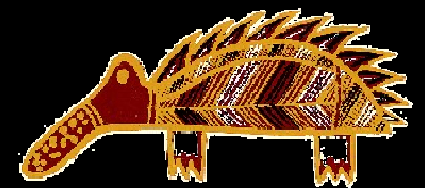
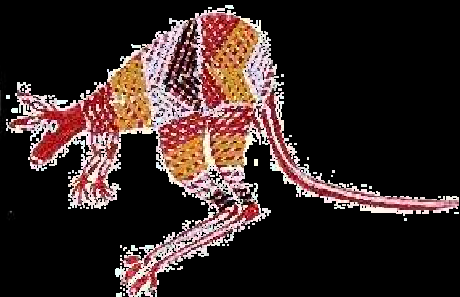


Creating Culturally Safe Environments

ANTaR Vic

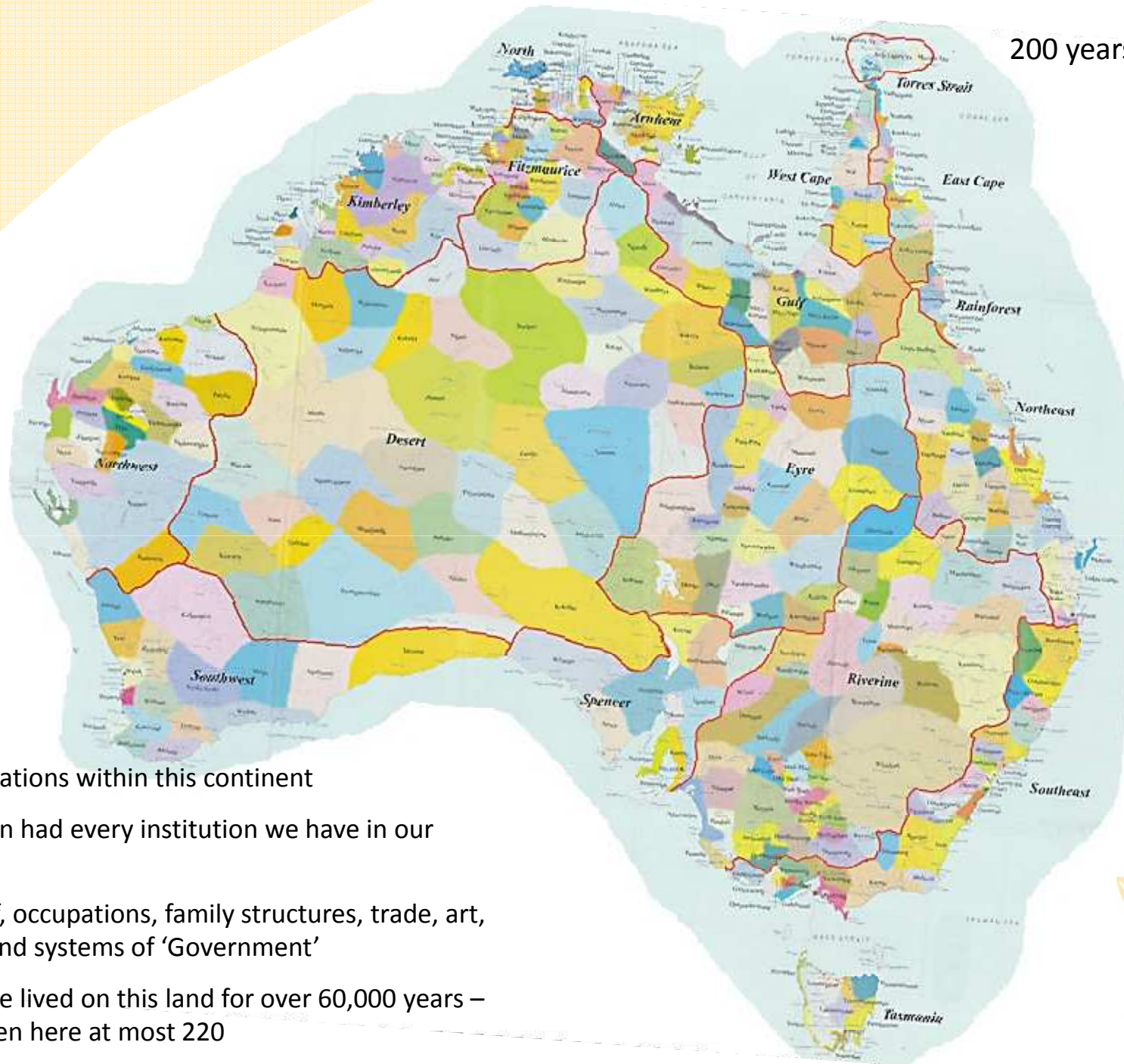




Before Invasion

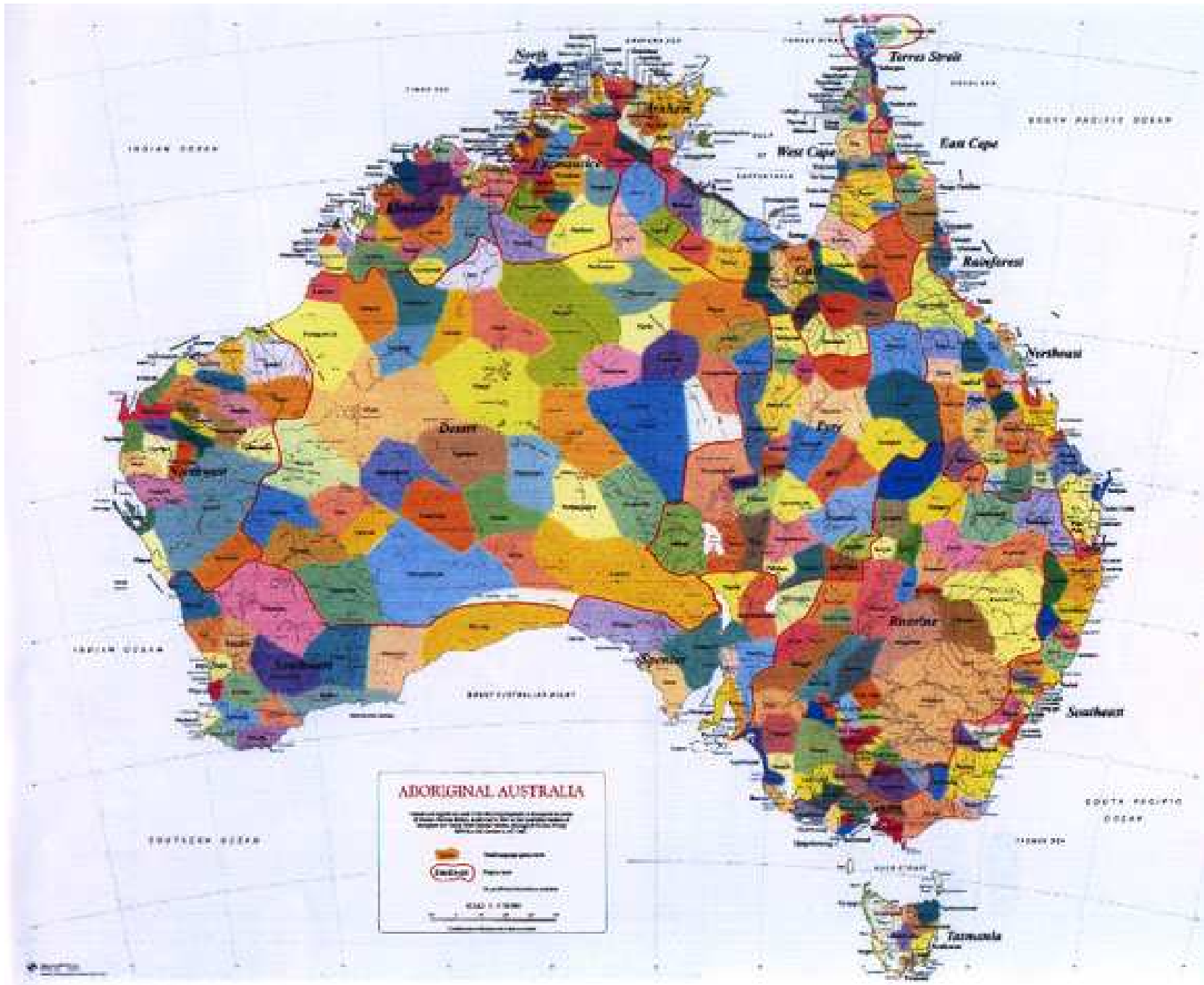
- 300-500 Aboriginal nations/communities pre-invasion
- 200-300 different languages
- Aboriginal societies holistic
 - politics, law, culture, land and economic activity merged with a spiritual dimension to maintain life in community.
- Each person had their role, rights and responsibilities.
- Work was a spiritual act, subject to the ancient laws and traditions established by the creator spirits, and not just an economic act of survival.
- The social investment made by the creator spirits and the spirit of the land.
- The rhythms of economies based on the rhythms of the land.

