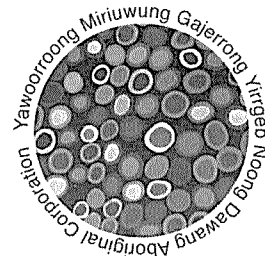


# Miriuwung Gajerrong Ord Enhancement Scheme

MID-TERM REVIEW  
November 2009



GOVERNMENT OF  
WESTERN AUSTRALIA



## Ord Final Agreement

In 2005, Miriung Gajerrong (MG) traditional owners of the Ord Valley region, East Kimberley, Western Australia, negotiated a landmark agreement with the WA Government. The Ord Final Agreement (OFA), which centred on a proposal by the Government to extend the Ord Irrigation Area (Ord Stage 2), recognises and settles outstanding MG native title rights and provides compensation where loss of native title rights has occurred.

The Yawoorroong Miriung Gajerrong Yirrgb Noong Dawang Aboriginal Corporation (MG Corporation) was established under the OFA to receive and manage the benefits to be transferred under the Agreement.

Through the OFA, the WA State Government has committed to working in partnership with traditional owners in order to achieve practical social and economic outcomes, in a context where native title issues have been resolved.

## MG Ord Enhancement Scheme

The MG Ord Enhancement Scheme (OES) was established as a result of the OFA. It is a holistic program that aims to achieve support for MG driven initiatives to improve service delivery in the region, leading to long-term beneficial social and economic change in the community.

The OES is the WA State Government's response to the needs of MG people as identified in the *Ord Stage 1 Fix the past Move to the Future - An Aboriginal Social and Economic Impact Assessment of the Ord River Irrigation Project Stage 1 Report (ASEIA report)*, completed in 2004 during the course of the negotiations for the OFA. The ASEIA Report makes 40 recommendations relating to a diverse range of social, cultural and economic issues in the Ord Valley region as they affect Aboriginal peoples.

The OES is an innovative collaboration that provides for joint decision-making processes involving MG peoples and Government working together. It is structured as a partnership between the State Government and the MG Corporation, and is administered through the Kimberley Development Commission. The priorities and strategic direction of the OES are directed by MG leaders appointed by their community and State Cabinet to a Management Committee.

The program is focused on the development of partnerships between the OES/MG Corporation and Government and non-Government agencies/organization to create positive, lasting social, cultural and economic change in the community. As part of the OFA, the State has allocated to the OES \$11.195 million over four years to be used as a leverage fund, to attract more funding for projects that address the issues identified in the ASEIA Report. The provision of leverage funds, empowering traditional owners to take the lead in driving social change, is a critical component of the OES.



## The OES Management Committee

Current OES Management Committee Members are Helen Gerrard (Chairperson), Carol Hapke, Erica Ward, Edna O'Malley, Ephrem Kennedy and Jeff Gooding (pictured below).

Donald Chulung, Merle Carter, Ben Ward, Chris Griffiths and Margaret Moore have previously been members of the Management Committee.



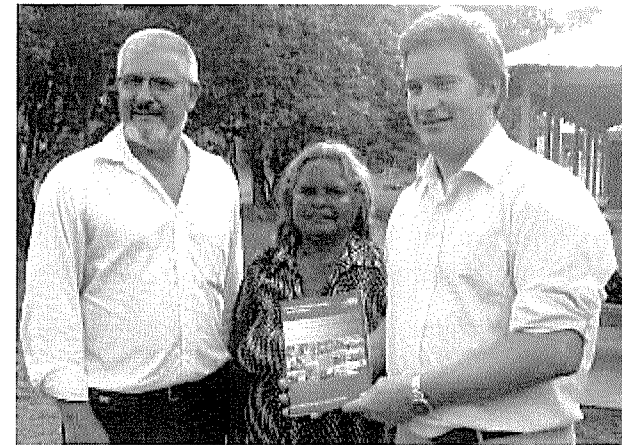
L-R: Ephrem Kennedy, Edna O'Malley, Jeff Gooding, Helen Gerrard (Chairperson), Erica Ward, Carol Hapke

## Staff

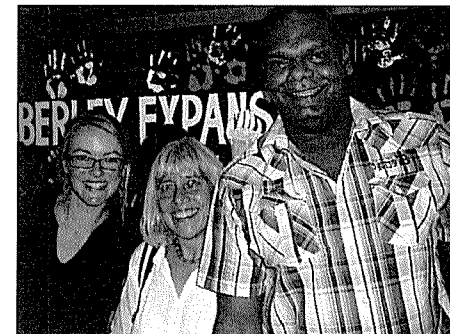
The OES has two staff members who have been with the Scheme since its establishment: Anna Moulton, Program Manager and Lawford Benning, Community Information Coordinator (pictured right with Liz Kirkby of the Kimberley Development Commission (KDC)). The OES also employed Rachel Nelson in late 2009 as a short-term project officer working to progress specific OES projects.

## Minister for Regional Development

Ministerial responsibility for the OES rests with the Minister for Regional Development, the Hon. Brendon Grylls MLA, pictured below at the launch of the Health Education Unit and Language Revitalisation and Survival Project at the Mirima Dawang Woorlabgerring Language and Culture Centre in February 2009.



L-R : Jeff Gooding, Helen Gerrard and the Hon Brendon Grylls MLA



L-R: Anna Moulton, Liz Kirkby (KDC) and Lawford Benning

## Objectives of the OES

The OES intends to contribute to the following outcomes:

- enhanced services for Miriuwung Gajerrong peoples;
- enhanced Miriuwung Gajerrong participation in the determination of service priorities and the delivery of services in the East Kimberley;
- the social and cultural development of Miriuwung Gajerrong peoples;
- the positioning of Miriuwung Gajerrong peoples as partners in regional development;
- improved social cohesion and inclusiveness in the broader community.

## Guiding Principles

- **Collaboration:** A commitment to Aboriginal and non-Aboriginal peoples working together to address their mutual concerns arising out of a recognition that current issues cannot be solved by working in isolation;
- **Participation:** Enabling MG People to be actively involved in decisions and actions about their own future and to build their capacity for self-governance;
- **Compensation:** Recognition of the need to ‘fix the past before moving to the future’ in respect of the adverse impacts of Stage 1 of the Ord Irrigation Area;
- **Sustainability:** Acknowledgement that the achievement of positive social change will require on-going progress and action by all Parties, rather than just short term and ‘one off’ initiatives;
- **Accountability:** Acceptance by service providers that they have joint accountability to the MG People and to government for the achievement of outcomes;
- **Reciprocation:** Projects established will be characterised by commitment to a sense of shared responsibility, such as joint funding and resource sharing arrangements; and
- **Capacity Building:** Recognition that the self reliance and resilience of the MG People, and their capacity to make informed decisions and actions, will best be strengthened in the context of addressing particular needs, rather than through generic training and workshops conducted in isolation.

## Operation of the Leverage Fund

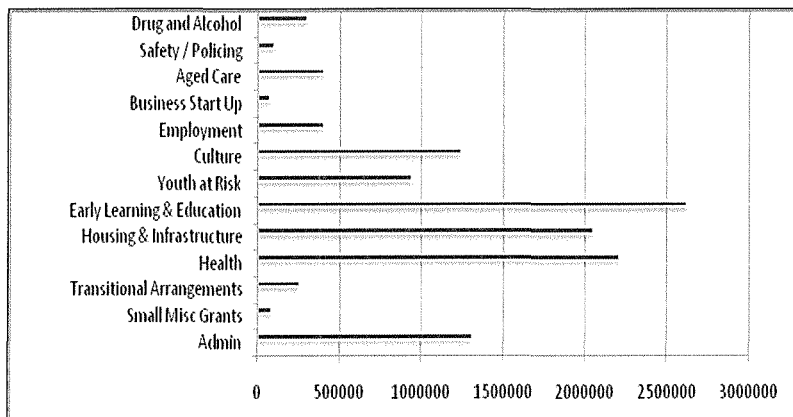
The provision of leverage funds, empowering traditional owners to drive their own agenda for social change, is a critical component of the OES.

