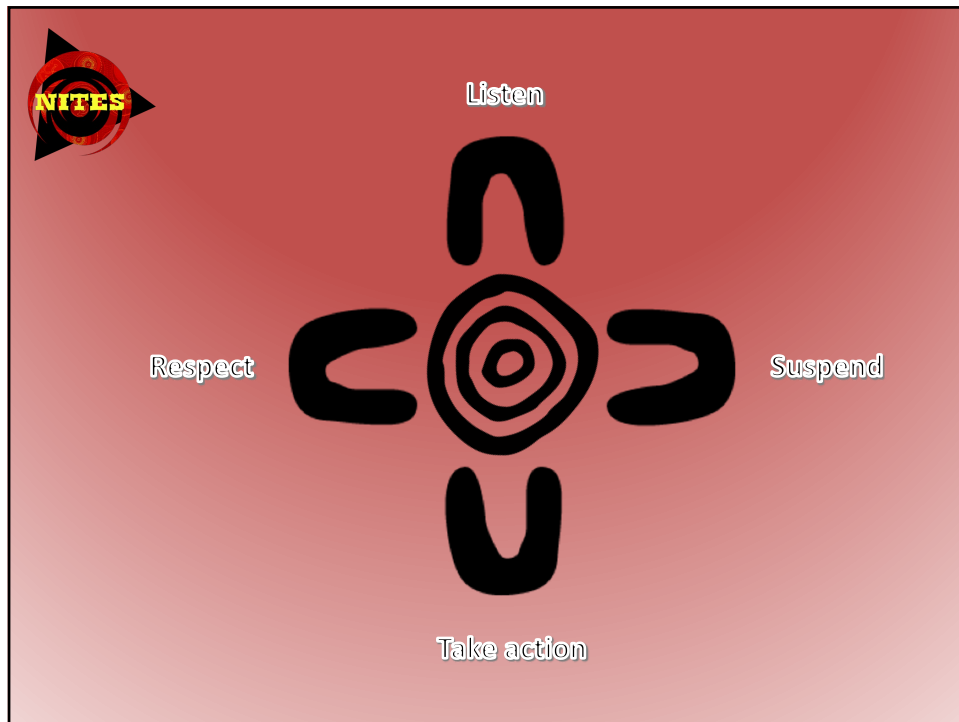
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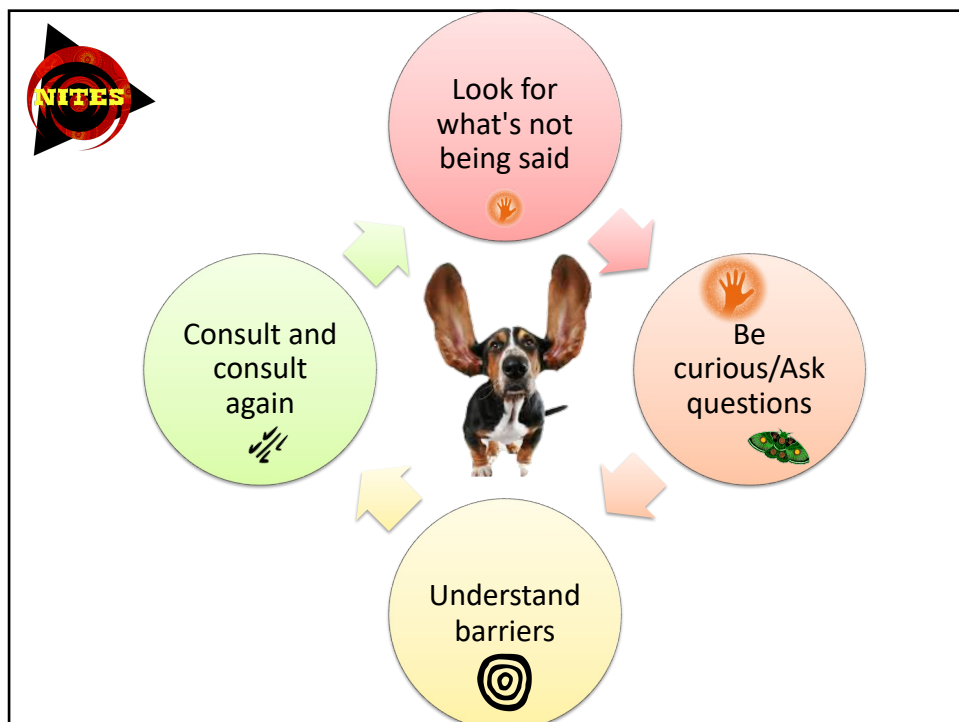
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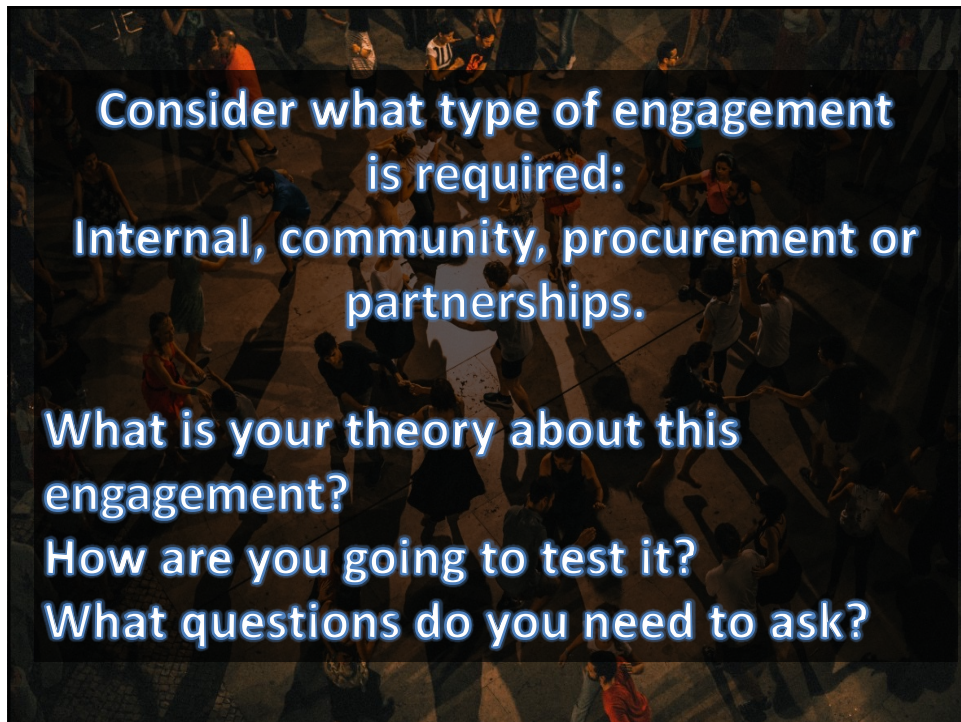
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Defining 'Aboriginality'

