

# Gladstone Regional Council

## Council Policy

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Date Repealed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

### 1.0 PURPOSE:

The purpose of this Policy is to recognise the valued contribution of First Nations people in Australian culture and history. First Nations people 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 First Nations people and other residents of Australia.

### 2.0 SCOPE:

This policy applies to Councillors, employees and consultants of Council who deliver events.

### 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.

**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.

**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.

**6.0 POLICY STATEMENT:**

**6.1 Event Protocol**

This policy will provide guidance for a consistent approach to involving and engaging First Nations People for events in the Gladstone Region through a formal Welcome to Country by Traditional Owners or an Acknowledgement of Country which can be given by any person.

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.

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
5. State or National Conferences.

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

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 Country address is required and can be delivered by any person at the event:

**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.

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.

## **6.3 Sensitivity around First Nations People Cultural Protocols**

Council recognises that some First Nations People 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 representative/s prior to the event taking place.

**6.4 Arranging a Welcome, Acknowledgement or Performance**

Event organisers are responsible for liaising with Traditional Owner groups from the Gladstone Region 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**