The timeframe for the project is 4 years or until such time as the funds are expended. It is anticipated that the OES will be completed in 2010/2011. The very broad and complex aims of the Scheme, notably to address some of the underlying factors affecting indigenous disadvantage, make this flexible timeframe very important. The leverage funds have been deposited into an interest bearing special purpose account to ensure the beneficiaries of the scheme are not adversely impacted, as often complex projects take some time to realize, particularly given the strong focus on capacity building in the community.

The leverage fund has worked well as a means of achieving traditional owners' aims, and it has been necessary to implement a range of different strategies to achieve the leverage outcomes. An early decision made by the OES Management Committee was to ensure the OES does not become a "mere funding body", but rather an agent of long-term sustainable change. To achieve this has required significant research and negotiation in an environment that is characterized by a resistance to systemic change and focused on short-term outputs. The Committee has been stringent in ensuring that there is no cost shifting and that OES funds are not being used where other sources are either available or committed. Given the range and complexity of the scope of the OES, its Management Committee's strategic approach has been to concurrently advance a number of large-scale projects with an early intervention/preventative focus. They have also provided short term, smaller scale funding to improve existing services, pending the development of larger scale interventions (eg. alternative girl's education programs).

## Expenditure

As at 30 June 2009, the OES' total expenditure was almost \$1 million. A further \$2.8 million of project funds have been committed and the remaining \$8.2 million (including interest) has been notionally allocated to projects. This significant expenditure will occur over the next



year as further OES projects, which are in varying stages of development, come to fruition.

There is a 10% cap on funds spent on administration, which may be altered by the OES management committee, but this has not been necessary to date.



Edna O'Malley, Prime Minister Kevin Rudd and Carol Hapke

Total Estimated OES Project Expenditure



## Successes and Challenges

Implementation of the OES has shown that:

- The leverage fund has worked well as a means of achieving traditional owners' aims, through implementing a range of different strategies to achieve the leverage outcomes, including seed funding and as funding of last resort where appropriate.
- The expanded timeframe for the model is particularly important in an Indigenous capacity building context and as a driver of long term sustainable change.
- The model successfully links State Government service delivery for Indigenous people in general and for traditional owners specifically, both to a native title settlement and to prevailing State Government service delivery policy.
- The model is robust but requires intensive management in its implementation.
- The model requires a stable and credible organisation to undertake its administration.
- The experience of the OES is relevant to a range of similar situations in the Kimberley and elsewhere.

Challenges encountered include the need to avoid cost shifting and to improve agency understanding at the State and local level of the opportunities presented by the OES and the requirements under the Ord Final Agreement. There is also a need to improve Commonwealth Government understanding of the OES and the unique opportunity it provides to pilot community driven projects that meet the aims of the Close the Gap Agenda.

The question of capacity has been both a success factor and challenge to Scheme. The strong focus on capacity building at Management Committee level and within the broader community is a key success factor of the OES and critical to ensuring the long term sustainability of these social change projects. The level of capacity building and governance training required was somewhat underestimated in the development of the OES model. Similarly, the need for extensive research and early stage project development to identify appropriate solutions to the needs identified in the ASEIA Report was also underestimated. Sustainable solutions to the 40 recommendations of the ASEIA Report are not simple and require addressing of significant underlying causal issues. These limitations have been accommodated by the extended timeframe for the Scheme. Lack of capacity and stretched resources has also been an issue for many of the OES' local partners (particularly non-Government service providers). OES has utilised its human resources to provide support to partners to assist them to grow their capacity to address OES priorities. The extended and to some degree flexible timeframe of the project addresses these capacity issues. The interest bearing special purpose account ensures that this does not cause disadvantage to the client group.

An underlying principle of the OES is that traditional owners often know the strategic solutions required to address the issues affecting their people – and with the right resources they can lead projects that will have a real impact on grass roots (the most disadvantaged) Aboriginal people's quality of life. The question is to influence how programs can be delivered differently by a wide range of providers, in a way that empowers Aboriginal people and tackles systemic disadvantage. The OES is a partnership scheme – the Committee must be satisfied that project methodologies will reach the needs of MG people, and engage with partners in such a way to monitor implementation to ensure that this happens. This approach requires heavy support and a flexible timeframe.

To date all program development has occurred using internal resources rather than engaging consultants, to ensure there is a high level of input from MG people into projects and avoiding common problems associated with consultancies – including communication problems, minimal 'buy-in' and misinterpretation of Aboriginal people.



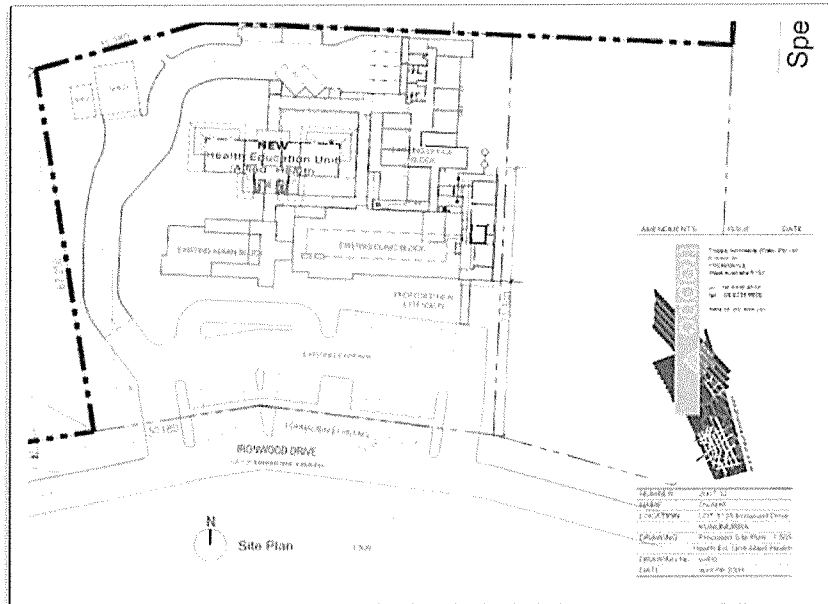
## Achievements

### HEALTH

Seeking to reduce the devastating impact of high prevalence, chronic (especially renal) disease on MG people, OES has played a major role with stakeholders in funding and developing primary health care initiatives:

#### MG Health Education Unit

- The OES and the Ord Valley Aboriginal Medical Services (OVAHS) secured \$1.7 million of funding for capital works to establish a comprehensive health education unit in a new purpose built OVAHS building.
- The OES has also committed funds to cover the operational costs of the Health Education Unit project for 12 months and is working with OVAHS to secure State and Commonwealth Government funding to match the OES funds. This project will create 2 new positions for Aboriginal (preferably MG) support workers, and a position for a dietitian / nutritionist who will be employed as soon as temporary office accommodation has been secured.



*“At the OES we believe that better outcomes for Aboriginal people can only be achieved through meaningful partnerships between Aboriginal and non-Aboriginal people working together, where there is real Aboriginal input from the start and right through to implementation.*”

*From the very beginning of OES we realized that health education had to be a number one priority.*

*We believe locally developed, intensive education strategies will be a key to preventing our people from becoming sick. Perhaps most importantly, we believe that partnering health professionals with traditional owners will ensure programs are delivered by people who really know how to engage effectively with our people.”*

*Helen Gerrard, Chairperson OES*

Plans for the new Health Education Unit, to commence construction in 2010



## Foetal Alcohol Spectrum Disorder (FASD) Strategic Intervention

- OES has committed seed funding to a ground breaking new FASD program at OVAHS. This project is of national significance and is providing cutting edge experience in the roll-out of a new branch of Indigenous preventative medicine. OES support will enable the program to start with intensive community education about the dangers of drinking during pregnancy, and will support data collection so that the scale of the problem in this area can be assessed at a level that is local and meaningful to MG people.

