

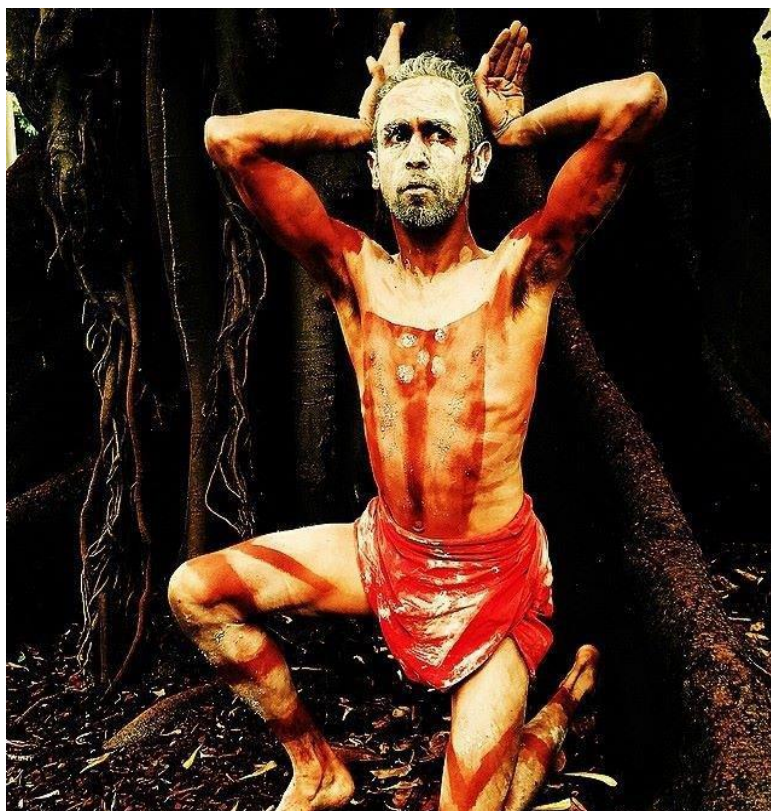
# Baya Ngara Gamarada (Speak Listen Friends)

2017



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*Macunity members acknowledge the Traditional Custodians of the land where we meet and work and the many nations represented by our Aboriginal community.*

*We respectfully acknowledge all Elders and Aboriginal people of today and their Ancestors of the past who have performed age-old ceremonies of celebration, initiation and renewal.*

*We acknowledge the living culture and unique role of our Aboriginal and Torres Strait Islander community in the life of the region*

## **THE MACUNITY CREATION STORY**

### **DEAN SHILLINGSWORTH - THE ANGEL OF THE LAKE**

In 2007, a precious 2-year-old Aboriginal boy, Dean Shillingsworth, was taken too early from this earth. Despite the efforts of caring and loving family members and community workers, Dean was unable to be protected from terrible harm. In response to Dean's tragic passing members of our Aboriginal and Torres Strait Islander and non-Aboriginal community committed to work in unity to improve service delivery, support families and protect our precious children. Dean's spirit lives on within the hearts of his family. He is the Angel of the Lake and the inspiration and driving force behind the MacUnity network.

## **WHO WE ARE AND WHAT WE DO**

MacUnity is a network that has been meeting since 2008 to build relationships between our Aboriginal and Torres Strait Islander and mainstream service providers who aim to improve outcomes for the community. MacUnity is a collective of service providers and community members in Macarthur and Wingecarribee. We meet bi-monthly and aim to achieve genuine outcomes for our Aboriginal and Torres Strait Islander communities. Our members share information, support the development of community projects, coordinate community events and work together to improve service delivery.

## **OUR VISION**

Our vision is to build strong and respectful relationships with Aboriginal and Torres Strait Islander communities, organisations, service providers and the broader community in order to deliver coordinated services that improve the wellbeing of all our community members.

## **HOW TO JOIN MACUNITY**

Individuals who wish to join MacUnity are invited to register and express their interest at <http://www.sectorconnect.org.au/rego-macunity>

Please contact Sector Connect on 02 4648 5933 or email [director@sectorconnect.org.au](mailto:director@sectorconnect.org.au) if you have any enquiries or if you feel that you can assist us to implement this plan.

## OUR PLAN

Our Plan will guide the activities of MacUnity over the next three years in order to achieve the goals of Baya Ngara Gamarada to support and enable effective communication of our goals and achievements to our membership and our current and prospective partners.

Our members will implement these strategies and actions in a way that aligns with our commitment to support members and member organisations.

