



# **Yarning Time**





Dr Stephen van Leeuwen Chair Aboriginal Employee Reference Group

# **Message from the AERG Chair**

Welcome to the third issue of the Yarning Time, featuring some amazing staff profiles.

The Aboriginal Heritage Unit (AHU) and the Aboriginal Employee Reference Group (AERG) have established *Yarning Time* to:

- provide an update on Aboriginal staff news;
- inform all staff of the developments in Aboriginal affairs in the department; and
- share stories on the department's engagement with Aboriginal people.

Please have a read and enjoy.



Lalang-garram / Camden Sound Marine Park

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# Significant dates

# National Reconciliation Week 27 May – 3 June 2015

National Reconciliation week is an important week to celebrate as a department and is an action of the department's Reconciliation Action Plan (RAP). This year saw five events held around the State to celebrate National Reconciliation Week.

# Acknowledgement sign launch and Indigenous round barbecue

An event was held at Kensington to launch the rollout of acknowledgement signs across the State. The event included a Welcome to Country by Wadjuk Elder Theresa Walley and an address by the Director General Jim Sharp to reveal the signs that will be placed on all major Parks and Wildlife buildings around the State acknowledging the traditional owners of the land on which the buildings reside. Guests included representatives from South West Aboriginal Land and Sea Council, Clontarf Aboriginal College, SMYL Community Services, Goldfields Land and Sea Council, Kambarang Services, Curtin University and School of Indigenous Studies; University of Western Australia, Department of Aboriginal Affairs, Aboriginal Christian fellowship, Noongar Language Centre and the Noongar Sports Association. There was a huge turnout and support from departmental staff attending the event. Later that day the annual Indigenous Round barbecue was held. Belinda Cox won the Best Dressed category for the day, supporting the Dockers. This event was a huge success with everyone enjoying a full belly of traditional foods.



Theresa Walley and Director General Jim Sharp



Rhonda Murphy, Anne Oliver -Clontarf VET Coordinator, Clontarf Student, Brandon Farrell, Jim Sharp, Clontarf Student, Kieran Jones Jayden Miller and Anthony Narrier - SMYL Group Training Field Officer.





#### Kalgoorlie Reconciliation barbecue

Kalgoorlie held a reconciliation barbeque at the main office on the third Mabo Day. Internal staff, staff from the Department of Environment and Regulations, Goldfields Land and Sea Council and Kalgoorlie Urban Landcare Group attended. The group completed a footy questionnaire. Even though the indigenous footy round was the weekend before, some people were still caught out on the tri-question. It was a good event and ended with some good stories being told by Lindon Brownley from the Goldfields Land and Sea Council.

#### <u>Bunbury Kaatamoordoo Kidji Maambakoort, Reconciliation</u> Garden (Scarp to Sea) opening and morning tea

Parks and Wildlife's South West Region celebrated Reconciliation Week this year with the opening of Kaatamoordoo Kidji Maambakoort, a reconciliation garden at the Bunbury offices. Regional and Fire Management Services Director Peter Dans and Noongar Elder Les Wallam officially opened the garden on 28 May.

Les spoke about reconciliation and the importance of country to Aboriginal people and those in attendance were very impressed with Peter Dan's use of the local Noongar language. (Well done Peter!)

Parks and Visitor Services regional leader Peter Henderson said the garden was filled with native plants traditionally used for food, medicine and ceremony and featured artwork by Blackwood District park ranger and Noongar artist Ken Ninyette.

"It was designed as a space for staff and community to yarn, reflect and socialise. We wanted it to represent all the values and significance of the area to the local Noongar people and the South West Region," he said.

"The colourful designs, rockery, meeting areas for yarning and quiet reflection are intended to create discussion, interest and awareness about culture, country, bush tucker, medicines, herbs and spices, and art."