*“As the traditional owners for this country, we are very concerned that FASD is not only impacting on our families now, but has frightening implications for future generations of MG and other Aboriginal people in the region. We supported OVAHS’ call for the need to understand the scale of the problem and to start an intensive education campaign as soon as possible.” Helen Gerrard, Chairperson OES*

- OES is working with OVAHS to obtain State and Commonwealth Government funding to match the OES funding. This project has employed an MG support worker who is working alongside a registered nurse (pictured below).



*“We couldn’t have got this project off the ground without the OES funding.*

*The FASD Unit has progressed very quickly, with the workers spending intensive time in the community, particularly with the antenatal program, which has been their first priority. They have also been developing educational materials and collecting baseline data about the prevalence of drinking during pregnancy.*

*Early indicators are highlighting that awareness in the community about the risks of FASD associated with drinking alcohol during pregnancy is extremely low, demonstrating just how urgent the need for this project is and how important it is that Government get behind the MG traditional owners in supporting this project on a recurrent basis.”*

*Jane Cooper, Manager Social Emotional Wellbeing Unit, OVAHS*

L-R: Josephine Ward and Penny Bridge - The FASD Team





## Renal Services Project

- *Dialysis Unit*

The need for a dialysis unit in Kununurra, to enable MG countrymen to return home from Perth, was an early priority of the OES Management Committee which advocated strongly for its establishment. Commonwealth funds have been secured to build the unit and the State has announced its commitment of recurrent funds.

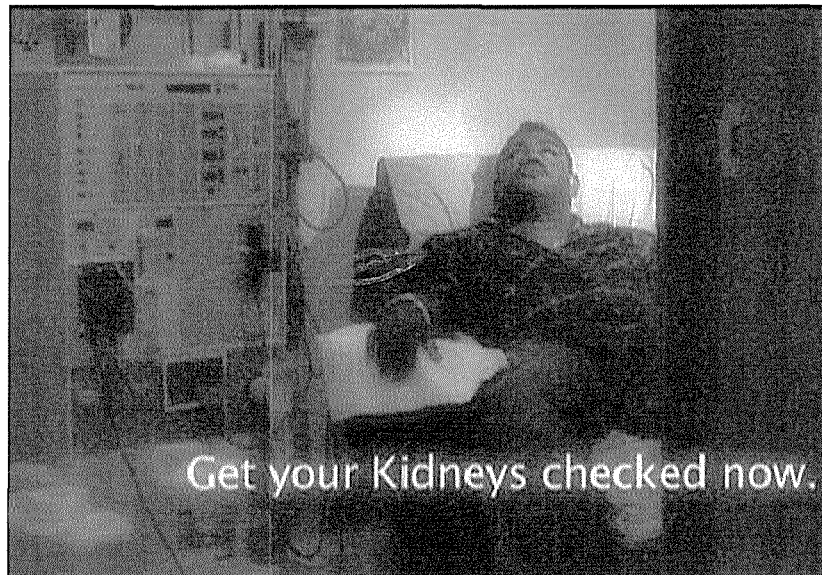
*“It’s extremely important to Traditional Owners to bring our countrymen [who are on dialysis] home from Perth, so we campaigned hard for a dialysis unit to be built here in Kununurra.” Edna O’Malley, OES Management Committee member*

- *Kimberley Renal Support Service.*

The OES also strongly advocated for the establishment of a Renal Support Service employing renal nurse educators and health workers to provide greater support and education to patients and families affected by kidney disease. This service was funded Kimberley wide in 2009.

- *Renal Education -Television Commercial and DVDS*

OES worked in partnership with OVAHS and Gelganyem Trust to develop a Kidney Disease Education Campaign, including a TV commercial and educational DVDs to increase awareness of kidney disease, encouraging people to get health checks, and encouraging strong family support for patients with kidney disease. OES jointly developed the material to ensure that it would have a meaningful impact on local Aboriginal people. The TV commercial first screened on GWN in late 2008 and has continued throughout 2009.



*“We were shocked to find out that the Kimberley has one of the worst rates of kidney disease in the world. So the question we asked ourselves is, what can we, as a community and as family members, do about this?”*

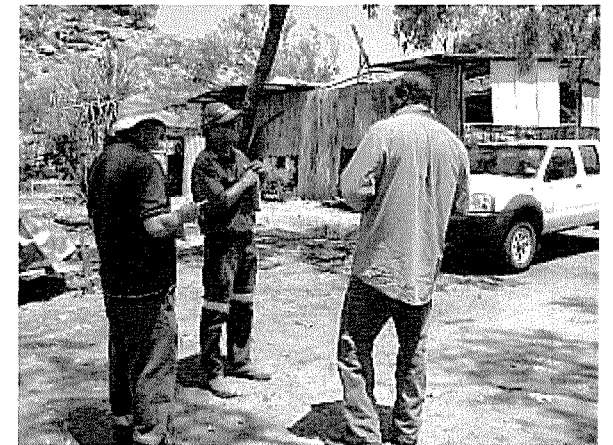
*What we want people to know is that there is something they can do about their health, right now. We are saying to them, don’t leave it too late, we don’t want our people becoming another Aboriginal health statistic.*

*We’re encouraging people to get their health checks, and we hope that the TV ad and the DVDS will help people understand that they can make some changes in their lifestyle that will help to keep them and their families healthy. Early indications are that they’ve had a positive impact on the community, with an increased number of health checks being completed.”*

*Helen Gerrard, Chairperson OES*

## HOUSING AND INFRASTRUCTURE

- OES is working with the Department of Housing, MG Corporation and other relevant parties to secure a comprehensive housing strategy/agreement that will lead to better housing outcomes for MG people. OES has a particular focus on supporting the development the MG Community Living Areas (CLA's), in keeping with the aspirations reflected in Ord Final Agreement, through the transfer of secure title in the CLAs.
- OES successfully negotiated State funding for an MG housing audit/needs analysis to be conducted including make safe electrical and plumbing work. The MG communities housing audit has been completed, including the Phase 1 audit consultancy negotiated by the OES; and the Phase 2 audit, conducted by DHW, of MG houses that have committed to a housing management agreement. The audit confirmed the poor condition of most MG houses, largely due to poor quality workmanship and materials and lack of maintenance.
- OES also successfully advocated for the Department of Housing to provide housing management services to CLAs within a 35km radius of Kununurra. Accordingly, OES is initially focusing its strategic efforts on CLAs deemed eligible to receive housing management services from Department of Housing (including proximity to Kununurra, existing housing and infrastructure and permanent residents). This is Stage 1 of the project. In Stage 2, opportunities to provide support to the remaining MG CLAs will be considered.
- OES is negotiating with the Department of Housing to develop a proposal to secure funding for new houses on the Stage 1 CLAs. The Committee has made an in-principle commitment of \$1 million of OES funds as leverage for this proposal.
- OES is also negotiating with the Department of Planning to develop community layout plans for the MG CLAs, with work to commence in late 2009 through 2010.
- Horizon Power and the Department of Water have conducted a preliminary assessment of the power and water needs of MG communities. OES is negotiating with Horizon and Bushlight to provide detailed cost analysis of power and water requirements, and maintenance service delivery models with the aim of achieving State and Commonwealth funding support. OES is also negotiating with Horizon Power and Department of Housing regarding the need and service options for the communities on mains power to have individual meters.
- OES advocated for 3 years that drainage needed to be addressed in the Kununurra ALT town reserves where many MG residents live. The pooling water in the wet season has lead to an unacceptably high number of infectious disease notifications, particularly affecting children. The OES is very pleased that the ALT and other relevant agencies undertook, in October 2009 to examine the cause of the poor drainage and to develop an action plan to rectify the problem.



Department of Water, Horizon Power and OES staff

## EDUCATION

Concerned about the educational attendance and achievement outcomes of MG students, OES:

- has funded the Clontarf Football Academy for boys at the Kununurra District High School, the purpose of which is to provide a carrot for improved attendance and retention rates;
- has provided funding support for both the Bridging (Alternative Education) Girls Class at KDHS and the Connections Program which support girls who have been disengaged from education.
- is working with partners to develop a sustainable well funded alternative education program for girls;
- has funded an early years bus service at the Kununurra District High School;
- is engaging with the Department of Education and the Kununurra District High School, and has initiated discussions with St Joseph's Catholic Primary, to explore how educational outcomes for Aboriginal and particularly MG students can be improved, and the number of traditional owners employed in the school increased;
- is working to identify strategies to increase community faith in and understanding of the education system, in order to contribute towards improved school attendance;
- recognised early childhood development as a key to education (see next page).

