



**MEETING NOTES**

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**HARBOUR TRUST ABORIGINAL AND TORRES STRAIT ISLANDER ADVISORY GROUP**

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**BOARDROOM, HARBOUR TRUST, BUILDING 28, BEST AVE, MOSMAN**

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**MONDAY 13 AUGUST 2018 FROM 11:00AM UNTIL 2:00PM**

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**ATTENDEES**

Roy Mundine AM  
Susan Moylan-Coombs  
Djon Mundine  
Peter White  
Dennis Foley  
Mary Darwell  
Susan Culverston  
Kathryn Roberts  
Rebecca Hill  
Rebecca Hage

**APOLOGIES**

Josephine Cashman  
Ruby Langton-Batty

**HARBOUR TRUST OVERVIEW**

Advisory Group (AG) discussed and agreed on Terms of Reference. Mary Darwell (MD) provided a detailed overview of the Harbour Trust, including objectives of parklands and 2018-2022 Corporate Plan. MD also provided an in-depth look at each of the sites in the Harbour Trust portfolio, identifying the updates and future objectives for each site.

The Advisory Group (AG) enquired whether there would be installation of a permanent memorial for WWI veterans at Sub Base Platypus. MD advised a memorial for the Submariners at Platypus focused on the Oberon Class sub base. Roy Mundine (RM) noted there was another permanent memorial dedicated to Submariners at Holbrook.

MD provided further information around the work at Headland Park, Djon Mundine (DM) commenting there may be potential collaboration opportunities with Mosman Gallery as part of the Bungaree concept.

Dennis Foley (DF) noted the importance of including the traditional owner’s relationship with the land as part of the layered history.



## RAP QUARTER 1 PERFORMANCE REVIEW TO DATE

The Harbour Trust outlined progress to date on the Reconciliation Action Plan (RAP), outlining targets met and goals still to be achieved. A new internal reference group tasked with managing the coordination and execution of the RAP will be set up, the group incorporating Indigenous employees.

The AG added it is fundamental that the RAP is woven into the Harbour Trust Corporate Plan. This is to ensure accountability for outcomes and create a functionality for the RAP. The Harbour Trust outlined, the RAP is a priority for employees of the Harbour Trust and where possible, accountability measures have been put in place to ensure goals are met.

### ACTION:

- HT to ensure RAP accountability represented throughout Corporate Plan – Mary Darwell

## INTERPRETATION STRATEGIES

The Harbour Trust provided an overview of the interpretation strategies currently in place at Headland Park, Sub Base Platypus, North Head Sanctuary and Cockatoo Island and sought input.

The AG outlined the importance of incorporating Indigenous stories into the experience of each of the Harbour Trust sites. As the defence history is represented, so should the Indigenous story as the custodians of the land.

The AG enquired as to whether the Harbour Trust had interpretive tour guides at each of these sites. The Harbour Trust highlighted that this is to be a focus for the organisation.

The AG suggested it would be beneficial for Harbour Trust to partner with surrounding Harbour organisations to create a unified story with National Parks and Wildlife Services NSW, Taronga Zoo and Botanic Gardens. This story would also create consistency amongst organisations with multiple sites along the Harbour foreshore. The AG highlighted the Committee for Sydney told the most accurate story of the original people of the land. This could also contribute to opportunities for Indigenous business led tours.

The AG highlighted the importance of conveying all aspects of the Indigenous connections and Harbour Trust sites within Harbour Trust interpretation. Each site is representative to a different evolution of Indigenous people. The Harbour Trust are hoping to gain access to these Indigenous stories in order to properly interpret each site.

DF provided an overview of the traditional uses of Headland Park, Sub Base Platypus, North Head Sanctuary and Cockatoo Island.



**ACTION:**

- HT to work with DF on an update for the interpretation strategies – Kathryn Roberts
- HT alongside PW to work with Botanic Gardens, Sydney Living Museums and National Parks & Wildlife Services NSW to achieve consistent Indigenous stories across our sites – Kathryn Roberts/Peter White

**PARTNERING WITH ABORIGINAL ORGANISATIONS**

The Harbour Trust provided a brief overview on proposed approach for working with Aboriginal organisations. These were discussed and agreed as appropriate by the Advisory Group, this should be formalised into a protocol document to be circulated to the AG.

The Harbour Trust requested that where possible, the AG could provide advice around the opportunities to develop relationships with Aboriginal organisations.

The AG outlined education streams as a priority of focus for partnerships. They also added a pre-qualification organisations should be engaged to ensure proper procurement of Indigenous partnerships.

**ACTIONS:**

- HT to provide an introduction between Susan Moylan-Coombs and James Griffin MP's office for potential uses of NHS housing – Stephen Alborough
- HT to produce a draft *Working with Aboriginal Organisations Protocol* for endorsement by the Advisory Group – Kathryn Roberts
- HT requested that where possible, the AG could provide advice how key relationships should be developed – Advisory Group ALL

**OTHER BUSINESS**

The Advisory Group was asked to comment on Indigenous employment and retention at the Harbour Trust. The Harbour Trust suggested the networks of the AG could be utilized to encourage mentoring and partnership not only for the organisation but for individual employees also. The AG advised Enterprise Agreement may need to be revised to include provisions for Indigenous employees.

**ACTIONS:**

- DF to advise on Indigenous Cultural Awareness training of Headland Park and North Head Sanctuary – Kathryn Roberts
- HT to facilitate Advisory Group meeting in November – Rebecca Hage



- HT has an upcoming review of the Enterprise Agreement, HT will ensure that appropriate provisions for Indigenous employees will be represented.
- HT & AG to investigate the way mentoring and networking can be incorporated into staff activities for both Indigenous and non-Indigenous employees.