Ken Ninyette, Karim Khan, Rhonda Murphy, Peter Herderson, Les Wallam, Bob Hagan and Peter Dans



Audience shot with Ken Ninyette



Ken Ninyette and Karim Khan







# <u>East Kimberley Reconciliation barbecue</u> and acknowledgment sign installation

The East Kimberley Office enjoyed a reconciliation barbeque with around 25 community members and about 15 internal participants. The day was a great success that was very casual as people came and had a feed and a yarn and went throughout the afternoon. The acknowledgment sign was also installed during the reconciliation celebrations.

#### River Guardians Boat tour

To celebrate Reconciliation Week, the *River Guardians* hosted a cultural tour of the Derbal Yerrigan (Swan River). River Guardians are friends of the Swan Canning Riverpark.

Traditional owner from Whadjuk Noongar Country, Ingrid Cummings (from Kart Koort Wiern (Head, Heart and Spirit), guided visitors on a cultural tour of the Derbal Yerrigan with extensive commentary on Aboriginal connection with the rivers. On arrival, the 65 attendees were welcomed with a smoking ceremony and enjoyed a light morning tea on-board a Captain Cook Cruises vessel.

During the tour, Ingrid explained different areas of the river and their cultural significance and attendees participated in activities including face painting, weaving and learning language. Everyone had a fantastic time, learnt a lot and were treated with the arrival of the local kwillenas (dolphins) at the end of the tour.

Attendees said they had learnt a huge amount of new information on culture, significance of the rivers and how Aboriginal people cared for country. It was a fantastic event with an even better outcome, learning more about the traditional owners of this land.



River Guardians Astrid, Elaine and Madeline enjoying the Reconciliation Boat Trip



Ingrid Cumming teaching dance to participants

# **Acknowledgement signs**

The department recently rolled out a number of signs around the State acknowledging the traditional owners of the land on which Parks and Wildlife buildings reside. More than 50 buildings now display the acknowledgment signs, with more proposed at national parks with high visitor usage. Please contact Jayden Miller at the AHU about sourcing a sign for your office.







Albany Regional Headquarters





Bentley Office

#### **NAIDOC** Week

NAIDOC stands for National Aboriginal and Islander Day Observance Committee. Its origin can be traced to the emergence of Aboriginal groups in the 1920s that sought to increase awareness in the wider community of the status and treatment of Indigenous Australians.

NAIDOC Week is held in the first full week of July. It's a time to celebrate Aboriginal and Torres Strait Islander history, culture and achievements and an opportunity to recognise the contributions that Indigenous Australians make to our country and our society.



Director General Jim Sharp and Rhonda Murphy, Manager Aboriginal Participation and Involvement

The launch of *Western Australians for Recognition* on the 9 July brought together prominent representatives from the State's corporate, government and community sectors to show support for constitutional recognition of Aboriginal and Torres Strait Islander people.

Director General Jim Sharp and Manager of Aboriginal Participation and Involvement Rhonda Murphy, had the pleasure of attending this NAIDOC Week event.

Western Australians for Recognition was officially launched by its joint patrons, the Hon Fred Chaney AO and Professor Colleen Hayward AM, and the event featured a performance by Baldja Moort, an Aboriginal Traditional dance company.

Two of the dancers shared their powerful and inspiring life stories for more than 250 attendees, which included Noongar community members, business leaders, Aboriginal Affairs Minister Peter Collier, Shadow Aboriginal Affairs Minister Ben Wyatt and Chair of the Joint Parliamentary Committee on Constitutional Recognition, Ken Wyatt AM.

Parks and Wildlife works alongside traditional owners to protect and conserve the lands and waters it manages.

A principal focus of the department is to continue developing Indigenous land use agreements and joint management arrangements, and to develop Aboriginal employment in park management.

This event was an important milestone for Western Australians to voice their support for Aboriginal People.





Jonnie Saegenschnitter – tool making

# NAIDOC Week - Yanchep National Park

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More than 700 people celebrated NAIDOC Week this year at Yanchep National Park. Park manager Julia Coggins said NAIDOC celebrations continued throughout the school holidays, with a special event attracting 300 visitors held on Saturday 11 July.