*“The most important thing we can give our kids is an education. If our kids get an education life can be different for them. They can take charge of their future. We want mainstream educational outcomes for our MG children.” Carol Hapke, OES Management Committee Member*

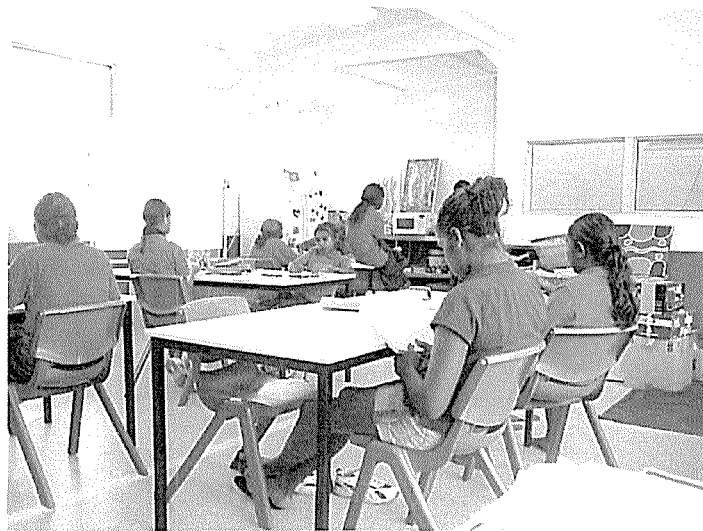


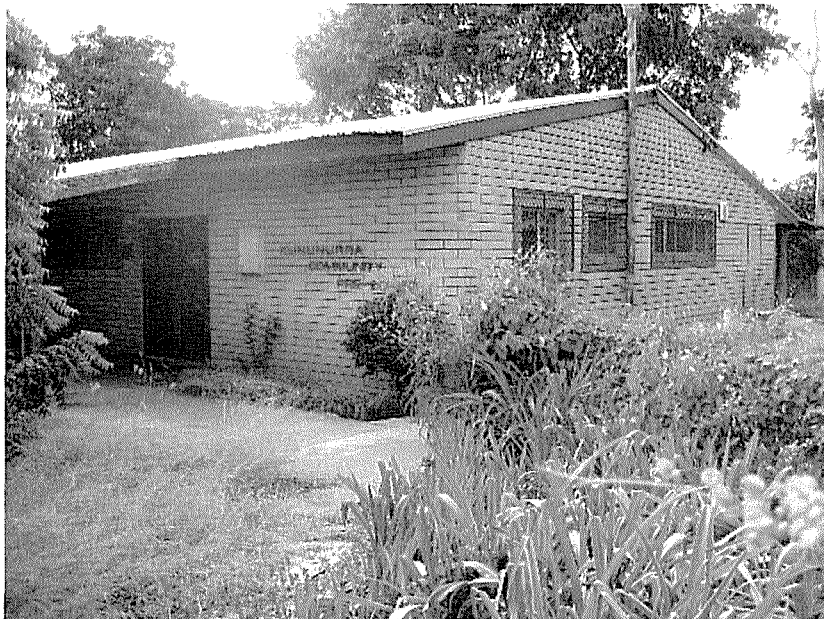
Photo courtesy - Kununurra District High School - Bridging Class



Photo courtesy Kununurra District High School and Clontarf Foundation

## EARLY CHILDHOOD LEARNING AND FAMILY SUPPORT

- OES secured the successful transfer of the disused Kununurra Kindergarten site in Pindan St to MG Corporation as freehold title.
- OES facilitated for the Pindan site and facilities to be initially leased to Gawooleng Yawoodeng Aboriginal Corporation for early childhood playgroup activities. OES is working in partnership with local service providers to support the expansion of holistic early childhood and family support activities at Pindan, and the potential expansion of mobile playgroup services that will meet the needs of MG families, particularly those most at need and disengaged from existing service delivery. It is anticipated that the centre will operate as a dynamic hub for early learning coordination and service delivery in the area.
- OES also successfully advocated (through the Department for Communities) for Kununurra to become a trial site for the State/Commonwealth Children and Family and Children's' Centre (FCC). The Government has announced that the FCC will be built in Kununurra in 2012 and consultation will commence in 2010.
- OES continues to advocate that this process must have strong input from and a real ownership by Aboriginal people in terms of the design, location and operation of the centre, if it is to meet its intended goal of increasing engagement and participation of disengaged Aboriginal families in education and family support programs. The new FCC should also accommodate linked in sites such as Pindan site, providing flexible programs to support families. A plan is being developed to facilitate community consultation on early childhood and family support needs.



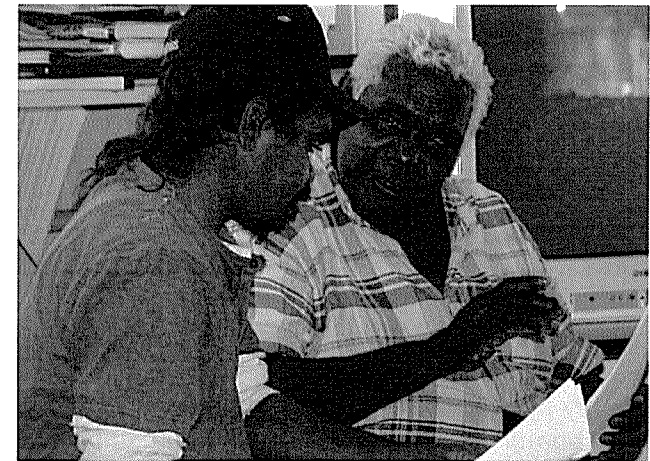
## MG CULTURAL LEARNING AND LANGUAGE PROGRAM

OES recognises the crucial role that language preservation plays in maintaining and developing culture. OES has worked in partnership with the Mirima Dawang Woorlab-Gerring Language Centre to:

- establish a program which supports cultural learning between elders and youth;
- build the Language Centre's capacity in the long term, which includes a capital works project for a recording room, additional office and meeting space for the Language Centre;
- develop an action plan to support the survival of MG languages and long term sustainability of the Mirima Language Centre, including an intensive program working with elders and creating up to 12 positions for MG people (the Master / Apprentice Program).



Language Culture Learning Bush Trip with the Clontarf boys



Master Apprentice Program: Dwayne Newry & Button Jones

*Through the support provided by the OES over the past year Mirima Dawang Woorlab-Gerring (MDWg) has been enabled to make significant progress in the following areas:*

- *Implementation of the Action Plan for Miriwoong Language Survival, including the Master Apprentice Program. Through this initiative, employment was created for 11 M/G people, including 6 who were not employed before the start of this program.*
- *Funding approval for the language centre extension: through the support of the OES, it was possible to obtain the commitment of other organisations to fund this project. Preliminary works are starting [in November 2009].*

*Given the urgency of the task to preserve our traditional languages, plus the ongoing expansion of our activities, both projects are critical for the work of MDWg and I would like to express our gratitude towards the OES."*

*Dr Knut Olawsky Senior Linguist/Coordinator MDWg*



## YOUTH AT RISK

- The OES Committee is focused on building youth skills and addressing the needs of youth, particularly the disproportionate levels of MG at risk youth.
- The OES successfully leveraged funding from the Commonwealth Attorney General's Department to establish 2 MG Youth Worker positions. This project is a partnership between OES, MG Corporation and Save the Children (the organization that will host the workers). The positions should be filled before the end of 2009.
- OES has facilitated MG community Youth at Risk forums, focused on developing community based solutions for youth at risk and building capacity to drive social change within their community. Projects expected to flow from this process include accommodation for youth at risk.