200 years ago...



- Over 400 nations within this continent
- Each nation had every institution we have in our nation
- Law, belief, occupations, family structures, trade, art, recreation and systems of 'Government'
- People have lived on this land for over 60,000 years – We have been here at most 220





ADORIGINAL AUSTRALIA

Map of Australia showing the distribution of Indigenous language groups. The map is color-coded by language group, with a legend in the bottom left corner. The legend includes:

- Language groups:**
 - North
 - West Cape
 - East Cape
 - Rainforest
 - North-east
 - Riverina
 - South-east
 - Tasmania
- Scale:** 0 to 1000 km

ADORIGINAL AUSTRALIA

The map shows the distribution of Indigenous language groups in Australia. The map is color-coded by language group, with a legend in the bottom left corner. The legend includes:

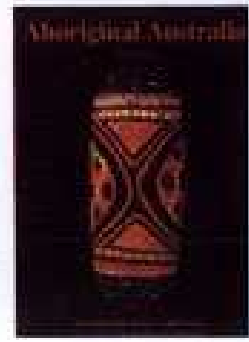
- Language groups:**
 - North
 - West Cape
 - East Cape
 - Rainforest
 - North-east
 - Riverina
 - South-east
 - Tasmania
- Scale:** 0 to 1000 km



ADORIGINAL AUSTRALIA

The map shows the distribution of Indigenous language groups in Australia. The map is color-coded by language group, with a legend in the bottom left corner. The legend includes:

- Language groups:**
 - North
 - West Cape
 - East Cape
 - Rainforest
 - North-east
 - Riverina
 - South-east
 - Tasmania
- Scale:** 0 to 1000 km





- Many people like to be called by their country name – Yorta Yorta, Wathaurung etc much like the Europeans prefer being called French, Irish etc.
- Dark green area is what is also known as the Kulin Nations