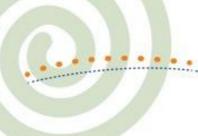
"Free activities and Aboriginal culture displays were held throughout the twoweek period in the park's wangi mia, where there was a vibrant atmosphere with lots of enthusiasm from guests and staff," Julia said.

Visitor services officer Jonnie Saegenschnitter said he was pleased to be involved in the design and presentation of this year's NAIDOC program.

"Not only does it give me the privilege to share Aboriginal culture with visitors to the park, but also helps to strengthen my own culture through the feeling of pride I get from sharing that information and having it received so respectfully," he said.

Julia thanked the contribution of staff and volunteers who helped make the 2015 NAIDOC celebrations at Yanchep such a huge success.

"Each year this event and associated activities seems to be growing in momentum, both in the variety of things on offer for visitors to experience and also the number of visitors that are sharing in these celebrations. It was great to see such a large number of Aboriginal and Islander families choosing to celebrate at Yanchep this year."



# **Graduation Ceremony**

#### **Awards**

Recognising and promoting the achievements of Aboriginal staff is a key element to the Aboriginal Employee Strategy.

We would like to congratulate the following staff for their achievements at the recent 2015 Graduation Ceremony:

Jayden Miller - has been awarded:

- Aboriginal Trainee of the Year
- Recipient of the Director General's Career Development and Study Assistance Scholarship

<u>Jason Richardson</u> – has been awarded the Kwabalitch award for demonstrating tenacity, perseverance and dedication to his studies throughout his traineeship.

# **Training**

The following staff members have completed training programs:

- Preston Manado and Winston Gerrard
  Certificate II in Conservation and Land Management
- Ethan Cooyou, Jeremy McGinty and Jonathan Saegenschnitter – Certificate III in Conservation and Land Management
- <u>Jayden Miller</u> Certificate III in Government



MATES Graduate Jayden Miller (Aboriginal Trainee of the Year)



MATES Graduate Jason Richardson (Kwabalitch Award)



MATES Graduates Jason Richardson, Preston Manado, Ethan Cooyou and Jayden Miller

# **Employee news**

Parks and Wildlife is committed to increasing the representation of Aboriginal employees working within the agency at all levels, occupations and locations.

#### New staff

The AERG would like to welcome two new Aboriginal staff members to the department, Jasmyn Cook and Lloyd Nulgit. Jasmyn and Lloyd are both from the Kimberley. We wish you all the best with your careers.

# Jasmyn Cook

"At the moment I am filling in for Anthony Aiken (AJ) at Geikie Gorge National Park (Darngku) as senior ranger. I grew up in Broome, but my great grandmother is from Bunuba country and her husband, my great grandfather is from Yawuru country. I feel strong connection to both saltwater and freshwater country. My aspirations are simple, I just want to take care of country in any way possible, whether it be small contributions or large. I think working with an organisation like Parks and Wildlife is great way to help achieve this goal. My Liyarn is at peace when I'm on country and I think we all need to do our bit to protect and look after it."



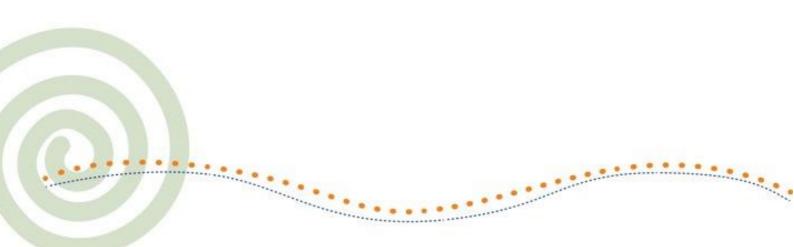
Jasmyn Cook

# **Departing staff**

Since the last Yarning Time, three Aboriginal staff members have left the department. The department would like to thank them for their service contribution to conserving and protecting WA's plants and animals. We wish you all the best in your future endeavours.