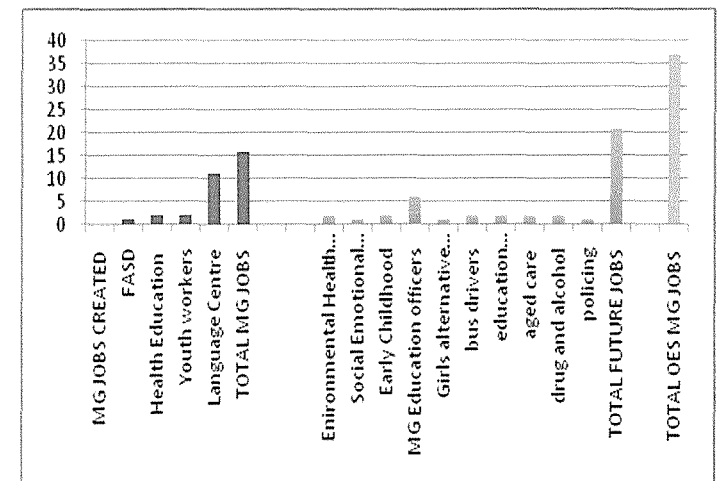
Youth at Risk Workshop

## EMPLOYMENT

- The OES Committee is responding to increasing MG interest in employment as an enabler of social change.
- OES is examining how it can support improved employment outcomes for MG people, particularly mentoring and work readiness. OES is working closely with MG Corp to assist in the development of an implementation plan for the Aboriginal Development Package under the Ord Final Agreement.
- To date the OES has created 16 jobs for MG people, with more jobs to be created in 2010. It is anticipated that by the end of 2010, almost 40 jobs will have been created for MG people.

*"In all OES projects we have a focus on creating jobs for MG people. We believe that services will be delivered better to our people if MG people are employed to deliver those services. We set up our positions based on a partnership model – where there is a person to train up the MG worker and the MG worker advises on how to engage effectively with the community."*

*Ephrem Kennedy, OES Management Committee Member*



MG employment – OES projects

## AGED CARE

- The ASEIA report recommends the establishment of an aged care unit in Kununurra. MG elders would like aged accommodation to be built at Mirima. Work has begun to develop a plan for the development of aged accommodation, including research and consultation with the community. It is anticipated that a management plan, funding and a site will be determined in 2010.

## SMALL GRANTS PROGRAM

- The OES have responded to the need for MG individuals and groups to be able to access small amounts of capital for worthwhile projects. The OES has established a small grants program (for amounts up to \$5,000) capped at \$50,000 per annum. Projects must comply with normal OES funding criteria.
- The following projects have been supported so far:
  - St Joseph's Catholic Primary School – attendance at a dance festival in Perth
  - MG Corp : NAIDOC Week
  - Gawooleng Yawoodeng Aboriginal Corporation – Women's Cultural Activities
  - Kununurra District High School – year 1 / 2 Aboriginal low literacy class reward trip to Broome.

## EDUCATION ASSISTANCE GRANTS

- Participation of some MG children at school is limited by the ability of their families to fund basic requirements. OES has a new grants scheme allowing grants of up to \$1,000 for all MG high school students to assist them with school related costs. The funds are administered by the relevant school. As at November 2009, 24 students have applied for the grant.

## ENVIRONMENTAL HEALTH

- OES commenced negotiations with Waringarri Aboriginal Corporation, the Department of Housing and the Office of Aboriginal Health to create at least 2 positions for MG Aboriginal Environmental Health Workers, to sit alongside the housing management team. These negotiations have been on hold pending the State Governments' amalgamation and coordination of environmental health funding.

## DRUGS AND ALCOHOL

- The ASEIA report recommends the establishment of a residential rehabilitation program in Kununurra. Also recommended is an extension of the sobering up shelter and patrol hours of operation. The OES will explore options for implementation of this recommendation in 2010.



Chairperson Helen Gerrard promoting the work of the OES to ABC radio



## ADVOCACY, EDUCATION, AND CAPACITY BUILDING

In addition to facilitating major projects to address the recommendations of the ASEIA Report, OES staff also provide the following support on an ongoing basis, including:

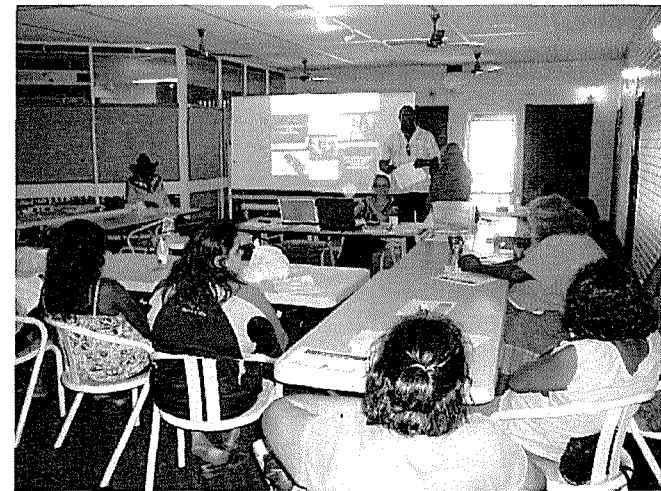
- Building capacity of service providers (government and non-government) to engage appropriately with and improve their service delivery to MG people, including how they can address the recommendations of the ASEIA Report;
- Support capacity building / mentoring of MG people at a range of levels.

## GOVERNANCE / MANAGEMENT

- OES Management Committee and Staff continue to make significant progress in establishing an approach to governance which satisfies the needs of operating in a cross-cultural environment with frequently contrasting values, timelines and priorities.
- The OES is a model which enables MG people to determine their own development priorities through informed decision making; and design tailor-made solutions to chronic socio-economic issues with the aim of improving outcomes for themselves and generations to come.
- The detailed cross-cultural project management approach of OES is yielding positive, practical outputs for MG people and it is expected to contribute towards sustained improvements in socio/economic status.



MG Corporation Chair and Deputy Chair with OES Members, the Prime Minister & Premier at the



OES Chairperson & Staff presenting their regular report to traditional owners at the MG Dawang Council



KEY STRATEGIC OBJECTIVES

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Comprehensive Housing Partnerships to deliver improved housing outcomes



Housing

Community :

- Safety & Justice
- Governance
- Aged Care

- Environmental Health Workers
- Homemaker Programs

MG CULTURE

Land, Language, Song, Art

Jobs

Health

Social  
Emotional  
Wellbeing

- Work Readiness
- On the job training
- Youth at Risk

- Health Education Unit
- Bringing People Home: Dialysis Unit
- Drug & Alcohol Programs

Education



- Mainstream Outcomes for MG youth
- Clontarf Academy for Boys
- Alternative Education Program for Girls
- Scholarship Program

- Early Childhood Education
- Family Support Programs

Subject	ASEIA Rec. No. or related rec.	Project	Strategic Objectives	Status
HEALTH	22	<b>RENAL HEALTH: Kununurra Dialysis Unit</b>	<ul style="list-style-type: none"> <li>• We will work hard to obtain government funding to make sure people on dialysis can return to country.</li> </ul> <p><i>Link to: Health Education Unit.</i></p>	Completed. Support to Ord Valley Aboriginal Health Service re roll out.
HEALTH	22	<b>RENAL HEALTH : Kimberley Renal Support Service</b>	<ul style="list-style-type: none"> <li>• We will work hard to obtain government funding for a renal support service in Kununurra:               <ul style="list-style-type: none"> <li>○ to improve MG options and the success rate of peritoneal dialysis (PD) patients who stay at or return home;</li> <li>○ increase family support.</li> </ul> </li> <li>• The key objectives are:               <ul style="list-style-type: none"> <li>○ Back to country – we need to get the facilities and support right so that family members can return on PD and successfully stay on PD.</li> <li>○ Upskilling workers – on the job training for health workers/personal carers in renal care</li> <li>○ Upskilling / training for families.</li> <li>○ Family respite / support for families to help avoid family burn out.</li> <li>○ Increasing number of MG health workers in renal care.</li> </ul> </li> </ul> <p><i>Link to: Dialysis Unit, Health Education Unit</i></p>	Completed, staff being employed.
HEALTH	22, 23	<b>HEALTH EDUCATION UNIT</b>	<ul style="list-style-type: none"> <li>• Develop Unit to encourage healthy lifestyles and prevent MG people from becoming sick through education, training and employment about:               <ul style="list-style-type: none"> <li>○ Nutrition</li> <li>○ Exercise</li> <li>○ Environmental health</li> <li>○ Media / Health promotion</li> </ul> </li> </ul> <p><i>Link to: Early Childhood &amp; Family Support Centre , Environmental Health Worker Positions and Housing Management</i></p>	Substantially actioned : <ul style="list-style-type: none"> <li>• capital works for new Health Education Unit commencing 2010</li> <li>• staff to be employed late 2009/early 2010 and housed in temporary accommodation.</li> </ul>

