

APPENDIX B

Annual report of the Darebin Aboriginal and Torres Strait Islander Community Council

For the year 2008

Darebin City Council
Social Inclusion and Diversity Branch
March 2009



Contents

- Purpose of this report 3
- Background 3
 - The DATSICC Charter..... 4
 - Membership and Meetings..... 4
- DATSICC Key Projects, 2008 6
 - Analysis of key data from the 2006 Census 6
 - Cultural Awareness Training..... 6
 - Implementation Plan from the Economic Summit 8
 - Koorie Night Market Pilot Project 8
 - Improving employment opportunities 10
 - Darebin Gateway Signage Project..... 11
 - Stolen Generations Marker 11
 - Sport and Recreation..... 12
 - Support for the Fitzroy Stars Football Club..... 12
 - The Fitzroy Stars Football Club (FSFC) 12
 - Support to redevelop the Sir Douglas Nicholls Oval..... 13
 - Support for the VAYSAR Carnival 14
- Status of General Business Items 14
- DATSICC Planning 14
 - The DATSICC Access and Equity Plan 14
 - Strategic Planning 15

Purpose of this report

The Local Government Act requires that all Special Committees of Council to report regularly to Council concerning their activities at an interval determined by Council. Darebin City Council requires Special Committees to report annually. This report has been prepared to fulfil that commitment and thereby also provide a summary record of DATSICC activities for other audiences.

The report is written at a time when a new Community Council was in the process of being formed. It is also designed to provide a basis for induction and discussion by new DATSICC members as a way forward to the development of a DATSICC plan for the new Council term.

Background

The proposal to establish DATSICC was developed by a Working Group of local Aboriginal and Torres Strait Islander people and Council officers. The impetus came from the Darebin Aboriginal Reconciliation Working Party Strategic Plan.

The report to Council recommending appointment commented:

- That a special committee would ensure both transparency of process and status commensurate with the activities and membership of the group
- That the “group intends to investigate the possibility in the longer term of separate incorporation and independent operation”
- That the name ‘Community Council’ had been chosen to signify both the intention of the group to work closely with the Darebin Aboriginal and Torres Strait Islander community and to draw a parallel between the new structure and the Darebin Ethnic Community Council.

The report also said DATSICC would:

- Have its own budget and control over that budget
- Create its own agenda
- Be able to generate its own projects and activities
- Maintain strong grass roots connections

Council has the opportunity to reappoint DATSICC at the annual statutory meeting of Council. Council has consistently re-appointed DATSICC since 2002.

The term of DATSICC is in line with the Council term. Each newly elected Council is given the option of re-appointing DATSICC. DATSICC has been re-appointed twice since 2002 – once in 2004 and once in 2008.

DATSICC is a Special Committee of Council established under S86 of the Local Government Act. DATSICC operates under a Committee Charter and has powers and responsibilities delegated to it by Council. As a Special Committee of Council, DATSICC is subject to the Local Law governing meeting procedure as well as to the requirements of the Local Government Act. The implications for DATSICC of these requirements are that DATSICC must:

- Ensure that meetings are open to the public

- Advertise meetings and makes minutes and agendas available.
- Ensure that conflicts of interests are dealt with in accordance with Act
- Conduct meetings using a proscribed and formal meeting procedure which includes provision for a quorum, the formation and movement of motions and recording of procedures.

The DATSICC Charter

DATSICC operates under a Charter which has been determined by Council in consultation with members. The DATSICC Charter (appendix one) clearly establishes the aims of DATSICC. The Charter states that DATSICC is established to:

- Participate in all relevant Council program and policy development initiatives
- Be educational – an advisor on Aboriginal And Torres Strait Islander social, spiritual and cultural issues to Council and the community
- Develop and maintain strong relationships with Council and the local Aboriginal and Torres Strait Islander community – so as to be a bridge between Council and the Aboriginal And Torres Strait Islander people of Darebin
- Nurture the new generation of Aboriginal And Torres Strait Islander leadership in Darebin by encouraging participation in the governance processes
- Oversee the development of cross cultural awareness programs for Council staff, local businesses and services
- Increase the visibility of Aboriginal And Torres Strait Islander language, symbols and signs in Darebin to ensure a visible presence of Aboriginal And Torres Strait Islander culture in the municipality
- Increase the awareness of the living Aboriginal And Torres Strait Islander culture in Darebin
- Increase the use of Aboriginal And Torres Strait Islander personnel at all levels of Council
- Improve access to Council services for Aboriginal and Torres Strait Islander people and work to improve the cultural relevance and appropriateness of all Council services for Aboriginal and Torres Strait Islander people
- Initiate, promote and monitor projects that assist Aboriginal And Torres Strait Islander people in Darebin
- Ensure the maintenance of the existing Aboriginal And Torres Strait Islander community in Darebin by advocating for affordable housing, employment and improved health and community care
- Advocate on the needs of the Aboriginal and Torres Strait Islander people of Darebin.