An Aboriginal or Torres Strait Islander person is someone who:

- is of Aboriginal or Torres Strait Islander descent
- identifies as an Aboriginal or Torres Strait Islander person
- is accepted as such in the community in which he/she lives





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Confirmation of Aboriginality

BOOMANULLA ABORIGINAL CORPORATION
For Sporting & Recreational Activities
Hamabundah 2604
P.O. Box 53
Email: boomanulla@aboynaboo.com.au
Telephone: 03 6298 8557 Fax: 03 6298 1111

ADM: 38 923 114 677

This form must be signed by: an Aboriginal or Torres Strait Islander corporation (within the meaning of the Commonwealth Act) or an incorporated Aboriginal community organisation where all members of the organisation are Aboriginal or Torres Strait Islander (or both).

1. Applicant
Name: Chloe Bell-Long (Full name)
Address: 16 Concord St, Kooragang Island, TAS

2. Recognising Organisation Resolution
Name of Organisation: ABSA
It is hereby confirmed that the above named applicant has provided sufficient evidence to prove to this organisation that Chloe (name)
1. Is an Aboriginal or Torres Strait Islander person and identifies as a member of the Aboriginal people of Australia;
2. Is recognised as such by the Nganampa community of birth or where Chloe formerly lived for 11 years;
3. Is recognised as such by the Nganampa community where Chloe currently lives and where Chloe has lived for 11 years.
Resolution Number: 0001 Date of Meeting: 25/09/14

Applicant's Common Seal to (fill in space)


Applicant's Signature: Chloe Bell-Long

COMMONWEALTH OF AUSTRALIA
General Certificate of Exemption

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Significant Dates

Date	Event
13 February	National Apology
26 May	National Sorry Day
27 May	Anniversary of the 1967 Referendum
27 May - 3 June	National Reconciliation Week
3 June	Mabo Day
1 July	Coming of the Light Festival
First full week in July	NAIDOC Week
4 August	National Aboriginal and/or Torres Strait Islander Children's Day
9 August	International Day of the World's Indigenous people