Departing staff include **Grace Hibbert** and **Yemaya Smythe-McGuinness**.

<u>Tina Bowers</u> and <u>Sonia Stewart</u> will be going on maternity leave from July – August 2015. Congratulations and good luck to you both.



#### **Staff Profiles**

#### JONNIE SAEGENSCHNITTER (COBY) - MATES trainee / visitor services officer

Jonnie Saegenschnitter (Coby) is a Yankunytjatjara / Arrente man from Port Pirie, Port Augusta, Ceduna, Adelaide and Alice Springs. He has worked for the department for two and a half years.

In this time Jonnie has worked as a MATES trainee and is now moving into a role with Visitor Services.

His current position is MATES trainee / visitor services officer, based at Yanchep National Park.

Jonnie has qualifications in:

- Cert III Natural and Cultural Resources Management
- Cert III Conservation and Land Management
- Diploma in Natural and Cultural Resource Management
- Training courses:
  - o VRM
  - Chemical Safety and Application and
  - o Chainsaw, Level 1 Firefighter.
- He was awarded a 'Most Outstanding Student' in a VET course while studying a Cert III at Bachelor Institute of Indigenous Tertiary Education

Jonnie is proud to work for the department and enjoys engaging with the public about Aboriginal culture. Some examples include working with the *Nearer to Nature* in Perth hills and Yanchep developing and delivering school holiday activities, NAIDOC week and reconciliation events and filling a number of different roles and Yanchep National Park.

Jonnie believes the department is a good place for Aboriginal people to work. Promotion of local culture is supported and encouraged, the people you work with are friendly and he finds the work enjoyable as he loves the environment and being outdoors.



Jonnie (Cody) Saegenschnitter

#### JUDITH BIRCHALL - Visitor Services



Judith Birchall is a Yamatji (Ingaarda / Mulgana) woman from Noongar Boodja. She has worked for the department between eight and ten years.

In this time, Judith has worked in a variety of roles including visitor services, cave guide, bookings, admin relief, working on country, volunteer, NAIDOC presenter and school holiday activities.

Her current position is a casual staff member – currently covering sick relief on weekends when required and assisting on school holidays (working as AIEO at Yanchep DHS during the week).

Judith has qualifications in cave guiding, current Senior First Aid, Cert III Disability Services, Cert IV AIEO / Education Assistant, Cert IV Training and Assessment, Noongar Language Teacher – Education Department.

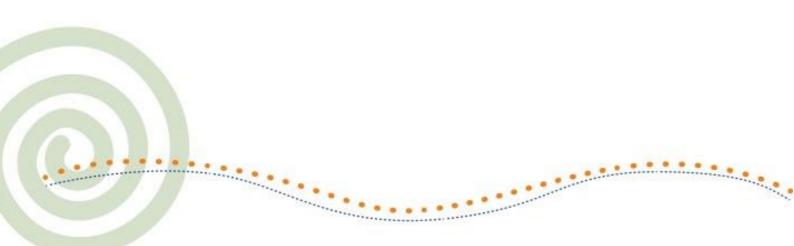
Judith is proud to work for the department as she gets to assist with NAIDOC activities and thinks the department is getting better each year at providing quality activities that are culturally appropriate. Her role within the local school has helped connect with the local Aboriginal community and this year a number of Aboriginal families attended the Yanchep National Park NAIDOC event.

She would love to work more with creating signage with Noongar language in the future as funding becomes available for specific projects. Judith believes the department is a good place to work as the staff at Yanchep National Park are hard-working and dedicated as is the team of volunteers who work tirelessly. Everyone is inclusive and acknowledges the importance of recognising the Noongar people, in particular the Whadjak moort.

Judith took some male students from Yanchep DHS and Clarkson Community College up to the park at the end of last year. The students spoke with Yanchep's operations officers and were shown around the park. Mark Varley spoke to them about the MATES program and they met Johnnie who has recently finished the traineeship. They talked about different opportunities for Aboriginal people within the department and candidly spoke about issues that may have prevented past trainees from succeeding, such as relationship issues and family issues. The boys had an amazing time and it opened their eyes to possible opportunities and how to apply for work or traineeships within the department.

