

Gladstone Regional Council

Council Policy

Title	ABORIGINAL PEOPLE AND TORRES STRAIT ISLANDERS FIRST NATIONS PEOPLE CULTURAL PROTOCOL FOR EVENTS POLICY
Policy Number	P-2021-19
Business Unit/s	COMMUNITY DEVELOPMENT AND EVENTS
Date of Adoption	
Resolution Number	
Review Date	
Date Repealed	

1.0 PURPOSE:

The purpose of this Policy is to recognise the valued contribution ~~unique position~~ of ~~Aboriginal People and Torres Strait Islanders~~ First Nations people in Australian culture and history. First Nations people ~~Aboriginal People and Torres Strait Islanders~~ are the original owners of the land. It is important this unique position is recognised and incorporated as part of official protocol at events to enable the wider community to share in this culture and heritage, facilitating better relationships between ~~Aboriginal People and Torres Strait Islanders~~ First Nations people and other ~~Australians~~ residents of Australia.

2.0 SCOPE:

This policy applies to ~~elected Council members~~ Councillors, employees and consultants of Council ~~who deliver services on behalf of Council to~~ who deliver events. ~~will ensure that correct protocols are observed.~~

3.0 RELATED LEGISLATION:

Aboriginal Cultural Heritage Act 2003 (Qld)
Native Title Act 1993 (Cth)
Native Title (Indigenous Land Use Agreements) Regulations 1999 (Cth)
Human Rights Act 2019 (Qld)

4.0 RELATED DOCUMENTS:

Port Curtis Coral Coast People and Local Government Indigenous Land Use Agreement.
Native Title Determination Application QUD6026/2001 (Port Curtis Coral Coast People)

5.0 DEFINITIONS:

To assist in the interpretation of this policy the following definitions apply:

Acknowledgement of Country means a statement that shows awareness of and respect for the Traditional Owners of the land and their long and continuing relationship with the land. An Acknowledgement of Country can be given by any person.

~~An Acknowledgement of People and Country is a statement or recognition of the traditional owners of the land. An Acknowledgement of People and Country can be given by any person.~~

Event means, for the purposes of this Policy, a planned gathering of people that come together to celebrate or participate in an organised celebration or activity where Council is the recognised coordinator or facilitator of the event. The policy excludes commercially engaged performances or exhibitions delivered through Council's arts, culture and event spaces, however, a recommendation to acknowledge the Traditional Owners of the land is encouraged.

~~For the purposes of this Policy, an event is a formal civic function within the Gladstone Region involving members of the community where Council is the recognised coordinator or facilitator of the event, but the policy excludes those commercially engaged performances delivered through the Gladstone Entertainment and Convention Centre Program of Events.~~

Welcome to Country means a formal welcome given by a Traditional Owner of the land. The Welcome to Country should be at the commencement of the order of proceedings for an Event and may comprise of a single speech given by a Traditional Owner with or without an accompanying performance, such as traditional dance and/or music.

~~A Welcome to Country is a formal welcome onto Aboriginal traditional lands given by an Aboriginal Elder or person of that land. The Welcome to Country should be on the order of proceedings for an Event and may comprise of a single speech given by an Aboriginal Elder with or without an accompanying performance, such as playing of the Didgeridoo.~~

6.0 POLICY STATEMENT:

6.1 Event Protocol

This policy will provide guidance for a consistent approach to involving and engaging First Nations People ~~Aboriginal Elders and other First Australian cultural groups or representatives in for~~ events in the Gladstone Region through a formal Welcome to Country ~~by Traditional Owners or an~~ and Acknowledgement of ~~People and~~ Country ~~which can be given by any person. addresses and other First Australian performances.~~

Traditional Owners will be invited to deliver a Welcome to Country at significant events of a formal nature involving visiting dignitaries and special guests and for events where First Nations People issues, programs, activities, or services are being promoted. Where Traditional Owners indicate that they are unable to participate, an Acknowledgement of Country will be delivered.

~~A Welcome to Country address should be incorporated into events where Aboriginal and Torres Strait Islander issues, programs or services are being promoted and may also form part of proceedings for events of a formal civic nature, where there are attendees and guests visiting from other Regions or Countries.~~

Some examples of events suitable for a Welcome to Country address may include, but not limited to:

1. NAIDOC Week Celebrations
2. National Reconciliation Week Events
3. Activities associated with other Culturally Significant dates as shown below
4. Civic Functions for visiting Overseas Delegations ~~Formal events associated with hosting overseas delegations (ie. Saiki Sister City Formal Welcome Ceremony, etc);~~
5. State or National Conferences.
6. ~~Indigenous Land Use Agreement Signing Ceremony;~~

- ~~7. Council hosted Conferences;~~
- ~~8. Public Citizenship Day Ceremony; and~~
- 9. Mayor's Charity Ball.