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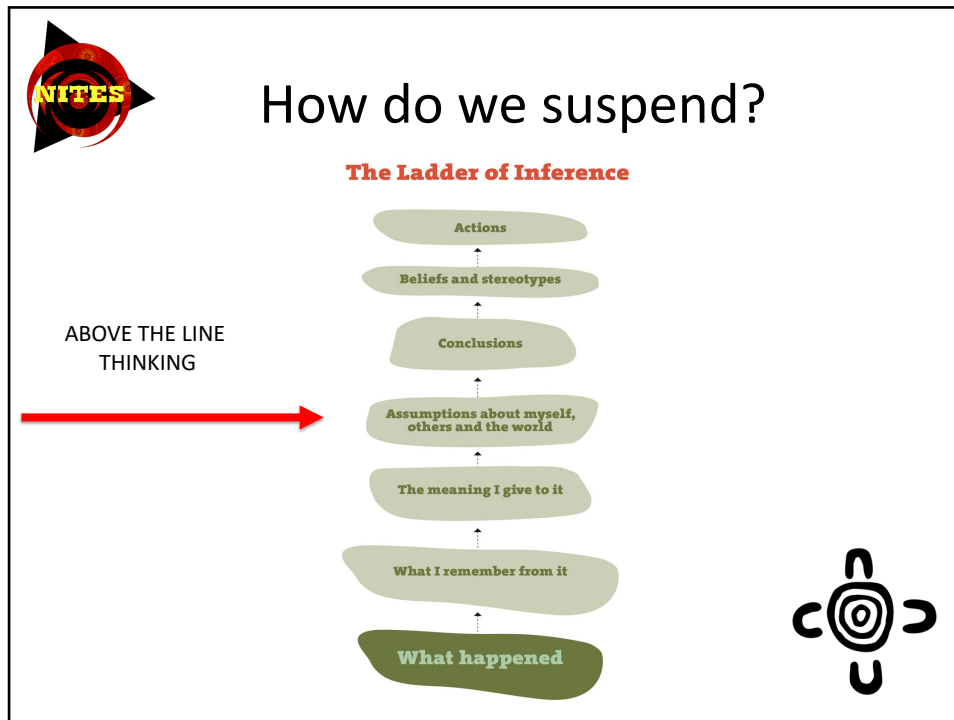


©What do we suspend?

Assumptions
Racism
 Judgement




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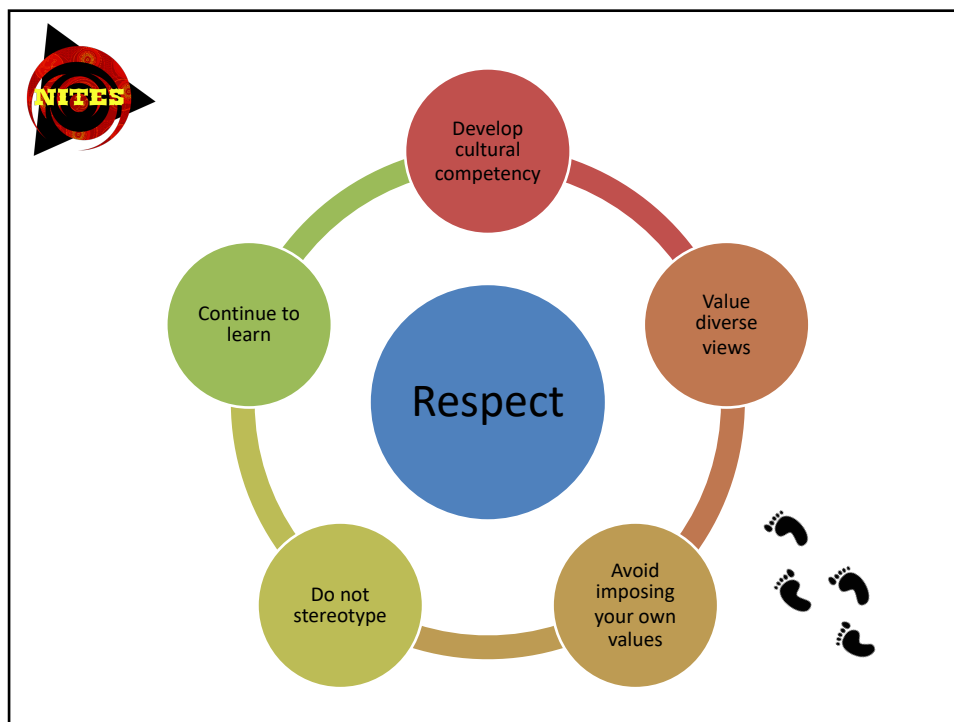
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Situation	Below the line thinking (victim mentality)	Above the line thinking (victor mentality)
Aboriginal and Torres Strait Islander employee has missed a lot of work due to cultural commitments	They obviously don't care about work	
Community complains about lack of engagement	They are so ungrateful	
Positions have been allocated to only Aboriginal and Torres Strait Islander people		
There has been an allegation of racist behavior reported to you		
A disgruntled community member is being abusive to you		