Subject	ASEIA Rec. No. or related rec.	Project	Strategic Objectives	Status
HEALTH	22	HEALTH EDUCATION CAMPAIGN - Kidney Disease Education Campaign	<ul style="list-style-type: none"> <li>• TV commercial and DVDs, in partnership with OVAHS- Aim to increase awareness of kidney disease, encourage people to get health checks, and encourage strong family support for patients with kidney disease.</li> <li>• Develop Strategic Link with OVAHS committee and management.</li> </ul>	Completed
HEALTH	22, 26	ENVIRONMENTAL HEALTH WORKERS	<ul style="list-style-type: none"> <li>• Improve the environmental health of MG peoples' homes and living conditions in town and CLAs, through education, regular visits, maintenance and service delivery.</li> <li>• We will work hard to obtain Government funding for training and employment for MG people in environmental health.</li> </ul> <p><i>Link to:</i></p> <ul style="list-style-type: none"> <li>• Health Education Unit</li> <li>• Housing Management and Homemaker</li> <li>• Early Childhood &amp; Family Support Centre</li> </ul>	Delayed due to State redevelopment of service delivery framework. Ongoing.
HOUSING & INFRASTRUCTURE	26	HOUSING NEGOTIATIONS WITH STATE & COMMONWEALTH	<ul style="list-style-type: none"> <li>• Upgrade houses in MG town reserves and CLAs</li> <li>• Reduce overcrowding in MG houses</li> <li>• Improve housing management and maintenance systems</li> <li>• Address systemic service delivery failure (eg lack of accountability in building quality and design, repairs and maintenance).</li> <li>• Encourage independence of MG communities and families in relation to housing.</li> </ul>	Ongoing. Successfully advocated for MG CLAs within a certain radius to be included in the housing management framework.
HOUSING & INFRASTRUCTURE	26	HOUSING NEGOTIATIONS WITH STATE & COMMONWEALTH	<p>Assist MG families to become independent in housing including:</p> <ul style="list-style-type: none"> <li>• increasing low cost rental accommodation in town.</li> <li>• increasing home ownership opportunities (provide support role to MG Corp potential ventures in this area).</li> <li>• provision of legal and financial advice / support.</li> </ul>	Ongoing. Under development.

Subject	ASEIA Rec. No. or related rec.	Project	Strategic Objectives	Status
HOUSING & INFRASTRUCTURE	26	INFRASTRUCTURE NEGOTIATIONS FOR COMMUNITY LIVING AREAS	<p>To improve delivery of infrastructure (power, water, sewerage and roads) to CLAs, including</p> <ul style="list-style-type: none"> <li>• exploring connection of CLAs to mains power</li> <li>• upgrading existing infrastructure</li> <li>• exploring alternative options for infrastructure supply</li> <li>• exploring options for low cost operation of infrastructure</li> <li>• training in maintenance of infrastructure</li> </ul>	<p>Negotiations ongoing with Department of Housing.</p> <p>Housing Audit completed including make safe electrical and plumbing work.</p> <p>Preliminary audits by Horizon and Department of Water completed.</p> <p>Service models to be negotiated.</p>
HOUSING & INFRASTRUCTURE	26	INFRASTRUCTURE TOWN RESERVES	<ul style="list-style-type: none"> <li>• To improve infrastructure service delivery in town reserves (ensuring government meets its obligations to complete the town reserves regularization program).</li> </ul>	<p>Successfully advocated for ALT to investigate and action severe drainage issues (underway).</p> <p>Negotiations re upgrade ongoing.</p>

Subject	ASEIA Rec. No. or related rec.	Project	Strategic Objectives	Status
<b>EARLY CHILDHOOD &amp; FAMILY SUPPORT</b>	<b>25 28 30</b>	<b>EARLY CHILDHOOD and FAMILY SUPPORT CENTRE</b>	<ul style="list-style-type: none"> <li>• Establish an Early Learning and Family Support Centre to engage MG families in early childhood and family support programs, including:               <ul style="list-style-type: none"> <li>○ Early childhood education</li> <li>○ Parent support</li> <li>○ Early childhood health</li> </ul> </li> <li>• Create training and employment opportunities for MG people at the centre.</li> </ul>	<p>Successfully advocated for the transfer of the Pindan Centre (old kindergarten) to MG Corp.</p> <p>Successfully advocated for Kununurra to be site for Family and Children's Centre (through Department of Communities)</p> <p>Work to improve local service delivery ongoing.</p>
<b>EDUCATION</b>	<b>30</b>	<b>CLONTARF PROGRAM</b>	<ul style="list-style-type: none"> <li>• Improved school attendance &amp; retention of MG boys.</li> <li>• Improved educational (including academic), training and employment outcomes for MG boys.</li> <li>• Facilitating improved access for MG boys to education.</li> </ul>	<p>Program has run for 3 years, negotiating evaluation.</p>
<b>EDUCATION</b>	<b>30</b>	<b>GIRLS PROGRAM</b>	<ul style="list-style-type: none"> <li>• Improved school attendance &amp; retention of MG girls.</li> <li>• Improved educational (including academic), training and employment outcomes for MG girls.</li> <li>• Facilitating improved access for MG girls to education.</li> </ul>	<p>Under development, interim funding support to existing girls programs has been provided.</p>

Subject	ASEIA Rec. No. or related rec.	Project	Strategic Objectives	Status
EDUCATION	28 30	MAINSTREAM EDUCATION	<ul style="list-style-type: none"> <li>• Remove barriers to MG students achieving in mainstream education</li> <li>• Pathway to re-engage MG kids in mainstream education.</li> <li>• Search for good models for Aboriginal education outside Kununurra</li> <li>• Improved monitoring of MG students' performance and early intervention and support for students</li> <li>• Improved mainstream educational (including academic) outcomes for MG students, including transition to tertiary education.</li> <li>• Increased employment opportunities for local Aboriginal people in the schools.</li> </ul>	Under development
EDUCATION	30	SCHOLARSHIP PROGRAM	<ul style="list-style-type: none"> <li>• Scholarship program to improve educational outcomes for MG students at school and tertiary level.</li> </ul>	In place.
EDUCATION	6 28	CULTURALLY APPROPRIATE EDUCATION	<ul style="list-style-type: none"> <li>• Culturally appropriate education, language classes and input from community into curriculum</li> </ul>	Ongoing, supported through OES investment in the language centre
YOUTH	33 34	YOUTH	<ul style="list-style-type: none"> <li>• Develop an MG youth at risk plan to:               <ul style="list-style-type: none"> <li>○ Coordinate youth activities</li> <li>○ Reduce number of MG youth at risk</li> <li>○ Maximize use of facilities currently available</li> <li>○ Increase awareness of needs of youth at risk</li> <li>○ Foster pathways to reengage in education and employment</li> </ul> </li> <li>• Support MG youth leadership initiatives</li> <li>• Increased funding support for youth programs</li> <li>• Emergency Accommodation services improved</li> </ul>	Substantially completed – MG Youth Worker project.  Accommodation under investigation.