13 February Anniversary of National Apology Day	19 March National Close the Gap Day	26 May National Sorry Day
27 May 1967 Referendum	27 May-3 June National Reconciliation Week	3 June Mabo Day
1 July Coming of the Light	Week starting the first Sunday in July NAIDOC Week	
4 August National Aboriginal and Torres Strait Islander Children's Day	2 September Indigenous Literacy Day	13 September Anniversary of the UN Declaration on the Rights of Indigenous People

An Acknowledgement of Country will be incorporated at the commencement of events and meetings where there are visitors, participants or observers external to Council. Council may also include an Acknowledgement of Country in proceedings for significant internal meetings and events to continue to promote First Nations cultural awareness within the business.

~~Where events are of a less formal nature, an Acknowledgement of People and Country is the minimum requirement.~~

Some examples of meetings and events suitable for an Acknowledgement of Country include, but not limited to:

1. The Opening or Welcome to significant Community, Cultural and Sporting Events
2. Citizenship Ceremonies
3. Mayor's Charity Ball
4. Gladstone Regional Art Gallery and Museum Exhibition Openings
5. Council Meetings
6. Gladstone Regional Council Christmas Function and similar celebrations.

The following Acknowledgement of Country scripts, which have been endorsed by representatives of the Traditional Owner groups from the Gladstone Region, may be used when an Acknowledgement of ~~People and~~ Country address is required and can be delivered by any person at the event ~~delivered by a non-Aboriginal and Torres Strait Islander event representative:~~

Script - Example 1:

I would like to pay my respect and acknowledge the Traditional Owners of the land on which this meeting/event takes place, and pay respect to their Elders past, present and emerging, **and extend that respect to other First Nations People present.**

Script - Example 2:

I would like to Acknowledge the Byellee, Gurang, Gooreng Gooreng and Taribelang Bunda people who are the Traditional Owners of this land. I would like to pay respect to their Elders past, present and emerging, and extend that respect to other First Nations People present.

~~I would like to Acknowledge the _____ people who are the traditional custodians of this land. I would also like to pay respect to Elders both past and present of the _____ nation and extend that respect to other Aboriginal people present.~~

It is recognised that in some instances those delivering the Acknowledgement of Country may wish to personalise the acknowledgement to reflect their individual connection to the Traditional Owners and reconciliation. This is acceptable provided that the acknowledgement recognises the Traditional Owners as first custodians of this land and sea country and the message remains meaningful, sincere and respectful.

6.2 Cultural Performances

~~First Nations~~ dancers, singers, artists and musicians may be engaged for cultural performances at events. ~~may also be engaged for particular events.~~

~~**6.3 Register of Expression of Interest**~~

~~Council will maintain a Register of Expressions of Interest developed in consultation with the relevant stakeholder groups and individuals, which lists local Aboriginal Elders and First Australian Cultural Groups who offer their services for Welcome to Country and other cultural performances at events.~~

~~A Fee for Service guide for guests officiating and performing at events will be maintained in the Register.~~

~~The Register will also serve as a record of who has been engaged in various events throughout each year.~~

~~Executive Services will be responsible for establishing and maintaining the Register.~~

6.34 Sensitivity around First Nations People ~~Aboriginal People and Torres Strait Islanders~~ Cultural Protocols

Council recognises that some First Nations People ~~First Australians~~ cultural ceremonies and protocols are sensitive and may not be discussed or shared with the broader community. It is important that the nature of the event and the expected proceedings are discussed ~~with Council's Reconciliation Action Plan Officer on behalf of the First Nations People~~ ~~First Australian~~ representative/s prior to the event taking place.

6.45 Arranging a Welcome, Acknowledgement or Performance

Event organisers are responsible for liaising with Traditional Owner groups from the Gladstone Region ~~Aboriginal Elders and Torres Strait Islander cultural groups in the community~~ to engage them for official welcomes and cultural performances.

7.0 ATTACHMENTS:

Nil

8.0 REVIEW MECHANISM:

This policy will be reviewed when any of the following occur:

1. The related legislation or governing documents are amended or replaced; or
2. Other circumstances as determined by resolution of Council or the CEO; or
3. Three years from date of adoption.

TABLE OF AMENDMENTS			
Document History	Date	Council Resolution No.	Notes (including the prior Policy No, precise of change/s, etc)
Originally Approved	23/01/2018	G/18/3305	
Amendment 1			

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LEISA DOWLING
CHIEF EXECUTIVE OFFICER