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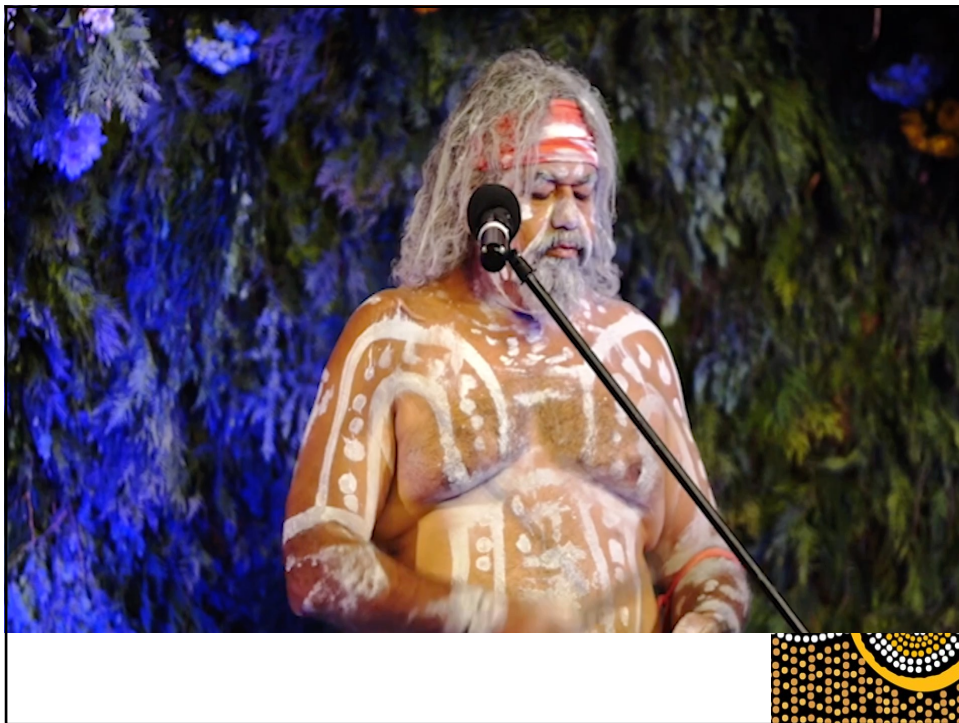


Showing respect

- Develop a mini RAP
 - Display Aboriginal and/or Torres Strait Islander flags, artwork or posters
 - Acknowledge Country