Aboriginal Clans Around Melbourne

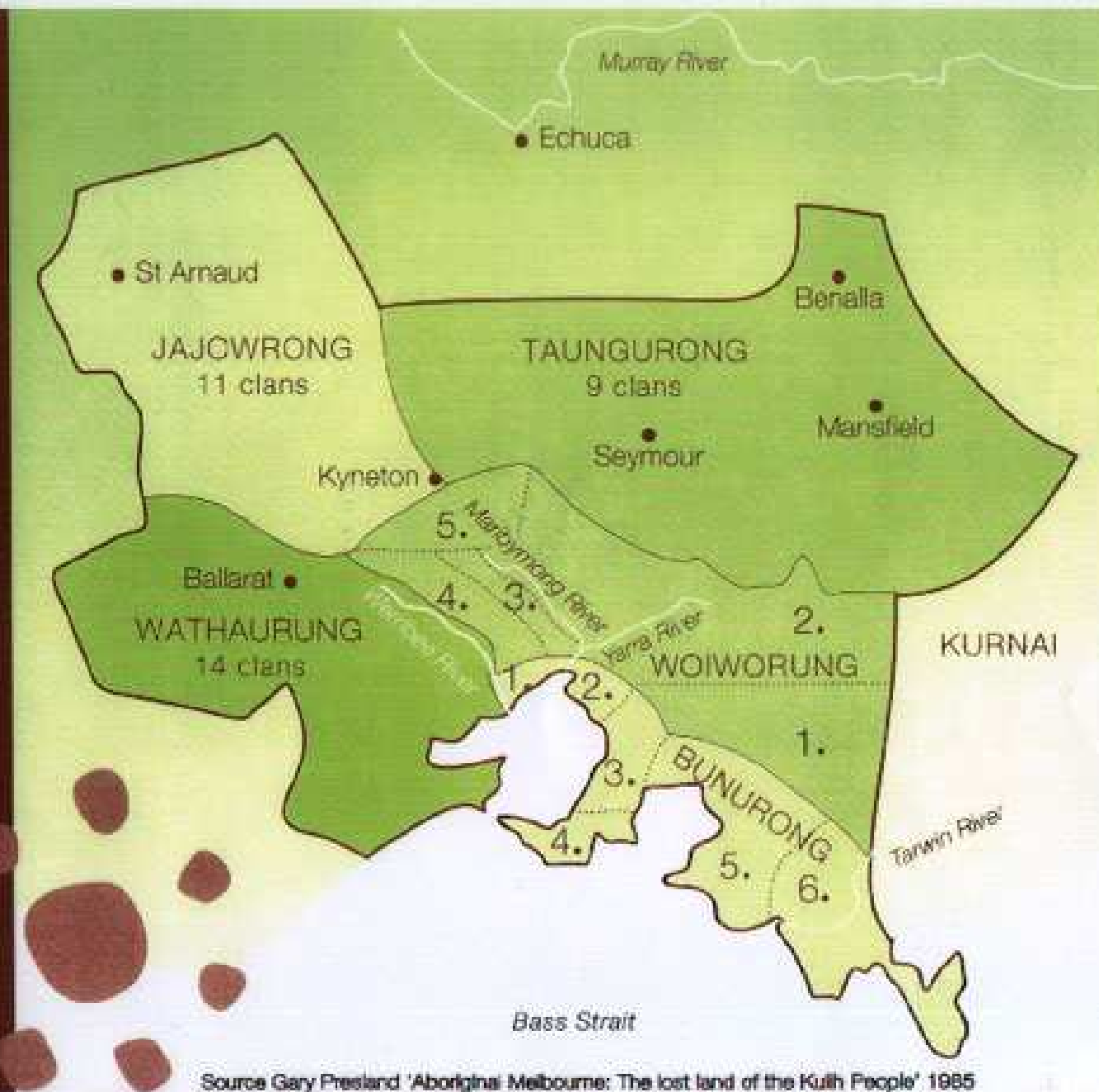
WOIWORUNG CLANS

1. WURUNDJERI-BALLUK
2. WURUNDJERI-WILLAM
3. MARIN-BULLUK
4. KURUNG-JANG-BALLUK
