

# Final Report Aboriginal Cluster (Cluster Workshop #4)

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FINAL



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## **1. Introduction**

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*The fourth Cluster workshop finalised the Cluster Plan subject to members checking this draft. The Cluster also completed a consultation with Aboriginal community members which is separately reported.*

The Cluster listed the following issues as very important for the Plan:

- **Aboriginal agencies should continue to offer primary services to Aboriginal people.**
- **Aboriginal populations in Redfern Waterloo are under represented in Census data and there is always a very large transient aboriginal population in Redfern because people are visiting to use services in Sydney.**
- **Redfern is an 'iconic' site for the Aboriginal Community in Australia and its symbolic importance has to be respected through any planned change.**
- **The Cluster supports the idea of 'coordinating Aboriginal agencies' in particular areas of work.**
- **A coordinating agency is one which is the primary service delivery agency for particular services which will also take responsibility for service coordination. Other agencies may deliver services in the specialised area.**
- **Aboriginal agencies servicing Redfern Waterloo should not lose funding as a group through any changes in this planning process**

The Cluster redefined and endorsed the nine principals to be used in shaping the process.

## **2. Principles for the Aboriginal Cluster**

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These principles have to be honoured if the plan is to succeed.

### **1. Outcome Orientation**

The Plan must produce real, new and better outcomes for the community.

### **2. Focus**

The Plan must achieve change and improvement in key priority areas: Health, Aboriginal Services, Youth and Families

### **3. Sustainability**

The Plan must deliver long term outcomes for the community over at least 3-5 years

### **4. People and the Community**

The Community in Redfern/Waterloo must feel better off because of the initiatives in the Plan

### **5. Simplicity**

The proposals must be as simple as they can be to achieve the result – elegant, simple solutions are the objective

#### **6. Integration**

The Plan must bring government and non government service providers together to delivering community outcomes. (Rewarding collaboration integration rather than encouraging competition).

#### **7. Reality**

The Plan must be written to operate within broader human service programs in NSW

#### **8. Uniqueness**

The Plan must recognise and respond to the unique characteristics of Redfern/Waterloo

#### **9. Budget Responsibility**

The Plan must operate with the existing global government budgets identified by Morgan Disney for Redfern Waterloo (\$30m - \$40m).

### **3. Redfern Waterloo Aboriginal Cluster Vision**

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*Redfern Waterloo will be:*

- 1. A safe community: a place where people feel safe and have high self esteem as community members**
- 2. Government is engaged with community in setting and delivering goals and programs for community well-being.**
- 3. An economically independent community where people have jobs which offer a future.**

### **4. The Cluster Goals For Redfern Waterloo**

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*The Cluster set 11 goals which came out of the vision:*

- 1. A community with a rich Aboriginal cultural life and agencies to support this**
- 2. An informed community: Local people know what services are offered and can make informed choices**
- 3. Transparency about what money is spent by Government and what agencies are to provide. This should be done in a way which makes agencies accountable for community outcomes**
- 4. A strong network of funded and effective Aboriginal services working together to achieve change**
- 5. Partnerships between agencies and Aboriginal community groups based on accountable agreements**
- 6. Culturally diverse staff in government agencies**
- 7. Drug dealers off the streets**
- 8. Redfern Waterloo businesses and government agencies are major employers of Aboriginal people**
- 9. Pride in the diversity and strength of the community and its history**
- 10. A structure for joint review of planning and funding, with mediation and shared resolution of problems.**
- 11. Government agencies working together on agreed community goals/outcomes**

## 5. Special Issues to Address in the Plan

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- Longer funding periods within the Plan (3 – 5 years)
- A coordination process involving a community which focuses on community outcomes not Departments and/or agency systems
- Mainstream and Aboriginal Services working together for Aboriginal health outcomes
- Services which address real needs, i.e. jobs, houses, economic security.
- Aboriginal people managing their own health and wellbeing

## 6. Strategic Focus

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*The Cluster nominated 13 key issues to be addressed by the Aboriginal Cluster.*

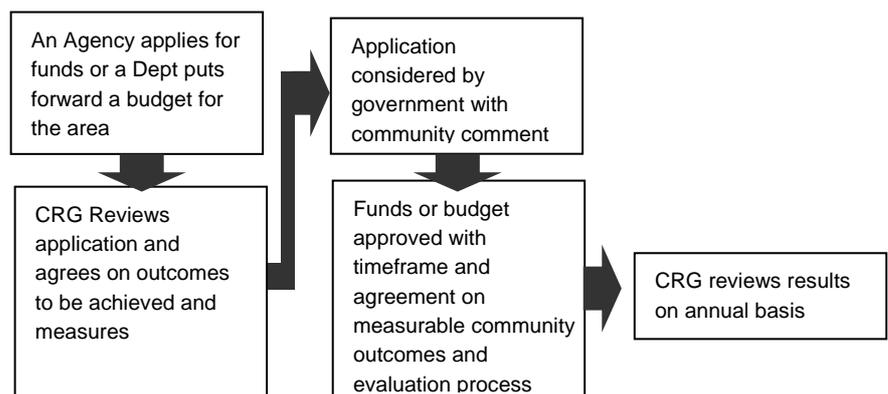
1. Service Coordination and Inclusion
2. Children's Services
3. Legal Services
4. Mental Health Services
5. Domestic Family Violence
6. Child Protection
7. Education
8. Youth
9. Employment
10. Drug and Alcohol Misuse
11. Redfern culture
12. Hostels for transient homelessness housing will be addressed elsewhere
13. Post release rehabilitation

The strategies which follow address these issues.

The Cluster agreed that:

- **A Community Representative Group was needed as a basis for a partnership with government**
- **A CRG would represent the whole community but an Aboriginal group would have to be a separate part of this. Two approaches were considered:**

### 1. A Community Accountability Approach



This CRG would have to have support to assess proposals and the approach could be complex and costly.