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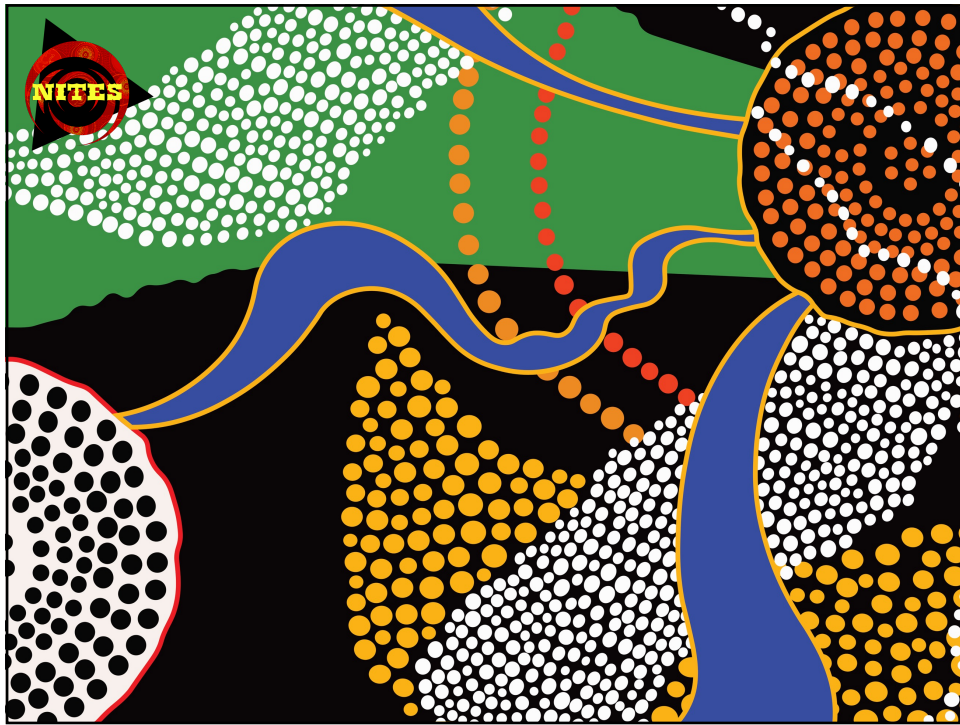
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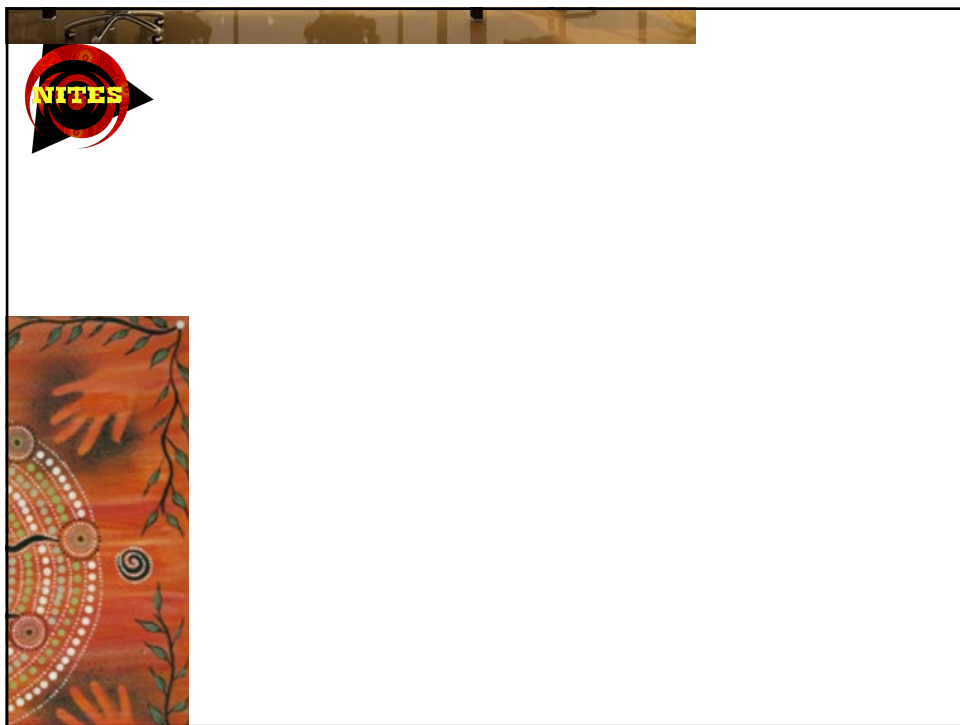
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10 Truths Practical Activity





1. Commit to unearthing and acting on workplace truths – however uncomfortable this may be
2. Ensure any Aboriginal and Torres Strait Islander-related work is Indigenous led and informed
3. Develop organisational principles to make it clear how Indigenous community engagement and employment should work in practice
4. Focus on workplace readiness (cultural safety) rather than worker readiness
5. Recognise identity strain and educate non-Indigenous staff about how to interact with their Indigenous colleagues in ways that reduce this
6. Recognise and remunerate cultural load as part of an employee's workload
7. Consult with Indigenous staff on how to minimise cultural load while maintaining organisational activity
8. Focus on sustainable careers and career development, rather than just short-term appointments
9. Take action to address workplace racism
10. Look to high-impact initiatives – those that research shows are linked to better wellbeing and retention for Indigenous staff