Membership and Meetings

DATSICC membership is comprised of eight community members who are required to be of Aboriginal or Torres Strait Islander descent and two Council members, one of whom is the Mayor of the day. DATSICC membership remained constant throughout 2008. There were two community membership vacancies which remained unfilled during the year.

The eight community members for 2008 were:

- Mr Phil Cooper (co-chair)
- Ms Jan Muir (co-chair)
- Mr Alan Brown
- Mr Reg Blow
- Ms Deborah Walsh
- Mr Alf Bamblett
- Ms Vicky Clark
- Ms Nicole Bloomfield.

The Councillor Representatives were:

- Cr Peter Stephenson (Mayor)
- Cr Mendo Kundevksi

DATSICC has chosen to fulfil it's by implementing a meeting pattern comprised of bi monthly 'formal' public meetings with Planning and Briefing sessions held as needed.

DATSICC held five formal public meetings during 2008.

- February 13th
- April 9th
- June 11th
- August 13th
- October 29th

In addition, DATSICC held five Planning and Briefing sessions. These included two special workshops and one meeting with Councillors

August 5th – DATSICC and Koorie Night Market Discussion

July 16th – Planning meeting

September 10th – Planning meeting

October 15th – Planning meeting

December 17th – DATSICC Social Event

Collectively, Community members contributed over two hundred hours of their time to Council through DATSICC during 2008.

All meetings held in 2008 gained a quorum and 80% or greater of the membership was present at each meeting.

DATSICC Key Projects, 2008

2008 was the final year of the current DATSICC Committee and a range of projects that had been commenced in earlier in the Council term or before were progressed. There was a focus during the year of aiming for the completion of projects and the development of processes to plan for the next Council term.

Analysis of key data from the 2006 Census

In December 2007 DATSICC requested an analysis of key Indigenous data from the 2006 Census. A report was provided to DATSICC in April 2008. The report showed that compared to non Indigenous Darebin residents, Indigenous people in Darebin have a generally younger age profile and are more likely to:

- Be unemployed
- Have a personal lower income, by about \$45.00 per week
- Have a lower mean household income in the order of \$190.00 less per week
- Live in rental accommodation – both private and public
- Leave school early
- Have a Certificate level post secondary qualification, rather than a degree
- Live in a one parent household
- Work in the health and community services sector.

The comparative profile of the Indigenous population indicates continuing and long term disadvantage and the potential for social exclusion. However, further work is required to understand other key characteristics of the local Indigenous community including health, recreation and social connectedness. It was acknowledged that this work needs to be seen as part of an ongoing discussion with the local Aboriginal and Torres Strait Islander community and with the broader community and the service system in Darebin.

Cultural Awareness Training

DATSICC approved the essential elements of a Cultural Respect Training Program for Darebin City Council at their first meeting of the year. The program was developed as part of a longer term strategy to improve outcomes for Indigenous people living in Darebin.

The Cultural Respect Program is recognised as a vital base upon which a number of other initiatives depend. These include efforts to:

- Increase the number of Indigenous people employed in Council.
- Improve the level and nature of community engagement with the local Indigenous Community.
- Provision of better outcomes for Indigenous people from Council's range of services.
- Improvements in the way that Indigenous people are included in Council's longer term strategic planning efforts.

The training package is underpinned by a set of key principles, which recognise that:

- Learning about culture is a lifelong process and that people learn in different ways. Council will provide a range of opportunities over time to allow staff to continually develop.

- Staff will need the support of their managers and the organisation as they internalise learning and apply it in the workplace.
- Learning needs to be constantly reinforced by organisational leaders.
- There is great diversity within the Aboriginal and Torres Strait Islander communities in Darebin. Training will aim to encourage staff to appreciate and understand this diversity.
- DATSICC and the projects and activities it undertakes are institutions of cultural learning for Council and the community
- Darebin's Aboriginal and Torres Strait Islander employees are a precious resource and a source of constant learning within the organisation.