Judith feels that opportunities like this will only strengthen our relationships with the Aboriginal community. She believes that she is an important link between the park and the community "this is how I make a difference" she said.

She has been supported by the park in many ways and is included in many opportunities for her and her students / families. They ask for guidance on the best protocols for our locals and allow her to check with the local elder or local reference group before making decisions regardless of how small.



#### Other stories

# Western Australian Herbarium project - Aboriginal plant names

In March, staff from the Western Australian Herbarium participated in the Aboriginal Cultural Awareness Training. This led to the development of a project with the AHU to include Aboriginal flora names into the Western Australian Flora Base. Jayden Miller (AHU) and Steven Dillon - Senior Technical Officer (ID Botanist) will be working on the project together.

The project will initially focus on the South West and Pilbara areas. Language names will be researched through a range of sources and will be clarified through the associated language-groups around the State. AHU and Herbarium staff are very proud to be doing this project.



Jayden Miller with Herbarium staff Steven Dillon and Kevin Thiele.

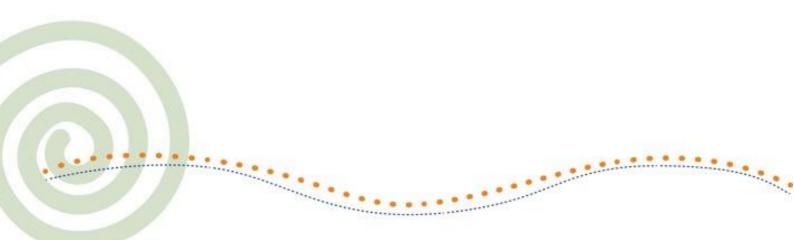
#### **Clontarf Student Trainees**

Providing traineeship opportunities to learn on the job and gain qualifications in nationally accredited training courses in a range of business areas is part of the department's Aboriginal employment strategy.

Two students, Brandon Farrell and Kieran Jones from Clontarf Aboriginal College, are undertaking a school-based traineeship in the Swan Coastal Region. They will be studying a Certificate I in Conservation and Land Management with Jayden Miller from the AHU as their mentor in the workplace. The boys work mainly out of the Woodman Point Work Centre. Brandon and Kieran really enjoy working in this department and show a very good work ethic.



School-based Trainee's Kieran Jones and Brandon Farrell working at Woodman Point Regional Park.



# Matuwa and Kurrara Kurrara Indigenous Protected Areas Dedication Ceremony

An Indigenous Protected Area (IPA) agreement has been finalised at Matuwa (Lorna Glen) and neighbouring Kurrara Kurrara (Earaheedy) east of Wiluna, home to the ground breaking Operation Rangelands Restoration wildlife reconstruction, science and adaptive management project.

Goldfields Region manager Ian Kealley said the 600,000ha area had been jointly managed since 2005 under an MOU between Parks and Wildlife and the Wiluna Martu People and more recently through the Tarlka Matuwa Piarku Aboriginal Corporation, which holds native title for the area.

"Matuwa and Kurrara Kurrara are of immense cultural value, containing significant men's and women's sites, with western science and Indigenous knowledge being combined to protect the area's cultural and natural values," he said.

"On 3 July, the Tarlka Matuwa Piarku Aboriginal Corporation signed an agreement with the Federal Government to dedicate Matuwa and Kurrara Kurrara as an IPA.

"More than 200 people, including Parks and Wildlife staff, attended the IPA ceremony, testament to the support from the Wiluna community and other partners and stakeholders for this important milestone."

Operation Rangelands Restoration, funded by the State Government through Parks and Wildlife and Gorgon Gas Project offset funds, aims to restore Matuwa and Kurrara Kurrara, including the reintroduction of 11 native mammals that once occurred across the arid zone.