Subject	ASEIA Rec. No. or related rec.	Project	Strategic Objectives	Status
CULTURE	6 7 8	MG CULTURAL UNIT	<ul style="list-style-type: none"> <li>In partnership with elders, facilitate establishment of a MG Cultural Unit within MG Corp empowering elders to direct and oversee all cultural projects and the long term maintenance of MG culture.</li> </ul>	Supported development of unit structure. Ongoing support to MG Corp and elders.
CULTURE	6 7 8	CULTURAL MAINTENANCE PROGRAMS	<ul style="list-style-type: none"> <li>Facilitate and support increased opportunities for MG youth to learn language and culture from MG elders.</li> </ul>	Funding Committed through Language Centre and Youth Work Program
CULTURE	7 8	INCREASED FUNDING FOR LANGUAGE CENTRE	<ul style="list-style-type: none"> <li>Advocacy for increased funding for recording and maintenance of Miriuwung language</li> <li>Support expansion of the Language Centre building to allow increased activities, employment opportunities and secure storage of material</li> <li>Facilitate increased access to Language Centre services</li> </ul>	Completed
CULTURE	6	INCREASED RESPECT FOR MG CULTURE	<ul style="list-style-type: none"> <li>Increased respect for MG culture</li> <li>Investigate and support installation of appropriate place names, maps, signs and entry statements, and memorials at significant places.</li> </ul>	Partially Completed by ASEIA Committee.  Ongoing (Lake Argyle Project – DOW has responsibility)
EMPLOYMENT	37	EMPLOYMENT	<p>Advocate for programs and initiatives to support MG people to get into real jobs:</p> <ul style="list-style-type: none"> <li>Support appropriate pre-employment skills development and transition to work</li> <li>Maximising appropriate “on-the-job” training for MG people and support for employers</li> <li>Support the development of an MG employment service</li> <li>Develop MG employment targets</li> <li>Support MG Corp in the development of meaningful Aboriginal Development Package under the Ord Final Agreement</li> </ul>	Ongoing – support MG Corp through the Aboriginal Development Package.  Creation of jobs through OES funded projects
CHILDCARE	25	CHILD CARE	<ul style="list-style-type: none"> <li>Better access to child-care services that are flexible and culturally appropriate, and which employ aboriginal child care workers</li> </ul>	Under development

Subject	ASEIA Rec. No. or related rec.	Project	Strategic Objectives	Status
ALCOHOL AND DRUG PROGRAMS	24	ALCOHOL AND DRUG PROGRAMS	<ul style="list-style-type: none"> <li>Provide support and resources to alcohol and drug programs in and around Kununurra.</li> </ul>	Under development
DAWANG BUSINESS START UP	35	BUSINESS DEVELOPMENT	<ul style="list-style-type: none"> <li>Explore options to support MG Business Development opportunities in conjunction with MG Corp.</li> </ul>	Ongoing – support MG Corp through the Aboriginal Development Package.
JUSTICE & COMMUNITY SAFETY INITIATIVES	32	JUSTICE & COMMUNITY SAFETY INITIATIVES	<ul style="list-style-type: none"> <li>Support and lead MG initiatives aimed at strengthening safety and security for MG people in town, community living areas and MG lands.</li> </ul>	Under development
AGED CARE	27	AGED CARE	<ul style="list-style-type: none"> <li>Support and lead MG initiatives aimed at improving quality of life for MG old people.</li> </ul>	Under development
TRANSPORT SERVICE	36	TRANSPORT SERVICE	<ul style="list-style-type: none"> <li>Support and lead MG initiatives aimed at improving transport for MG people.</li> </ul>	Under development with MG Corp
CAPACITY BUILDING & GOVERNANCE	38	CORPORATE GOVERNANCE AND MENTORING	<ul style="list-style-type: none"> <li>Support relevant capacity building and governance issues</li> </ul>	Ongoing, capacity building built into all OES projects.
ASEIA REPORT	all	REMAINING ASEIA RECOMMENDATIONS	<ul style="list-style-type: none"> <li>Support and encourage the implementation of the remaining ASEIA recommendations by relevant agencies / organisations.</li> </ul>	Ongoing



RECOMMENDATIONS OF THE ASEIA REPORT	Key Project Driver / Action	Completed	Substantially Actioned	Strategically readjusted
<p><b>Recommendation 1</b> That the Government ascertain the needs of Aboriginal groups throughout the affected region whose needs can be satisfied wholly or partially by the acquisition of land, and place those Aboriginal groups into possession of the land.</p>		Yes (OFA)		
<p><b>Recommendation 2</b> Acquisition and transfer of title, to traditional owners of land that is of high and equivalent value to traditional owners, to mitigate the social dislocation and loss of cultural and property rights.</p>		Yes (OFA)		
<p><b>Recommendation 3</b> Establish new and enlarge existing community living areas (CLAs) and provide secure tenure and facilitate the establishment of appropriate governance structures.</p>			Yes (OFA) MG Corp	
<p><b>Recommendation 4</b> Provide compensation for any land development in the ORIA including the residential area of Kununurra that has either forced traditional owners off their land or has restricted access to their land or waterways. Compensation should be tangible, equitable and sustainable. It should recognize both generic impacts across the wider Aboriginal society, as well as the specific impacts on specific Dawawang (traditional owners) whose traditional land has been alienated.</p>		Yes (OFA)		
<p><b>Recommendation 5</b> Establish mechanisms by which traditional owners gain economic interest and independence in wealth creating activities in the region, including but not limited to:</p> <ul style="list-style-type: none"> <li>• Direct interest in water rights,</li> <li>• Hydro-electricity generation and transmission, and</li> <li>• Land tax</li> </ul>				MG Corp
<p><b>Recommendation 6</b> As respect for Aboriginal culture and as a symbol of compensation and reconciliation for the cultural loss and dispossession that Aboriginal people in the ORIA have experienced, the following actions should be implemented:</p> <ul style="list-style-type: none"> <li>• the installation of Aboriginal place names on signs;</li> <li>• local maps should indicate both Aboriginal and non-Aboriginal place names;</li> <li>• Aboriginal culture should be taught in schools and the need to recognize and respect Aboriginal people's aboriginality;</li> <li>• a memorial sign and stone placed at Lake Argyle (Top Dam) in memory of Aboriginal people buried in graves now under water;</li> <li>• Mt Misery should be a protected sacred area;</li> <li>• Aboriginal graves in the ORIA should be marked and protected</li> <li>• allow time for negotiations and consultations with Aboriginal people to implement these recommendations.</li> </ul>			Yes, ongoing	
<p><b>Recommendation 7</b> Increase access to funding for the Language Centres as they are under resourced.</p>		Yes		
<p><b>Recommendation 8</b> Encourage government employees working in the ORIA to attend cross-cultural training to gain understanding of</p>			Yes	

RECOMMENDATIONS OF THE ASEIA REPORT	Key Project Driver / Action	Completed	Substantially Actioned	Strategically readjusted
local Aboriginal culture and values.				
<b>Recommendation 9</b> Conduct a heritage site survey of Ord 1 and for the land proposed for Ord 2 and ensure sacred sites and sites of significance have protected status. The intellectual property gained from this work must remain with the custodians of the sites and the traditional owners through their representative body.		Yes (OFA)		
<b>Recommendation 10</b> Establish a consulting body in the form of a Committee to oversee and monitor the implementation of recommendations presented in the ASEIA of Ord 1 (this report) pertaining to land and water issues as well as taking into account the consequential social, economic, cultural, and environmental issues. This committee should consist of a majority of Aboriginal people nominated by the traditional owners of the ORIA.		Yes - OES		
<b>Recommendation 11</b> Ensure that Aboriginal people have a greater role in decision-making and future planning and management of the areas affected by Ord 1.			MG Corp	
<b>Recommendation 12</b> All steering groups and committees involved in development and planning in the region should include representatives of traditional owners in the region to provide input on behalf of their communities and to ensure their community interests are being considered.			Yes	
<b>Recommendation 13</b> Establish a 'one-stop-shop' and a Memorandum of Understanding between government and non-government agencies to assist with land development enquiries and provide documentation to the public to minimise duplication, misinformation and misunderstanding.				Yes refer strategic objectives
<b>Recommendation 14</b> Provide and ensure access along water-ways and the Ord River to enable Aboriginal people to continue their fishing and traditional activities.				MG Corp
<b>Recommendation 15</b> (for further details refer to ASEIA pages 35, 243, 268) Pastoralists and farmers must adhere to their legal obligations to allow traditional owners to freely access their properties to continue to conduct their traditional activities and custodial responsibilities.				MG Corp
<b>Recommendation 16</b> Establish safe areas at Lake (Kununurra) for swimming and recreational activity, as compensation for the loss of natural waterways caused by the flooding of the dam.				Examined as part of Shire Planning
<b>Recommendation 17</b> ( Establish a co-ordinated Aboriginal management body to manage and control tourist developments.				MG Corp
<b>Recommendation 18</b> Traditional owners and CALM have joint management of national parks, conservation areas, nature reserves and recreational areas including Lake Argyle, in the same way as Nitmiluk and Keep River National Parks in the Northern Territory to enable them: <ul style="list-style-type: none"> <li>• to continue to practice their traditional rights;</li> </ul>		Yes OFA		