The Plan will be a living document that will be reviewed annually and evolve as more opportunities arise to deliver on the goals of MacUnity and to respond to the needs of the community.

MacUnity acknowledge the invaluable input of Aboriginal community Elders who provided their input, support and wisdom and Waratah Partners Lawyers + Consultants who contributed to the development of this document.

The plan covers three goals

**Goal 1** create new and maintain existing relationships with our Aboriginal and Torres Strait Islander community

**Goal 2** improve services to more effectively address the needs and aspirations of our Aboriginal and Torres Strait Islander community

**Goal 3** undertake concrete, achievable actions and projects that produce real outcomes

## Goal 1: create new and maintain existing relationships with our Aboriginal and Torres Strait Islander

- 1.1. Develop a calendar of Aboriginal and Torres Strait Islander cultural and community events and distribute and publish on Sector Connect website MacUnity resource page and promote on Facebook.
- 1.2. Contribute to, participate in, promote and support Aboriginal and Torres Strait Islander cultural and community events each year.
- 1.3. Establish protocols for respectful engagement at community and service provider events.
- 1.4. Regularly send MacUnity newsletter to Aboriginal organisations and promote newsletter on Facebook.
- 1.5. Increase the membership of MacUnity by identifying barriers to engagement and by regularly inviting new people to MacUnity meetings.



## Goal 2: improve services to more effectively address the needs and aspirations of our Aboriginal and Torres Strait Islander community

- 2.1. Encourage the delivery of Aboriginal Cultural Capability Training within MacUnity member's organisations.
- 2.2. Promote, with the support of the Elders, Aboriginal Cultural Awareness Training that is tailored to the local area.
- 2.3. Develop with our Aboriginal and Torres Strait Islander community and Elders, protocols for Welcome to Country and Acknowledgement to Country and raise awareness of these within the network and amongst member organisations.
- 2.4. Promote new and existing programs and services that will contribute to and support outcomes and aspirations for Aboriginal and Torres Strait Islander peoples through the network.
- 2.5. Develop toolkits and resources to assist service providers to deliver culturally appropriate services and promote throughout the network.
- 2.6. Support and encourage organisations funded for outreach to provide outreach services and wherever possible in culturally appropriate venues for our Aboriginal and Torres Strait Islander community.



## Goal 3: undertake concrete, achievable actions and projects that produce real outcomes

- 3.1. Consult with community about the Baya Ngara Gamarada document.
- 3.2. Launch the document and monitor implementation.
- 3.3. Develop a logo and signature to be used by MacUnity members, which includes an acknowledgement of traditional custodians.
- 3.4. Develop and install signs / statements around the community and within organisations acknowledging local traditional custodians of the land which includes the MacUnity logo where possible.
- 3.5. Identify resources (such as policies) that could be adapted to support and increase Aboriginal and Torres Strait Islander staff within the Macarthur and Wingecarribee areas to participate in cultural events and promote on the Sector Connect website.
- 3.6. Develop a template HR policy and procedure that addresses barriers to Aboriginal and Torres Strait Islander employment within organisations and promote on the Sector Connect website.
- 3.7. Develop a toolkit to support organisations to attract Aboriginal and Torres Strait Islander staff, including identified and targeted position procedures.





## HOW WE WILL MEASURE THE SUCCESS OF OUR PLAN

MacUnity will measure the success of Baya Ngara Gamarada by regularly monitoring the implementation of the actions in the document and by reporting annually on the following measures for each of our goals.

### **Goal 1: create new and maintain existing relationships with our Aboriginal and Torres Strait Islander community.**

Our measures of success:

- The number of Aboriginal and Torres Strait Islander and non-Aboriginal members committed to the Baya Ngara Gamarada.
- The number of events hosted or supported by MacUnity or our members.
- Case studies outlining relationships between MacUnity, service providers and the community.

### **Goal 2: improve services to more effectively address the needs and aspirations of our Aboriginal and Torres Strait Islander community.**

Our measures of success:

- The number of MacUnity members that report improved services due to the cultural capability of service providers.
- The number and type of resources developed or promoted by MacUnity or MacUnity members that support improved service delivery.
- Case studies outlining improved service delivery and/or increased Aboriginal and Torres Strait Islander community engagement with services.

### **Goal 3: undertake concrete, achievable actions and projects that produce real outcomes.**

Our measures of success:

- The number and type of MacUnity projects underway.
- The number and type of MacUnity projects completed and delivered.
- Case studies and reports outlining projects and the benefits of those projects.

