



14 February 2024
Meeting Notes
Harbour Trust
First Nations Advisory Group

Time: 2.00 pm – 4.00 pm

Venue: Harbour Trust Head Office (28 Best Avenue, Mosman) and online via Microsoft Teams

First Nations Advisory Group

Alison Page
Bryce Liddle
Chris Ingrey, La Perouse LALC
Donna Daly
Jessie Longbottom
Lloyd Walker
Peter White

Apologies

Nathan Moran, Metro LALC

Harbour Trust

Tim Entwisle, *Chair*
Janet Carding, *Executive Director*
Kathryn Roberts, *Director, Marketing & Visitor Experience*
Alastair Fisher, *Community Engagement Officer*

Minutes from the

1. Welcome, Welcome to Country and introductions

Lloyd Walker (LW) opened the meeting with a Welcome to Country. Alison Page (AP) welcomed attendees. Members of the Advisory Group introduced themselves to the new Chair of the Harbour Trust Tim Entwisle (TE) who is attending each committee as part of his induction. Nathan Moran sent apologies.

2. Executive Director Update

Janet Carding (JC) provided the group an update on the draft master plan consultations that were undertaken last year, confirming two have been adopted by the Harbour Trust and the Cockatoo Island / Wareamah draft master plan is currently undergoing review following the consultation period. JC noted that there is more work to be added on Aboriginal cultural heritage for the Cockatoo Island plan.

JC provided an update on the maintenance and repairs across the sites, and visitor numbers.

JC noted that the Gujaga Foundation guided the Harbour Trust for the North Head Sanctuary Master Plan and advised that in circumstances where there was less evidence or research previously undertaken, they had advised



it was better to say less in the plan. She added that the Harbour Trust continues its work across all sites to understand the history better and knows that more research needs to be considered, including on dual naming at sites such as North Head.

PW (Peter White) noted that the Harbour Trust will need to be sensitive to how this evidence-based narrative is communicated. JC confirmed that the Harbour Trust would be sensitive and from conversations it is clear many people just want to learn more about First Nations heritage and Connecting to Country. She added that there is a need to help non-Aboriginal people who have had the wrong information in the past. AP agreed that once funding is there for the master plans then work can be done to correct myths, truthfully interpret information and welcome people to the sites.

AP agreed that a paper will be prepared for the next meeting of the group looking into integrating 'Designing with Country' to the master plans as well as the repair and maintenance work that the Harbour Trust does ensuring that these works are consistent with Designing with Country principles.

PW asked about the funding for the master plans. JC confirmed that the work on the business cases will be done by the end of February and then funding becomes a Ministerial decision. PW asked if there is scope to deliver First Nations in existing funding, and JC responded some aspects could commence as pilot projects. TE confirmed that there have been discussions around funding and by having First Nations upfront there is an emphasis to support investment.

Action: Harbour Trust to prepare a paper on the integration of Designing with Country across all sites including repair and maintenance works.

3. 2024 Workplan discussion

Kathryn Roberts (KR) provided the group an overview of the workplan for 2024 including the dates of the general Community Advisory Committee (CAC) meetings for the year and proposed joint workshops. JC added that the workplan was fluid and would cover what the group wanted to be included. AP suggested including Designing with Country.

PW suggested the group review and create policies and processes for the Harbour Trust covering areas such as procurement, with a particular focus on Connecting with Country and having a voice. This would be to ensure that consultants are working with the right people and communities. JC agreed the importance, suggesting they could form part of the development of the First Nations Strategy. AP requested that the group be able to review the Indigenous procurement policy of the Harbour Trust. Chris Ingre (CI) agreed that it would be important to ensure that the right people are being engaged as part of projects. AP suggested development of an engagement plan for consultants on who they have to speak to, giving it more structure. CI agreed that part of the tender process should include the consultant outlining how they will engage people and who they will engage, and this group could advise on that. JC agreed that the Harbour Trust could include a statement in the tender outlining how the Harbour Trust would like this consultation undertaken. Noting that for complex projects there would be more layers including partnerships and collaboration. AP suggested this be captured in the First Nations Strategy. Adding that it could also be possible for the landowner to hire the consultant to do the engagement directly to ensure they are working with the right people. JC agreed to look into this further, noting that projects go through detailed scoping ahead of procurement so it could be encouraged to build this into the first stage.



AP requested the dates from the workplan are circulated to the group.

Action: Harbour Trust to share the current Indigenous procurement policy to the group.

Action: Harbour Trust to circulate dates from the workplan.

Action: Harbour Trust to review engagement process/policy as a part of the First Nations strategy work.

4. Partnerships

JC noted that the Harbour Trust was seeking the groups feedback on some proposed partnerships with existing partners and new ones.

JC informed the group that the first proposal was from the Gamay Rangers. CI declared a conflict of interest for himself and other members of the group including BL. JC asked that he speak to the details proposal and that HT would then consider whether to take part. He outlined that the Federal government was opening up grants to increase funding for indigenous ranger programs. Gamay Rangers operates within Sydney and is looking to expand to the Northern Beaches. The group would like to increase partnerships and activities and sees an opportunity to work with the Harbour Trust, particularly at North Head Sanctuary. Bryce Liddle (BL) gave some background to the Gamay Rangers noting they focus on land care and habitat regeneration. JC noted that people had asked about the Gamay Rangers being able to support the North Head Sanctuary Master Plan during the consultation process. She asked if they were required to identify specific projects at this stage or if it was more general. CI confirmed that it would be high level project suggestions with details to be worked out if the grant application was successful. The group's advice was to support this proposal. JC agreed to write a response to the Gamay Rangers.