5. GUNUNG-WILLAM-BALLUK

BUNURONG CLANS

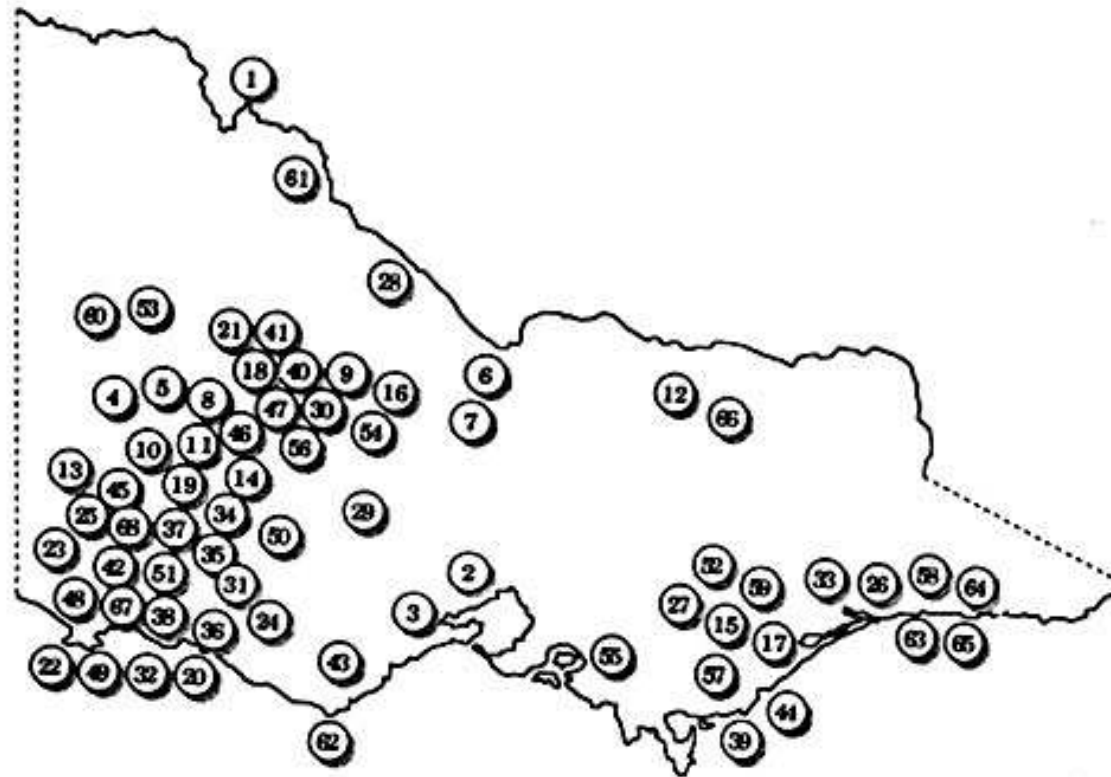
1. YALUKIT-WILLAM
2. NGARUK-WILLAM
3. MAYONE-BULLUK
4. BURINYUNG-BALLUK
5. YALLOCK-BALLUK
6. YOWENGERRA