Council contracted with the Victorian Aboriginal Community Services Ltd (VACSAL) in July 2008 to provide the training. VACSAL is a statewide agency that provides advice to Government on a range of community development issues as well as being a major provider of extensive services to the Aboriginal community in both the metropolitan and some regional communities. VACSAL is a community based, community-controlled organisation comprising of representatives from Koorie organisations across the state.

VACSAL has provided cultural respect training to a wide range of organizations including:

- Protection and Care – Juvenile Justices Branches, Department of Human Services;
- Juvenile Justice Workers, Department of Human Services;
- Department of Justice;
- Judges, Supreme and Family court magistrates, Australian Institute of Judicial Administration;
- Child Care Workers, Department of Human Services; Kilmany Care;
- TAFE Teaching staff, Western Institute, Kangan Institute; Rio Tinto;
- Telstra;
- Correctional Officers and Managers, Port Phillip Private Prison; and
- AFL Umpires Association.

As a first step, the Darebin Executive Management Team undertook a half day training program in August 2008. The program included:

- An open session for people to ask any questions or raise any issues they wish
- Discussion of history from two perspectives – exploring the 'black' history of 'white' Australia
- Exploration of the history of the Aboriginal resistance movement to the present day and identification of contemporary issues with a focus on VACCA
- Discussion about cultural identity in general – what is it and what does it mean?
- Discussion about the importance of understanding how racism plays out in the workplace.

Roll out of the training to other key staff groups, including customer services staff and other staff who are in regular contact with the community.

Implementation Plan from the Economic Summit

The Darebin Indigenous Economic Summit was an activity of DATSICC conducted in 2006. A final report and implementation plan around the Summit recommendations was provided to DATSICC at the meeting of April 9th. The report contained sixteen actions for implementation. Ten activities were aimed at improving employment opportunities and six were aimed at business and economic development.

Seven of the sixteen actions had commenced at the time that the implementation plan was presented to DATSICC and nine were yet to commence. Several of the recommended actions were likely to require additional funding, including funding from other levels of government.

Recommendations that required further work included:

- Investigation of a mentoring scheme for potential Indigenous employees at Darebin
- Formation of a partnership with a mainstream employment and training agency to encourage Koorie traineeships
- Development of a partnership with Career Education Association of Victoria to assist Aboriginal and Torres Strait Islander young people to further develop their career planning.

Two key initiatives – the development of a ‘virtual’ business hub and creation of a trader show or market for Indigenous people to showcase their goods – were progressed through the development of the Koorie Night Market

Koorie Night Market Pilot Project

The piloting and subsequent establishment of the Koorie Night Market was the flagship DATSICC project for 2008.

DATSICC resolved at their February meeting to proceed with a Pilot of the Koorie Night Market project.

The project was conceived as having three phases:

- A Pilot Project consisting of three markets held in March, 2008 at the Northcote Town Hall Civic Square
- Phase two – a consolidation period – will be implemented over the 2008/2009 year with two aims:
 - Further establish and refine the market as a community event and viable enterprise in itself
 - Develop a sustainable model for management of the markets by an Indigenous controlled organisation.
- Phase three - the hand over of the responsibility for running and further developing the markets to an Indigenous community controlled organisation.

Three Pilot markets were held in March, 2008. They were successful from a number of different perspectives.

The Pilot project was characterised by:

- Indigenous ownership of planning, preparation and the event itself.
- Strong community support demonstrated by good attendance from across Melbourne.
- Engagement 62 Indigenous people and their families as stallholders.
- Identification of the training and business development needs of stallholders.
- High sales sustained over the three nights – between \$65,000 and \$80,000 worth of goods were sold over the market.
- Consistently high customer satisfaction ratings on range of attributes – over 90% of customers rated aspects of the market as either 'very good' or 'excellent'
- Overwhelming community support for further markets – 98% of customers said they would come again.
- An atmosphere of vibrant community celebration.
- Emergence of the markets as a key community meeting place, both for the local Indigenous community and between the Indigenous community and the broader community.
- Commitment to the project from a diverse range of project partners – eight project partners helped organise the markets and more are likely to be involved in phase two.
- Strong volunteer support – an average of 15 volunteers per night, many of them Indigenous young people attending through the Swinburne First Stop program.
- Strong endorsement from local Aboriginal community leaders

Following the success of the Markets, there was considerable discussion about how to progress. A full evaluation of the Markets was produced by Council by May to inform these discussions. The evaluation recommended a number of improvements to the format of the markets and outlined a funding model that based around employment of a Koorie Night Market Coordinator and Community and Economic Development Coordinator – the Koorie Night Market Coordinator to organise and run markets and the Community and Economic Development Coordinator to develop the business model for the market.

