

First Nations Strategy Development – Stage 1 Community Consultation Results

The key themes/messages to come out of the stakeholder engagement include:

Internal:

- Increased opportunities to develop cultural awareness and competency for staff and Councillors
- Increase in First Nations staff and improved support structures
- Supporting increased employment opportunities generally and First Nations business growth by leveraging off our procurement policy.
- Need for more formalised and consistent embedding of cultural knowledge in major projects
- Increasing promotion of culture and artist development through robust frameworks
- Reviewing Council processes and programs to support better participation and outcomes for First Nations peoples

External:

Pillar 1 – Social Justice:

- **Recognition and voice of Traditional Owners** – ensuring this becomes a key feature and embedded in practice
- **Advocacy** - Council needs to advocate on behalf of the Traditional Owners – social justice in the form of allyship
- **Partnerships** - with organisations to deliver services to local First Nations peoples and communities
- **Support for First Nations projects** - and spreading understanding in the rest of the community
- **Land Justice** - with Traditional Owners

Pillar 2 – Cultural Leadership:

- **Collaborating with Community Leaders** - to facilitate events, and research what support would be beneficial to the community.
- **Cultural Awareness** - for Council Staff that is led by community.
- **Applying Cultural Knowledge** - always having an Aboriginal input before setting up infrastructure and any programs/organisations starting up in Parramatta area.
- **Promoting Dharug** – profiling Local Dharug Leaders.
- **First Nations Employment** - more identified roles within Council.

Pillar 3 – Social Cohesion:

- **Cultural Learning** - through public displays of cultural material.
- **Cross Cultural Awareness** - integration of First Nations and colonial history; campaigns to address Racism; Cultural Awareness and Cultural Immersion activities offered to First Nations people and Non-First Nations people.

- **Organisational Cultural Competency** - Council to adopt a cultural learning strategy.
- **First Nations Resources** - section on Council's website to be updated and improved with new material.

Pillar 4 – Celebration:

- **Cultural Awareness** - promoting cultural awareness and community activities and engagement – First Nations Food festival for example.
- **Truth Telling** - ensuring truth-telling takes place, right the wrongs. Parramatta has a strong rich First Nation's history and a dark sad history in the Australian frontier wars.
- **Inclusion** - Council to support the LGBTQIA+ acceptance and celebrated.
- **Promoting/Celebrating Culture** - there needs to be a revival of Dharug culture which celebrates: the Mullet Run, Wattle Blooming, and Eel Festival. There needs to be a signature Dharug Event in Parramatta every year.

Pillar 5 – Accountability:

- **Reporting** - Council to report back to Advisory Committee on a regular basis; a reporting system that reflects what the community views as success; annual reporting.
- **Communications** - regular communication with First Nations Community on outcomes.