	Kuln people
	Tribal boundary
	Clan boundary



Source Gary Presland 'Aboriginal Melbourne: The lost land of the Kuln People' 1985

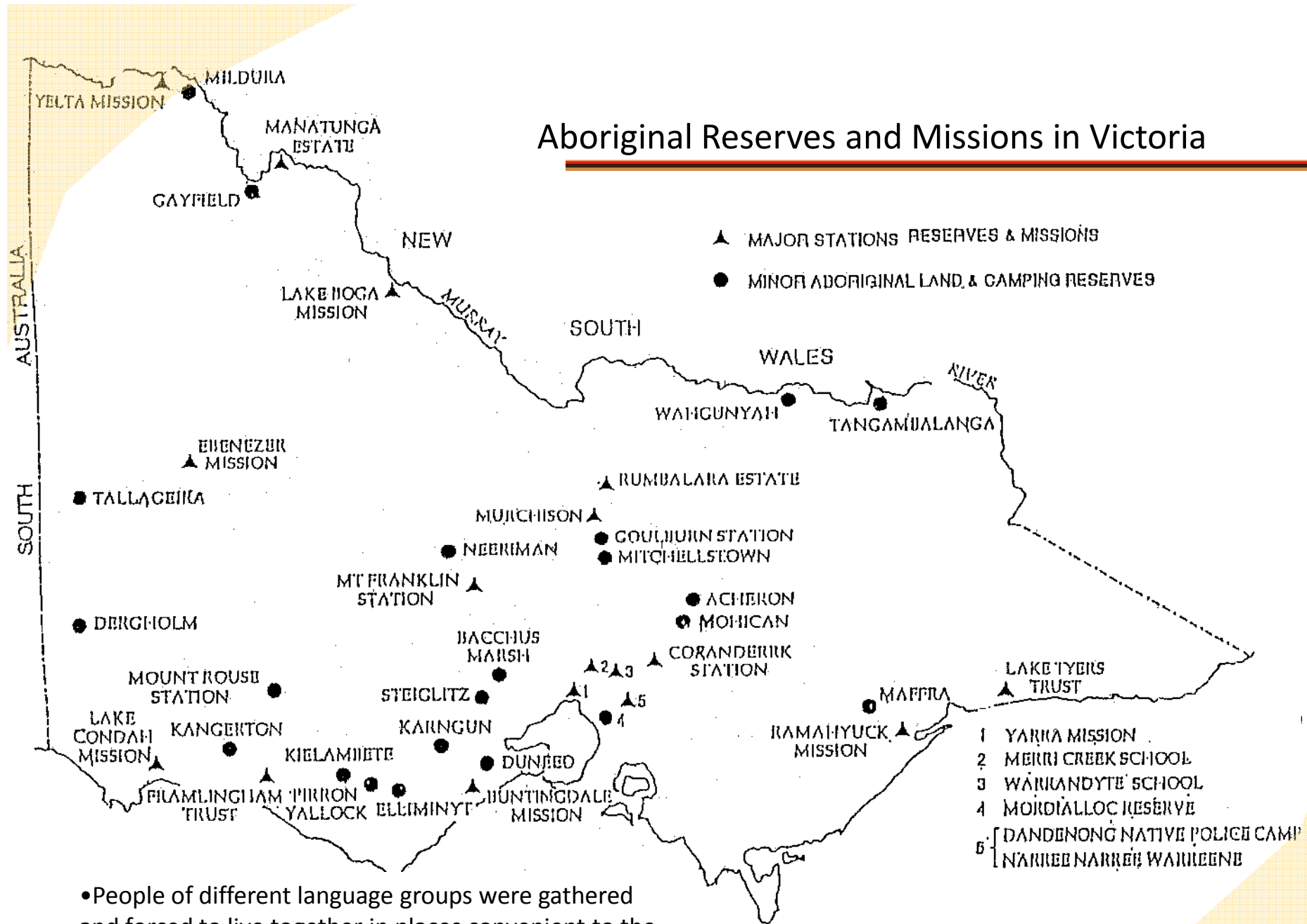
The Massacre Map of Victoria



Massacre map, Victoria 1836-1850

This map shows the locations of known killings of Aborigines by Europeans for the 18 years between 1836 and 1853. The deaths of several thousand people are represented. Many thousands more died beyond prying eyes.

Aboriginal Reserves and Missions in Victoria



• People of different language groups were gathered and forced to live together in places convenient to the dominant culture

Are We There Yet?

Tenth anniversary of

- Corroboree 2000 (May 27)
- Sydney Bridge Walk (May 28)
- Cathy Freeman Gold (Sept 25)
- Yothu Yindi sings Treaty (Oct 1)
- Melbourne Reconciliation Walk (Dec 3)
- Council for Aboriginal Reconciliation Final Report (Dec 7)



Council for Aboriginal Reconciliation

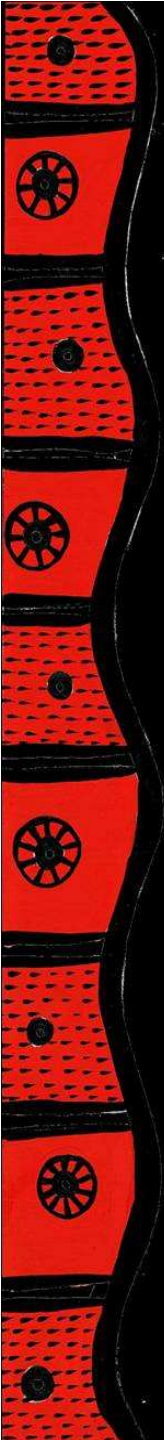
*The Declaration Towards Reconciliation,
The Roadmap Towards Reconciliation*

- which included national strategies for
- sustaining the reconciliation process,
- promoting the recognition of Aboriginal and Torres Strait Islander rights,
- overcoming disadvantage and
- economic independence



Reconciliation: Australia's Challenge (the Council's final report) recommendations for

- COAG to implement and monitor a national framework to overcome disadvantage
- Support/strategies for *The Declaration Towards Reconciliation and The Roadmap Towards Reconciliation* by all governments
- change the Constitution to recognize the First Peoples in a new preamble, remove the 'race powers' (Section 25) and introduce constitutional protections against racial discrimination
- commitments from all sectors of society to affirm the declaration, action the roadmap, provide resources for reconciliation,
- each government and parliament to recognize that its land and waters were settled without treaty and negotiate a process to achieve these agreements/treaties in order to protect Aboriginal and Torres Strait Islander peoples political, legal, cultural and economic position in society and
- enact legislation to put in place a process towards agreement/treaty to resolve the unfinished business of reconciliation



“Indigenous people want very little. They just want justice”.