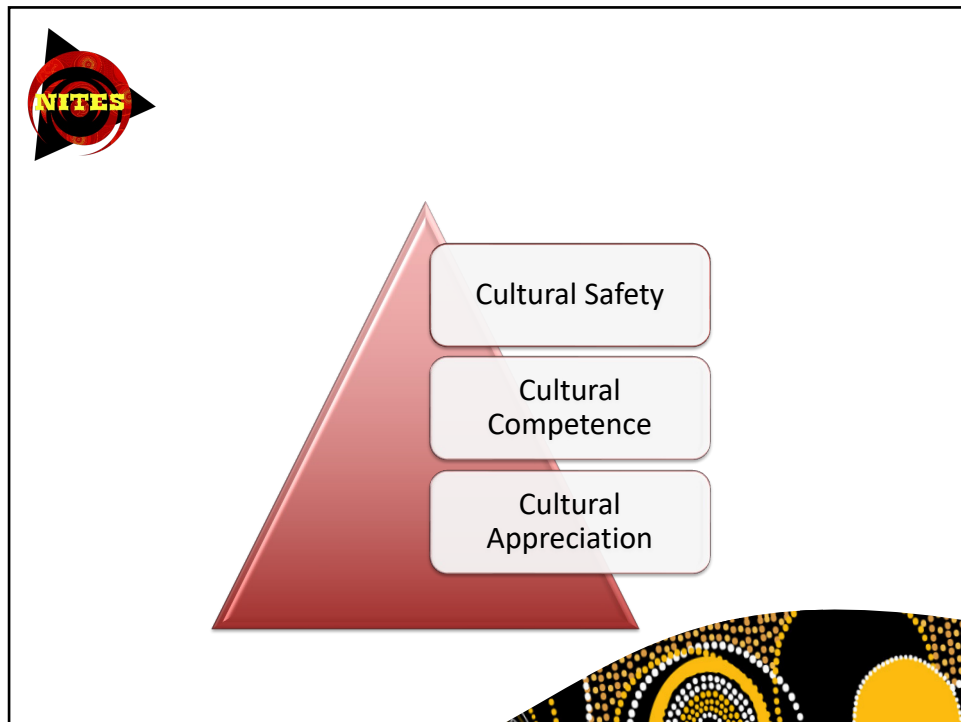
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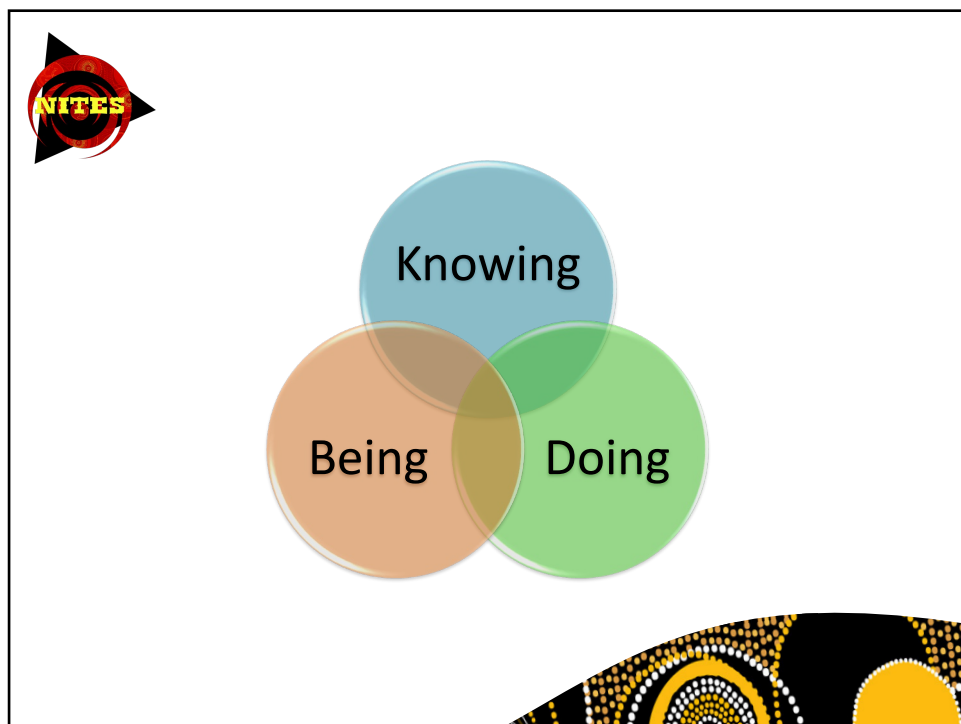
What is it?