The cornerstone of the project is an 1100-hectare predator-exclusion acclimatisation compound, where native mammals are introduced without the threat of predation by cats, which are baited and controlled outside the compound and throughout Matuwa.

Parks and Wildlife has so far translocated golden bandicoots, boodies, bilbies, Shark Bay mice, brushtail possums and mala into the area.

"Employment and training for local Indigenous rangers has also been the key to the success of the partnership," Ian said.

"These rangers have worked on cultural site management, boundary fence construction to exclude feral cattle and camels, prescribed burning and many other infrastructure and land management activities."





Martu Rangers

#### **Graffiti removal training**

In late March, the Murujuga Land and Sea Unit (MLSU) participated in some graffiti removal training in conjunction with Parks and Wildlife, Department of Aboriginal Affairs (DAA) and the Pilbara Port Authority (PPA). Henry Thomason from the DAA and Robert Brock from the PPA led the workshop and provided valuable information surrounding the removal and prevention of further graffiti occurring. The workshop was designed as a practical training session to provide guidance on the 'graffiti removal kit' which was purchased with grant money through the DAA's *Preserving Our Aboriginal Sites Grant* which was awarded to the Murujuga Aboriginal Corporation.

The workshop ran over two days and covered different types of graffiti, various methods to remove or mask graffiti and field visits to graffiti sites within the Murujuga National Park. The first day of the workshop consisted of using sample stones with different types of graffiti such as chalk, permanent marker, crayon and etchings. This allowed the MLSU rangers and the Parks and Wildlife Murujuga operations officer to practice different methods of graffiti removal. The second day of the training involved consolidating the methods learnt and visiting some locations in the park where graffiti is present. This was really useful as Rob and Henry were able to give advice to the rangers on how best to approach removal of various types graffiti. The two-day training was extremely valuable in equipping the MLSU rangers with the skills and knowledge required to successfully manage graffiti within and surrounding the Murujuga National Park.



Nathan Evans and Robert Brock (Pilbara Ports Authority) assessing some graffiti for removal



Looking at graffiti locations at Withnell Bay during graffiti removal training with DAA (Dept Aboriginal Affairs), PPA (Pilbara Port Authority), Parks and Wildlife and the MLSU (Murujuga Land and Sea Unit)

# **Geotourism Conference – Anthony J Aiken and David Woods**

Anthony Aiken (AJ) ranger at Geikie Gorge and local Bunuba man and David Woods presented at the FACET Geotourism conference in May. It was titled A snapshot of the Devonian Reef, Geology, Tourism and Culture. David spoke about the geology, archaeology, Bunuba Rangers and cultural heritage tourism operator Dillon Andrews who runs Bungoolee tours from Windjana Gorge NP. AJ spoke about Bunuba culture, past and present, Geikie Gorge Boat Cruise run by Parks and Wildlife and his parent's cultural heritage tour at Geikie called Darngku Heritage Tours. AJ also spoke with true passion about the Jandamarra Story Bunuba Resistance fighter in the 1890s and the story of Linyjiya, Old Man Rock from Geikie Gorge (Danggu, traditional name). You could hear a pin drop when AJ was presenting these traditional stories to the conference audience. The presentation was well received and AJ was the centre of attention at the next tea break.



Anthony Aiken



David Woods

# South West Native Title Settlement: Signing of Indigenous Land Use Agreements

The week of Friday the 12 June was a significant one for the department, with the State Government's landmark signing of Indigenous Land Use Agreements for the South West Native Title Settlement

Six Indigenous Land Use Agreements, covering 200,000km² of the south-west, will now be filed with the National Native Title Tribunal. The native title claims are Whadjuk (covering Perth metropolitan), the South West Boojarah (Busselton, Pemberton, Nannup) and Harris Family (Yallingup, Margaret River), Ballardong (York, Northam, Hyden, Kondinin), Wagyl Kaip (Katanning, Gnowangerup, Albany), Yued (Jurien, Moora, Lancelin, Gingin) and Gnaala Karla Boodja (Mandurah, Bunbury, Donnybrook).