RECOMMENDATIONS OF THE ASEIA REPORT	Key Project Driver / Action	Completed	Substantially Actioned	Strategically readjusted
<ul style="list-style-type: none"> <li>• to continue to conduct their custodial responsibilities to care for country and protect their sacred sites and sites of significance including rock art sites;</li> <li>• to provide input into park management and strategic planning based on their traditional knowledge of the environment;</li> <li>• to gain some economic benefit where possible.</li> </ul> <p>This will require the hand back of proposed parks, the establishment of a park management board comprising of traditional owners, and the employment and training of Aboriginal rangers and guides.</p>				
<p><b>Recommendation 19</b> Involvement of Aboriginal people in ongoing environmental monitoring, the results of which should be made public information that is comprehensible and readily obtainable.</p>			MG Corp	
<p><b>Recommendation 20</b> Provide Aboriginal people with training and employment in environmental monitoring so they can be actively involved in the programme.</p>			MG Corp DOW	
<p><b>Recommendation 21</b> To encourage the vitality of native flora and fauna in the ORIA as much as depleted since the development of Ord 1 and ensure water quality, the following actions must be implemented:</p> <ul style="list-style-type: none"> <li>• the establishment of wildlife corridors on developed and farmed lands to enable fauna to traverse to natural vegetation;</li> <li>• regular (monthly) ongoing monitoring along the full length of the Ord River and waterways;               <ul style="list-style-type: none"> <li>○ of fish in the rivers and waterways;</li> <li>○ of water quality;</li> <li>○ best practice principles must be implemented on the farms to prevent the contamination of the habitats of native fauna.</li> </ul> </li> </ul>	MG Corp			
<p><b>Recommendation 22</b> Establish a renal dialysis unit in Kununurra including the ongoing commitment to providing the necessary operational and support services, to cater for the increasing number of dialysis patients in the ORIA.</p>	OES		Yes, construction expected to commence 2010	
<p><b>Recommendation 23</b> To improve the health conditions of Aboriginal people in the ORIA, the following should be provided:</p> <ul style="list-style-type: none"> <li>• a public dentist to be located in Kununurra and to service the communities in the area;</li> <li>• increased the number of specialist visits to Aboriginal communities;</li> <li>• more Aboriginal health workers and environmental health workers in Aboriginal communities;</li> <li>• first-aid training in each Aboriginal community to enable community members to respond to basic medical emergencies.</li> </ul>				Yes
<p><b>Recommendation 24</b> Provide support and resources to alcohol and drug programs in Kununurra and the ORIA to enable them to continue to provide and extend their service by:</p> <ul style="list-style-type: none"> <li>• funding more staff for the Moongoong Sobering Up Shelter and the Miriuwung Night patrol so they can extend their hours of operation to weekends;</li> </ul>				Yes, under development 2009/2010

RECOMMENDATIONS OF THE ASEIA REPORT	Key Project Driver / Action	Completed	Substantially Actioned	Strategically readjusted
<ul style="list-style-type: none"> <li>• funding for the employment and training of alcohol and drug counselors;</li> <li>• providing resources to assist with the relocation of the Marralum Alcohol Treatment Project.</li> </ul>				
<p><b>Recommendation 25</b> Establish a Family and Children Services to provide a child-care facility that is culturally appropriate, flexible, and affordable for parents of low income and is open from 7am to 6pm.</p>			Yes	Yes
<p><b>Recommendation 26</b> Provide additional housing and accommodation for Aboriginal people in Kununurra and Aboriginal communities in the ORIA. Additional housing will alleviate the problem of overcrowding.</p>			Negotiations with Department of Housing ongoing	
<p><b>Recommendation 27</b> (for further details refer to ASEIA pages 52, 249, 273) Establish an aged-care facility (22 beds including 14 for high care flexibility) in Kununurra and fund training for Aboriginal aged-care workers.</p>				Yes, under development 2009/2010
<p><b>Recommendation 28</b> All Aboriginal children including itinerant children should have access to education that is culturally appropriate by providing:</p> <ul style="list-style-type: none"> <li>• an educational facility for itinerant children;</li> <li>• access to Aboriginal cultural and language studies in mainstream education;</li> <li>• a curriculum that involves input from the Aboriginal parents and community.</li> </ul>			Yes, negotiations with Department of Education ongoing.	Yes
<p><b>Recommendation 29</b> Convert the Kununurra Research Station into an Aboriginal training institution to address the current skills deficit amongst Aboriginal people.</p>	MG Corp			Yes - ADP
<p><b>Recommendation 30</b> Barramundi School should remain outside the mainstream education system with transitional arrangements in mainstream and TAFE to provide an educational service for Aboriginal juveniles that do not fit into the mainstream, for itinerant children and for those who are at risk and require respite.</p>		Yes – Clontarf Academy	Yes Development of a girls program underway	Yes
<p><b>Recommendation 31</b> Enhance community-based training by TAFE that is culturally appropriate and including trade skills, life skills, environmental health, first aid, and governance to enable the community to be more self-reliant.</p>				Yes
<p><b>Recommendation 32</b> Provide funding for community wardens to assist Aboriginal communities and the police to minimise destructive and anti social behaviour.</p>				Yes
<p><b>Recommendation 33</b> (for further details refer to ASEIA pages 59, 274) Provision of safe emergency housing, an emergency hostel, and / or accommodation for youths in crisis.</p>				Yes, under development 2009/2010
<p><b>Recommendation 34</b> Increase funding and resources for youth services to enable them to extend their evening programs that target youths in crisis and juvenile offenders, to encourage their rehabilitation and discourage them from re-offending.</p>			Yes	

RECOMMENDATIONS OF THE ASEIA REPORT	Key Project Driver / Action	Completed	Substantially Actioned	Strategically readjusted
<p><b>Recommendation 35</b> Establish and fund a Dawawang Business Start Up Centre (one stop shop) based in Kununurra (such as the Noongar Start Up Centre established in Bunbury and Albany) to assist Aboriginal people with enterprise development.</p>	MG Corp, with OES support			Yes - ADP
<p><b>Recommendation 36</b> The Government provide support in the form of funding and resources to Aboriginal initiatives.</p>				Yes
<p><b>Recommendation 37</b> All future developments in the ORIA must aim to include a minimum of 25% Dawawang employees and trainees in their employment strategies.</p>	MG Corp with OES support			Yes - ADP
<p><b>Recommendation 38</b> Provide support and funding to assist Aboriginal corporate entities with training and mentoring in governance.</p>				
<p><b>Recommendation 39</b> The Shire of Wyndham and the East Kimberley and their by-laws need to take full account of Aboriginal interests. They should provide the same community services to all residents including Aboriginal people living in Aboriginal communities within the Shire. Furthermore, Aboriginal people should be involved in the Shire's planning and decision-making process with regard to service delivery.</p>				Yes ongoing
<p><b>Recommendation 40</b> There should be an integrated approach to community planning and service provision through improved co-ordination of government and non-government agencies.</p>			Yes	