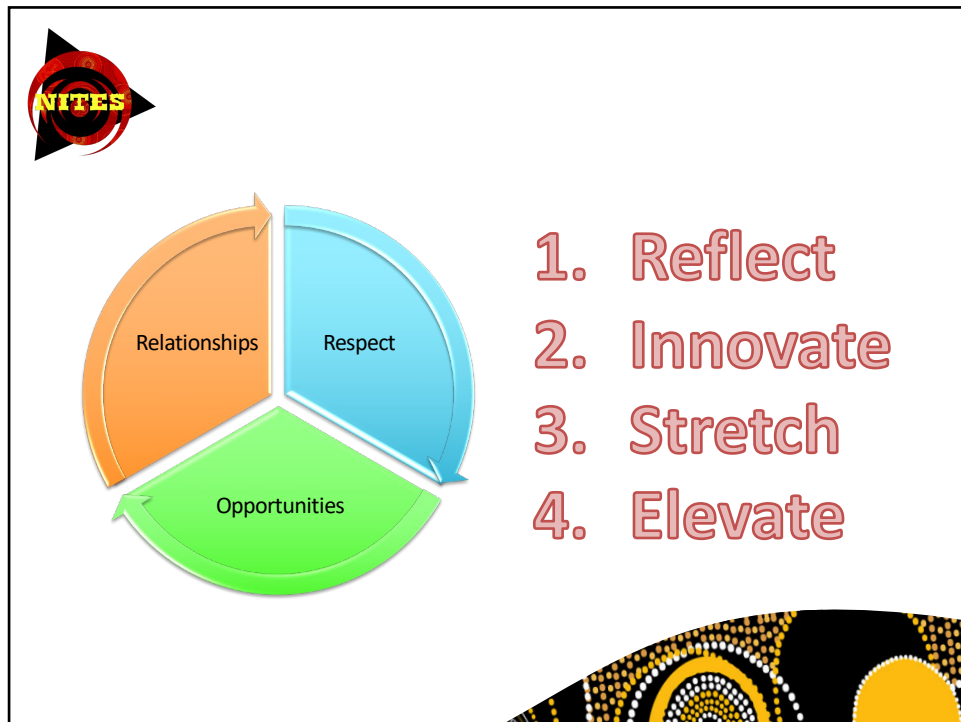
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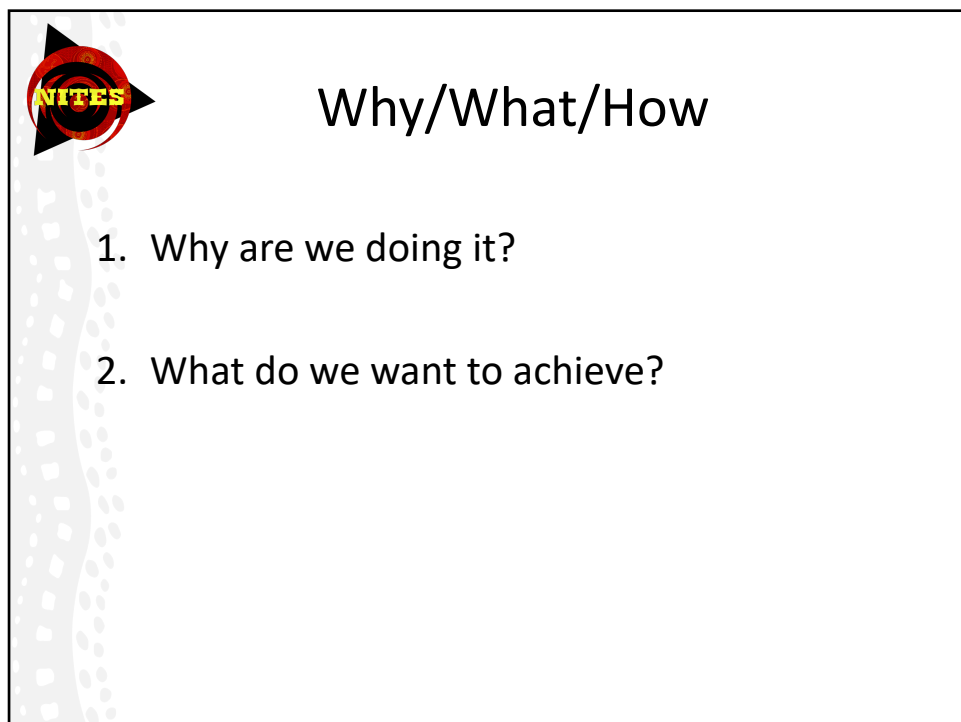
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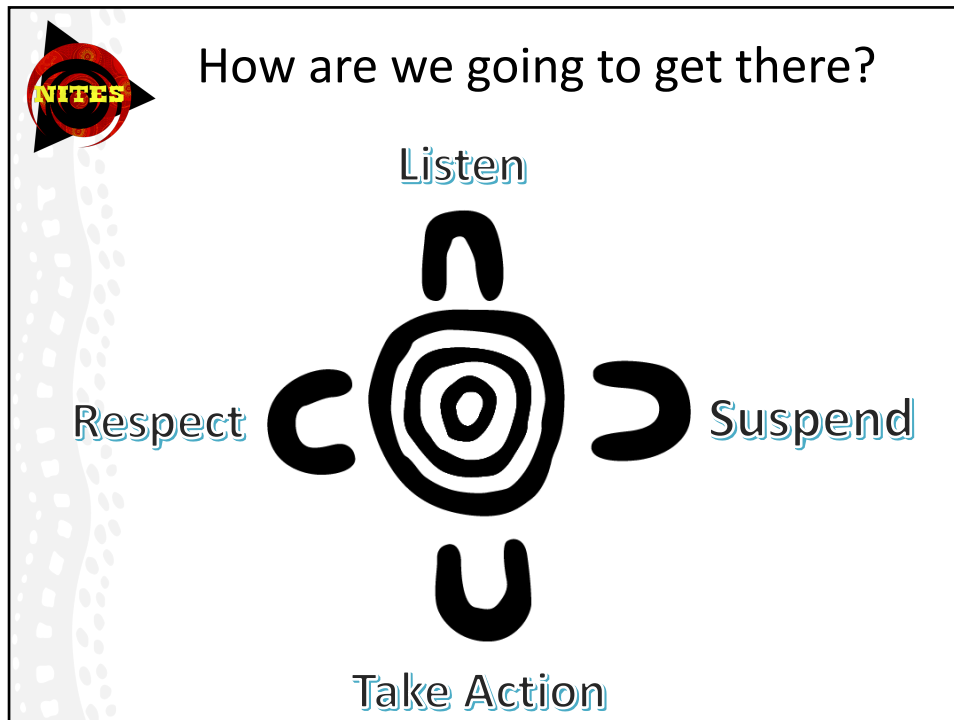
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Scenario 1: Coastal Habitat Restoration Project