1. Acknowledge Sovereignty:
2. Be Honest about our history:
3. Safeguard Aboriginal Cultural Heritage:
4. Recognise and Respect Aboriginal culture:
5. Seek Aboriginal representation in all areas and at all levels of civic society:
6. Pay reparations:



Close the Gap

In relationships and narratives by

- A conversation about a re-negotiated social contract – with human rights as the foundation
- Time to talk treaty – towards real social inclusion and reframing the national identity

SO, WHAT DO *THEY* PEOPLE WANT? AND WHAT CAN I DO?

“Indigenous people want very little. They just want justice”.

1. Acknowledge Sovereignty:

Aboriginal people have been on this land for over 60,000 years, have never surrendered their claims to sovereignty, have never sold their country and have never lost a war.

2. Be Honest about our history:

The truth must be told in regard to the facts of history. That is, that Aboriginal people have suffered greatly, but have endured and survived in spite of the conscientious efforts by the dominant culture, including our attempted genocide of their culture, their society and of them as peoples.

3. Safeguard Aboriginal Cultural Heritage:

Cultural Heritage can be defined in at least two ways – as physical and as social. Aboriginal people must be given the means and authority to protect these. The dominant culture still seems to be pursuing policies that equate to a sort of relentless ‘genocide by stealth’.

4. Recognise and Respect Aboriginal culture:

Aboriginal cultures are the oldest surviving cultures on this planet. It will take years, perhaps even generations, for Aboriginal people to rebuild their society – providing we STOP sabotaging their every effort! Rebuilding will take time, money, mistakes, confusion, conflict, leadership and our support.

5. Seek Aboriginal representation in all areas and at all levels of civic society:

Aboriginal people must be allowed to the time and means of developing and be resourced to operate their own systems of representation by which to interface with the dominant culture. These representative mechanisms could be the foundation of future relationships between the governments and other institutions of the dominant culture and Aboriginal peoples.

6. Pay reparations:

The past cannot be forgotten or ever entirely forgiven. What has been taken is nothing less than almost ‘everything’. Money will not compensate for the losses, but it may enable a fresh start – built from a secure economic base. Besides, in the dominant culture, money is the means of compensation and should not be denied to those whose losses, at our hands, are the greatest.

SO, WHAT DO *THEY* PEOPLE WANT? AND WHAT CAN I DO?

So, WHAT Can I do? ... YOU need to act – DO something!

Here is a selection of ideas at different levels. Pick anything and start trying to do it.

Category	Activity Level 1	Activity Level 2	Activity Level 3	Activity Level 4	Activity Level 5	Activity Level 6
1 Acknowledgement	Verbal at meetings	Use building plaques and car stickers	Fly the flags, wear a tie-pin or lapel badge	Seek, pay for and act on advisory input	Public signage and building names	Use/Change street and other names
2 Honest	Whose country are you on?	Where are you from – really?	Educate self and others* re own and societal inherent racism	Build into all NGO policy and procedures	Build into all Government policy and legislation	Build into all Corporate policy and procedures
3 Safeguard	Participate in a “Learning Circle”	What can you influence / protect?	Know and speak of Aboriginal days/events	Learn some local Language	Ensure right of access (e.g. hunt and fish)	Include in Park and forest management
4 Recognition and Respect	Build into family, work, faith, friends culture	Get political: Inform, educate, agitate and advocate	Mark/celebrate important days/events	Understand cultural obligations (e.g. HR policies)	Ask for information and pay for expertise	Land: Pay-the-rent
5 Representation	Join a ‘solidarity’ and activist group – to support Aboriginal voice	Change existing org and representational cultural to suit Aboriginal people	Create the expectation of self-determination as the norm	Make demands on NGO and faith groups	Schools, Tafe and Uni – ensure that Aboriginal viewpoint is heard	Government (all levels) and Corporate policy bodies
6 Repatriations	Make space, provide resources and allow time	Human Remains returned from Oz and OS	Create and honor ILUA’s and other agreements	Establish secure economic opportunities	Commonwealth, State and LGA land returned	Land returned with freehold title

***NOTE:** Schools, Tafe and Uni; NGO and faith groups; Workplace and recreation place; Government policy and legislation; All other institutions; Corporate – everyone! And remember to CONSULT, CONSULT, CONSULT, by reading talking and doing.