WISE Employment Ltd approached Council in April to discuss creating a partnership to keep the Markets going.

As a result of these discussions, WISE agreed to fund the Markets under their Community Investment program for \$71,000. The funds were used to employ a Market Coordinator. Interviews were held in August and two part time staff – Eva Jo Edwards and Khi-Lee Thorpe were engaged to run the markets.

On August 13, DATSICC accepted the model proposed in the Koorie Night Market Evaluation as the best model for the development of the project and also supported the development of Koorie Night Market Inc, a not for profit association with majority Indigenous control as a vehicle the future development of the Market.

Preparations for the establishment of Koorie Night Market Inc were immediately put into place and the Board was elected at a Special Meeting of stallholders and interested other parties on October 8th.

In line with the report put to DATSICC Koorie Night Market Inc was developed with the following features:

- A majority Indigenous Board comprising standard roles – Chair, Secretary, Treasurer, Public Officer to be filled by:
 - Three stallholder representatives
 - A representative of DATSICC
 - A representative of WISE Employment
 - A representative of Darebin Council
 - A representative of the Darebin Enterprise Centre, Ltd.

- Membership open to:
 - Koorie Night Market stallholders (must have participated in a market)
 - Volunteers
 - Project partners.

The October meeting of DATSICC confirmed that Koorie Night Market Inc was established as an Interim Board – the long term aim being the development of an all Indigenous Board.

A further Market was held in December 2008. This was the first Market operated by Koorie Night Market Inc and the first organised totally by the Koorie Night Market Coordinators

Improving employment opportunities

The Darebin Aboriginal Employment Policy was considered by DATSICC at the meetings of April and October – the April meeting considered a broad approach to improving employment for Aboriginal and Torres Strait Islander people in Darebin and the October meeting confirmed a specific brief for the development of a feasibility study.

Following DATSICC approval of the brief, Darebin joined the Cities of Yarra and Whittlesea in the development of a feasibility study around Structured Training and Employment Placements (STEP) across the three Councils. The feasibility study was funded by The Department of Education, Employment and Workplace Relations (DEEWR) and was conducted by Employment and Training Options – a specialist consulting group with over 10 years experience in the area of Aboriginal employment

The study found that there is ample opportunity to improve opportunities for employment at Darebin, Yarra and Whittlesea Councils.

The report for Darebin generally concluded that Council could easily accommodate three STEP trainee positions in the short term.

Perhaps more importantly, the report recommended a need to progress a long term goal to move towards employment of between fifteen and twenty Aboriginal and/or Torres Strait Islander people, based on an employment target of 2 to 2.5 percent.

The report identified some gaps and barriers in the organisational policy platform, including a robust Aboriginal and Torres Strait Islander employment policy, the need to advertise permanent vacancies internally and lack of a clear business case aimed at improving Aboriginal and Torres Strait Islander employment opportunities.

The report also highlighted the need for pre-employment and mentoring programs to support trainees during employment and during transition from traineeships to full time employment.

The ETO report was finalised late in December when a decision was made to defer further consideration of the report until the formation of DATSICC in 2009.

Darebin Gateway Signage Project

The signage project was developed to ensure that the Traditional Owners, the Wurundjeri were acknowledged on the entries to Darebin. As a result of the project, all gateway signs to Darebin now include the words 'Welcome to The project has been underway for one year and was further developed over 2008 with six signs being erected during the year.

Stolen Generations Marker

DATSICC resolved in February 2008 that Council should undertake actions to establish a permanent marker for the Stolen Generations in the Civic Square at Northcote Town Hall. Council is of the view that consultation with members of the Stolen Generations is the key consideration in the development of a proposal for an appropriate marker.

Council officers attended a meeting of agencies to discuss the future of Sorry Day and the impact of the National Apology on Sorry Day and Reconciliation Week in early March. Members of the Stolen Generation in attendance at the meeting foreshadowed a broader meeting of members of the Stolen Generations.

In consultation with Stolen Generations Victoria, Council officers agreed to convey the idea via the attached letter to that meeting. Kevin Breen, General Manager, City Development sent a letter in March and the meeting was held on 2 April 2008 but feedback indicated that Stolen Generations members were at that time dealing with a wide range of issues stemming from the National Apology.

The letter signals the intention of Council both to proceed with the establishment of a permanent marker and to proceed only in close consultation with – and at the request of – members of the Stolen Generations.