A team of marine biologists at AIMS is planning a project aimed at restoring a coastal habitat that has been degraded due to pollution and invasive species. The project involves fieldwork close to shore, where the team will conduct surveys and implement restoration techniques.

Assessment Considerations:

- Is the project is likely to come into contact with Traditional Owners (TOs) as it is located in their sea country.
- How do you determine whether there is a pre-existing relationship with the TOs and if they have expressed any concerns about the project.
- How do you consider if there is cultural significance of the area and whether the project will involve the extraction or manipulation of materials from the sea.
- Determine the level of TO participation and whether they can co-design aspects of the project.

Determine the tier of this project.

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Scenario 2: Marine Research Study on Traditional Knowledge

- AIMS researchers are interested in conducting a study that aims to document and integrate Traditional Ecological Knowledge (TEK) from Indigenous communities regarding marine species and ecosystems. The researchers plan to conduct interviews and workshops with TOs to gather this knowledge.


Assessment Considerations:

- identify the relevant TOs and establish initial contact to discuss the project.
- What assumption can you make in order to evaluate the cultural significance of the knowledge being sought and the potential impact on the TOs.
- How do you ensure that engagement allows TOs to feel respected and valued in the research process.
- What would you need to consider to determine the potential for co-production of knowledge and outputs.
- What tier would you rate this project

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Characteristics	Bronze	Silver	Gold	Platinum
Contact with Traditional Owners (TOs): The likelihood of the project coming into contact with or being visible to TOs.				
Extraction/Transfer of Materials: Whether there will be extraction or transfer of materials out of sea country, or translocation or manipulative experiments in sea country.				
Pre-existing Relationship: The existence of a significant relationship with deep mutual understanding between AIMS and the relevant TOs.				
Project Value and Profile: The financial value of the project (greater than \$1 million) and/or its profile being medium-high.				
Cultural Heritage Significance: The cultural heritage significance of the area, or if it has special TO values or is a known cultural hot spot (e.g., sacred sites).				
TOs' Agreement: Whether TOs have advised AIMS that they do not agree to the project occurring.				
Cultural Competency of Project Staff: The minimum level of cultural competency required for project staff (Basic, Advanced).				
TO Participation and Capacity Building: The intention to provide for significant TO participation and capacity building in the project.				
Partnership for Co-design and Co-delivery: The intention for a partnership with TOs for co-design and co-delivery of the project.				
2-way Learning: The intention for embedding 2-way learning (AIMS science + Traditional Knowledge and science) in the project concept.				
Project Driver/Leader: Identification of the project driver or leader (AIMS, Joint AIMS and TOs, or TOs).				

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Characteristics of the Project	Bronze	Silver	Gold	Platinum
The project is likely to come into contact with or be visible to TOs. (field work close to shore or community (yes) or remote and far offshore (no))	No	Yes/No	Yes/No	Yes/No
There will be extraction/ transfer of materials out of sea country, or translocation or manipulative experiments in sea country	No	Yes/No	Yes/No	Yes/No
A pre-existing significant relationship with deep mutual understanding exist between AIMS and the relevant TOs	No	Yes/No #	Yes/No #	Yes/No #
The value (>\$1M) and/or profile of the project is medium-high	No	Yes/No	Yes/No	Yes/No
The area has high cultural heritage significance or other special TO values, or is a known cultural hot spot (e.g. sacred sites)	No	Yes/No	Yes/No	Yes/No
TOs have advised AIMS they do not agree to the project occurring	No	Yes/No	Yes/No	Yes/No
Minimum cultural competency of project staff ##	Basic	Advanced	Advanced	Advanced
There is an intention to provide for significant TO participation and capacity building	No	Yes/No	Yes/No	Yes/No
There is an intention for a partnership with TO co-design and co-delivery of the project	No	No	Yes	Yes/No
There is an intention for 2-way learning (AIMS science + Traditional Knowledge and science) embedded in the project concept	No	Yes/No	Yes	Yes/No
Project driver/leader	AIMS	AIMS	Joint AIMS and TOs	TOs