KR outlined how the Harbour Trust has been working with Babana Aboriginal Men's Health for the past three years by offering in-kind support for venue hire and access to Harbour Trust event staff. The Harbour Trust has had a multi-year agreement where they can access venues up to 6 times a year at Cockatoo Island. She noted the group's interest in continuing this agreement for a further three years. The group's advice was to support a new three-year agreement, and several noted that Babana had a good track record in their work.

KR informed the group that the Harbour Trust has run pilot programs with Bush to Bowl last year and that the organisation is wanting to work with the Harbour Trust at North Head and Middle Head. The organisation runs a nursery based in Terry Hills and worked with the Harbour Trust last year to develop a curriculum-linked school programme through bush tucker and cultural awareness tours for local schools. This was well received by the community.

PW asked about the Cultural Authority and knowledge of the group. AP asked for more information on who they are what they are planning to do. CI requested that Bush to Bowl present to the group to get the information required, and this was supported by the Group. He noted that this group could be used to validate what organisations are saying about Country. KR agreed to circulate a proposal from Bush to Bowl outlining what they intend to cover.

KR informed the group that the Gai-Mariagal Festival, which is coordinated between the northern suburbs councils, has asked if the Harbour Trust would participate this year. She noted that the Harbour Trust has participated for the last two years. PW asked what participation would require, if it was just venue use. KR noted that it would involve the Harbour Trust developing and delivering programming to support the festival. AP asked



about the cost to the Harbour Trust. KR confirmed that last time it cost approximately \$15,000. AP suggested that the Harbour Trust inform them that we are developing a First Nations Strategy that will include guidance on events and partnerships. Once this strategy is developed, we would be in a better position to decide about future involvement. KR thanked the group for their advice and said she was comfortable to work on this basis.

Resolution: First Nations Advisory Group supports partnership with Gamay Rangers

Resolution: First Nations Advisory Group supports partnerships with Babana

Action: Harbour Trust to write response to Gamay Rangers

Action: Harbour Trust to continue partnership discussions with Babana

Action: Harbour Trust to circulate proposal from Bush to Bowl to the group and arrange for them to present

Action: Harbour Trust to inform Gai-Mariagal Festival that they will not participate this year and are developing a strategy to guide future participation and partnerships

5. Cultural Research

JC noted that as part of completing the master plan for Cockatoo Island / Wareamah the intention was to work with Rowena Welsh-Jarrett to build on the initial work and include more information on cultural processes and stories. A scope has now been developed and this consultant engaged to undertake this work. JC noted that the consultant would want to speak to members of the group individually. AP asked for the consultant to submit who they plan to talk to for the group to consider out of session. The group was supportive of the research.

JC noted that the Department of Finance is looking to discuss transferring Snapper Island to be managed by the Harbour Trust. As part of their scope the consultant working on Cockatoo Island research could also include Snapper Island. PW asked about the ability of the Harbour Trust to apply for grants around Aboriginal values on Heritage sites to help with funding Snapper Island. JC advised that if grants are available then the Harbour Trust will apply, noting that the Harbour Trust does not currently manage the island. PW asked if Snapper Island could be divested back to the First Nations community. JC noted that she was not aware of any conversations.

JC informed the group that the Gujaga Foundation would be carrying out further work to understand the background and evidence base for dual names on the Harbour Trust sites and if they were appropriate, as well what names might be appropriate for sites that are currently not dual named. The group supported this research.

JC noted that the Harbour Trust had shared the Paul Irish draft report on Middle Head / Gubbuh Gubbuh to the group for feedback and Paul Irish has agreed to complete the report. AP asked if he could present the work back to the group once completed. The group agreed to meet out of session with Paul Irish once the report is ready for discussion.

Resolution: First Nations Advisory Group supports culture and heritage research on Cockatoo Island / Wareamah

Action: Harbour Trust to share list of people with the consultant for Cockatoo Island / Wareamah cultural research that they would like to speak to

Action: Harbour Trust to arrange a meeting for Paul Irish to brief on his work to date

6. Harbour Trust First Nations Strategy Development Discussion

Following the advice at the last meeting to develop a First Nations Strategy, a discussion paper had been circulated with the agenda. JC asked the group to advise the Harbour Trust about the areas the First Nations Strategy should



cover. She noted that the organisation would work with a specialist consultant, and the Group to develop the strategy.

AP agreed that the group would develop principles and then engage someone to assist in writing it. She suggested a strategy day for the group. JL suggested a 5-year timeframe for the strategy as it extended through the membership of this group and into the next, allowing the next members to develop the subsequent one. The Group supported this approach.

PW noted that the strategy would need to include clear measurements and clear KPIs to ensure the organisation is delivering on the measures agreed.

AP suggested the strategy include that the Harbour Trust will develop partnerships with organisations that have the capacity to employ indigenous people.

JC asked the group who could facilitate the process and asked for recommendations. Agreed that the Harbour Trust would be able to include measurements and report regularly as part of its suite of KPIs. CI agreed that there are some good First Nations consultants who could help with the process and that the group needs someone independent to come in and facilitate the discussions.

Action: The group will provide the Harbour Trust with suggestions for consultants who could help facilitate discussions and development of the First Nations Strategy.

7. Other Business

KR asked the group when we could publish meeting notes and members of the group.

All agreed that names should be published on the website with the meeting notes.

Action: Harbour Trust website to be updated and meeting notes to be published

Resolution: Meeting Minutes from 19 October 2023 were accepted by the group via email

The meeting closed at 4:00 PM