Informal discussion about the idea continued with Stolen Generations throughout the year with the intention to realise the idea for Sorry Day in 2009.

Sport and Recreation

Support for the Fitzroy Stars Football Club

At its December 2007 meeting, DATSICC resolved that:

- 1) Darebin City Council provide support to assist the reformation of the Fitzroy Stars Football Club in Darebin by:
 - a) Assisting with the provision of a home ground for the Fitzroy Stars Football Club for the 2008 season.
 - b) Working in partnership with the Aborigines Advancement League to obtain funds to redevelop the Sir Douglas Nicholls Reserve and the Jock Austin Pavilion so that this ground can become the permanent home ground of the League.
- 2) Council officers provide a report to a future meeting of DATSICC outlining these and other practical ways that Darebin City Council can support the reformation of the Fitzroy Stars Football Club.

The Fitzroy Stars Football Club (FSFC)

Key members of the local Aboriginal community worked over more than two years to re-form the FSFC. With support from the Department of Human Services and local Aboriginal and non Aboriginal volunteers, the Club was able to achieve their goal when they were accepted into the Northern Football League on 21 January 2008.

The FSFC was formed in the early 1970s. It was an integral part of the way people spent their weekends, giving families a place where they could participate in sport and gather together in community. The occasion became an important weekly meeting place.

The FSFC has played in the Metropolitan Football League, The National YCW Football League and the Northern Metropolitan Football League, their activity interrupted only by the collapse of these leagues. The FSFC had considerable on-field success, competing in finals on a regular basis and winning premierships in 1977, 1985, 1986, 1989, 1990 and 1992. The FSFC players have also been prominent in all league representative sides as well as consistently producing league medal winners and leading goal kickers.

The FSFC has been the most successful side in the Victorian Aboriginal Youth Sport and Recreation (VAYSAR) Statewide Football Carnival, winning half the carnivals over the last 25 years. Fitzroy Stars players are heavily represented in the Victorian Aboriginal State Team that competes at the National Aboriginal Football Carnival.

Improving Lifestyle and Opportunity.

The FSFC model is similar to the Healthy Lifestyles approach promoted by the Rumbalara Football and Netball Association in Shepparton. This approach provides for a range of programs and activities to be delivered through the mechanism of the Club to players, members and supporters. It is the clear and stated intention of the Club to provide programs around:

- Fitness

- Healthy living, diet and nutrition
- Drug and alcohol support and counselling
- Self esteem
- Pathways to employment.

A key aim of the Club will be to encourage and educate young men in particular about a healthy lifestyle to help them become productive members of their family and community.

Assistance with providing a home ground for the Fitzroy Stars Football Club (FSFC)

While the FSFC intends in the long term to make Aborigines Advancement League their home ground, a ground and training venue needed to be procured for the 2008 season.

Janice Lane, Manager of Leisure Services has worked closely with Board members of the FSFC over December and January to procure a home ground for the Club. A range of different options were actively considered and discussions held with a number of clubs before the final outcome. The process involved visits to grounds with Board members and a number of meetings over that time.

In late January 2008 an acceptable solution was developed whereby the Stars used Crispe Park in Gloucester Street, Reservoir as their home ground. The ground was shared with the Reservoir Football Club. In addition, the WH Ruthven Reserve was the regular training ground for the Stars. The neighbourhood sporting reserve was shared with the Preston RSL.

Support to redevelop the Sir Douglas Nicholls Oval.

Immediately following the resolution of DATSICC on 12 December 2007, Council arranged for an inspection of the oval by Sportsgrass Pty Ltd. Preliminary advice was received from Sportsgrass on 20 December 2007 and was forwarded to the Aborigines Advancement League.

Sportsgrass Pty Ltd recommended a number of next steps being:

- Engagement of a surveyor to gather key data about the project at a cost of approximately \$3,000.
- A meeting of stakeholders following this to begin the process of specification.
- Following this meeting a design team should be engaged to develop more detailed specifications and cost estimates.

DATSICC provided the \$3,000 for the initial survey of the site, which was undertaken by May 2008. The Aborigines Advancement League provided additional funding later in the year for the development of more detailed design specifications for the Oval.