The South West Native Title Settlement is the largest and most significant native title agreement reached in Australia's history.

It will bring enduring benefits to both the State and the Noongar community, and includes approximately \$1.3 billion in land and other benefits. While there are still legal procedures to be completed, it is hoped the full agreement can start to be implemented by mid-2016.

This is an historic step and an opportunity for greater collaboration and strengthened partnerships between Noongar people, the government and agencies such as Parks and Wildlife.

Director General Jim Sharp would like to thank the Parks and Visitor Services division and in particular Native Title and Heritage Coordinator Dr Simon Choo for his outstanding work with the South West Aboriginal Land and Sea Council and other Government agencies in progressing the South West Native Title Settlement to this stage.

# **Learning and Development**

The AES aims to support Aboriginal staff in their professional development by providing opportunities to develop skills and experiences, access to internal and external training opportunities and assistance with career pathways. These are some of the achievements in this area.

# **Higher duties**

The following staff members are currently on or have recently acted in a higher position than their substantive.

Eugene Park, Wayne Winton, Stephen van Leeuwen, Karim Khan, Keith Boombi, Jasmyn Cook, Belinda Cox, Jayden Miller and Tina Bowers.

We would like to congratulate them for their achievements in obtaining higher levels within the department.

# **Update on Aboriginal strategies**

# **Aboriginal Cultural Awareness Training (ACAT)**

More than 400 participants have attended the Aboriginal Cultural Awareness Training in the past year, with sessions being delivered throughout the state.

The AHU team also delivered a condensed version of the training to groups of tour owners/operators and their staff in Exmouth and Coral Bay. Approximately 50 tour owners/operators participated in the training. These training sessions were delivered to support tour operators meet the Aboriginal component of their licence conditions. It gave the operators a better understanding of Aboriginal people and culture while paving the way for better working relationships between the Aboriginal community, departmental staff and tour operators.



ACAT Training in Esperance – Presenter Karim Khan

# **Customary activities**

Customary activities awareness training for the Esperance Native Title holders (Tjaltjaark Native Title Corporation – the new prescribed body corporate) was conducted on 1 July in Esperance. There were approximately 30 community people in attendance, three PVS staff from Kensington (Simon Choo - Native Title and Heritage officer, Rhonda Murphy – Manager Aboriginal Participation and involvement and Karim Khan – Programs coordinator AHU) and two district staff (Rob Blok – District manager, Ian Hughes – Parks and Visitor Services coordinator). The presentation was well received by the community and the session covered all the key areas around customary activity provisions. It gave everyone an opportunity to discuss local issues at the local level, which reinforces the Local Area Arrangements component of the provisions as stated in policy 86 and corporate guidelines 22, which is why it is so important to have district/regional staff attend these sessions.

There were some key points highlighted from the discussions and everyone looks forward to working together and building relationships.

Robert Blok – District manager commented after the training "I believe the key role players in the community attended and benefitted from the discussions. It was also evident that there is a need for ongoing dialogue with the Esperance Nyungar at large but more specifically with the Tjaltjaark Native Title Corporation to progress matters in the Aboriginal affairs space. We have made inroads in this area but more work is required and now that we have a reference point our communication will become more effective."

# **Apologies**

The AERG would like to apologise for a mistake that occurred in the second issue of the Yarning Time.

Page 4: Higher Duties and Promotions – Warren Mayers acted as Regional Manager over the Christmas period and has since left the department.



# **Contributors**

- Kathryn Wilkinson
- Karla Graham
- Robert Campbell
- Joana Soares
- Belinda Cox
- Eleanor Killen
- Vijay Nair

- Marnie Giroud
- Ian Kealley
- Julia Coggins
- Jonnie Saegenschnitter
- Peter Henderson
- Karim Khan
- Jayden Miller

This newsletter is produced quarterly. Please contact Jayden Miller if you would like to contribute to the **Next edition: December 2015** 

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