A hydro-geological survey of the site was commenced in August. Extensive testing was carried out by URS Consulting who were contracted by Council. Testing was completed in October 2008. The testing program delayed further work on the development of the Oval and the results of the tests indicated the need for more testing, work on the Oval was stalled at the end of 2008

Support for the VAYSAR Carnival

At the August meeting, DATSICC approved the allocation of up to \$5,000 to support the Victorian Aboriginal Youth, Sport and Recreation Football and Netball Carnival 2008. In addition to the contribution from DATSICC, Council contributed staff time to assist with the organisation and planning for the event. Council provided the CT Barling Reserve on Plenty Road and the Darebin Community Sports Stadium and helped organisers with logistics and planning for the event. This was the second time the VAYSAR Football and Netball Carnival has been held in Darebin – the last time being in 2005 when it was held in JE Moore Park in Reservoir.

A very successful carnival was held with around 12,000 people in attendance over the weekend. The feedback from some organisers was that CT Barling Reserve was a great venue for the football and the Darebin Community Sports Stadium coped adequately with the netball activity.

The following known costs were attributed to the DATSICC budget:

- 50% contribution towards the installation of 4 Australian Rules Goal Post sleeves - \$951.50 (invoices to Fitzroy Stars FC)
- Clean up of Barling Reserve following the carnival - \$560 invoiced to Fitzroy Stars FC
- Ground hire of Barling Reserve - \$630 invoiced to VAYSAR.

Status of General Business Items

Each meeting of DATSICC received a Status Report on General Business Items. Items are listed on the Report until they are resolved. In April there were twenty items on the Status Report. By October there were eleven items listed on the Report, only five of which were not in progress. These items were:

These items generally require further deliberation or approval/consideration by DATSICC or are not sufficiently well developed to be dealt with in the current DATSICC term. They are:

- Development of a Marketing Campaign for DATSICC
- Development of protocols for Community Access to DATSICC
- Development of a four year plan for DATSICC activities
- Recognition of Aboriginal Person of the Month
- Joint NAIDOC activities sponsorship program.

It was agreed by DATSICC that these items required further deliberation and should be referred to the renewed DATSICC in 2009.

DATSICC Planning

The DATSICC Access and Equity Plan

A draft DATSICC Access and Inclusion Plan was first presented to DATSICC in December 2007. It was intended at that stage that an interim Plan would be finalised by during the

first half of 2008 and that this would be used as a basis for the development of a three year plan for presentation to a renewed Council and DATSICC.

The Interim Plan was completed and included twenty seven activities being undertaken or planned by Council specifically for the benefit of Aboriginal and Torres Strait Islander people living in Darebin. The actions vary widely in their scope and complexity. No weighting or value was assigned to various actions, so, for example, an action to review our communications protocols is given the same value as an action to 'improve the health, development and learning of Indigenous children aged 0-8 years'.

At the time of review in December 2008 most – twenty one - actions were on track. Some of these were ongoing activities – such as implementation of the Arts and Culture Plan for Darebin and some were discrete actions with a set timeframe and were on track for completion.

Three actions are completed, and need to be reviewed for removal or recasting in the light of further work. These are:

Implementation of the Koorie Night Market Pilot Project
Development of an Implementation Plan arising from the Economic Summit
Development of a process for responding to the Aboriginal Heritage Act.

A report including an Implementation Plan for the Economic Summit was provided to the 9 April 2008 meeting of DATSICC. A range of future actions has been generated from this report for inclusion in the next iteration of the Access and Inclusion Plan.

Similarly, the evaluation of the Koorie Night Market Pilot project will generate a range of new actions for inclusion in the Plan.

Three of the twenty seven actions have been delayed. They are:

- Development of a Communications Plan for DATSICC – originally scheduled for April 2008, will now be completed by August 2008.
- Development of process for maximising participation – this issue is connected to the re-establishment of DATSICC.
- Development of a list of activities and supports for young Indigenous people in Darebin – this has been delayed to allow for proper consultation with young Indigenous people.

Strategic Planning

DATSICC met three times during the year to consider the longer term and strategic development of the Committee. Two of these meetings were with Councillors and included open discussion about Council and community member perceptions of the use and value of DATSICC.

Some key decisions about the long term shape of DATSICC were made at these meetings. These included:

- Continuation of DATSICC as a Special Committee of Council
- Instigation of planning and briefing sessions before each DATSICC meeting;

- The development of a Youth Committee as a Community Advisory Committee under DATSICC;
- Regular 'catch ups' with Councillors including opportunities to meet informally and discuss key issues for the local Aboriginal and Torres Strait Islander community;
- An invitation to the Wurundjeri Tribe and Compensation Land Council to nominate a representative to DATSICC; and
- A focus over the 2009-2013 period on:
 - Employment of Aboriginal and Torres Strait Islander people
 - Early Years programs and initiatives
 - Connection with Schools
 - Young people