## 2. A Priority Setting Approach

The second approach also involves a Community Representative Group (CRG) to enter into a partnership with Government. The process agreed by the Cluster is explained in the diagram below.



What would representation mean all of the following would have to be involved in the process?

- Representation of Aboriginal Agencies?
- Representation of Aboriginal Community?
- Representation of the whole Community?

### Strategic Priority 1: Service Coordination

#### Goals:

- **Government funding provided for the Redfern Waterloo Community, targeting community outcomes which are supported by a Community**
- **A process which represents community in a partnership with government, with service users and service agencies working together in setting priorities and reviewing outcomes**
- **Key services for Aboriginal people delivered through Aboriginal agencies directly or through formal partnerships with Aboriginal agencies.**

#### APPLICATION FOR FUNDING

**Strategy One:** Establish a process to reach community agreement on priorities with partnership agreements to achieve outcomes.

**Strategy Two:** Develop formal Agreements between Government agencies and Aboriginal service providers which contribute to service outcomes

- **Target:** Agreements finalised and known to the community

**Strategy Three:** Aboriginal services develop inclusiveness programs to ensure all members of the Aboriginal community are informed about services offered and feel able to access services through any Aboriginal agency

- **Target:** Inclusion programs in place

**Strategy Four:** An Aboriginal agency to be nominated as the coordinating agency responsible for working with other agencies to achieve outcomes in key areas. Coordinating Agency Categories: 1) health, 2) legal, 3) housing, 4) culture and community, 5) employment & training, 6) education, 7) families and children (see pg 6)

**A MODEL FOR ABORIGINAL SERVICE DELIVERY**

**Strategy:** A Network of Aboriginal agencies to be formed for planning and service development. The Network will consist of all Aboriginal agencies with coordinating agencies or groups in key sectors.

**Aboriginal Service Network and Coordinating Groups**

**1. Health**

**AMS**

- Health Assessment
- Referral
- Dental Health
- Mental health
- Children's health
- Adolescent health
- Family health

**2. Legal**

**ALS**

- Legal services
- Advocacy

**Wirringa Baya**

- Aboriginal and women's legal centre

**3. Housing and Accommodation**

**MLALC**

- Housing and development
- Culture and leadership

**AHC**

- Housing management

**Aboriginal Hostels**

- Transient populations

**Mac Silva**

- Homelessness

**4. Culture and Community**

**South Sydney Aboriginal Corporation Resource Centre**

- Sports development

**Aboriginal Dance Theatre**

- Culture
- Training
- Employment

**Tribal Warrior**

- Culture and community

**5. Employment and Training**

**RAC**

- Employment & training
- Leadership development
- EDRA start
- Work preparation
- Respite

**EORA College**

- TAFE

**Namaroo**

- Employment & training

**6. Education**

**Aboriginal Education Consultative Group**

- Education liaison

**7. Family and Children**

**Mudgin Gal**

- Women and family
- Post release support
- Family violence
- Young women
- Women's business
- Women in crisis

**ACS**

- Children and family support
- Parenting
- Family violence

**Murrawina**

- Pre schools and parent education

**Wunanbiri**

- Children 3+

**Aboriginal Catholic Ministry**

- Family support
- Emergency assistance
- Culture/education

\* To be established in an organisation "Men's Business Group"

## **Strategic Priority 2: Community Violence**

### **Goal:**

- **Long term reduction in violence in the Aboriginal community and domestic family violence in particular**

**Strategy One:** Partnership with mainstream agencies on a community violence education program in schools and community, tailored to reduce community violence and improve reporting.

- **Target:** Agreed program begins

**Strategy Two:** Develop men's and women's groups in different Aboriginal agencies to plan and coordinate responses to domestic family violence, rehabilitation, intervention and long term behaviour change

- **Target:** Groups established

**Strategy Three:** Introduce an education programs for domestic violence offenders through agencies

**Strategy Four:** Develop partnerships with Police and link to education programs on domestic violence

- **Target:** Agreement

## **Strategic Priority 3: Youth**

### **Goals:**

- **Reduction in youth offending**
- **Reduction in incentives for drug use for young people**
- **Effective sex education for young people**

**Strategy One:** Develop education programs on i) protective behaviours and 2) drug misuse for Aboriginal young people in schools and community groups. Engage aboriginal leaders to deliver programs

- **Target:** Program designed and being delivered

**Strategy Two:** Develop and deliver an Aboriginal and detox rehabilitation program for young Aboriginal drug use. The program to include clinical, alternative and alternative Aboriginal healing approaches.

- **Target:** Program operating

**Strategy Three:** Develop partnership with Corrective Services and Juvenile Justice to create an integrated rehabilitation program for offenders in the last months of custodial sentences

**Strategy Four:** Coordinate a violence education program for young people in schools and community groups. (Blackout) to address causes of violence in the community

**Strategy Five:** Coordinate a Redfern Waterloo Aboriginal sporting and activities program with a new coordinating agency supported by sponsors and all agencies. Include schools and adult groups.

- **Target:** Program ready with sponsors by June 2005

**Strategy Six:** Introduce Circle Sentencing to address community violence and crime

## **Strategic Priority 4: Families and Children**

### **Goals:**

- **Coordinated pre natal and post natal support for young mothers**

**Strategy One:** Review and enhance education and support programs for Aboriginal mothers and families and develop a partnership between an Aboriginal agency and NSW health

- **Target:** Program operating

**Strategy Two:** Develop family fostering program for children needing extended family support and intervene early when risk is indicated. Include ways to fund grandparents in this role.

- **Target:** New guidelines agreed by government and agencies with effective reporting

**Strategy Three:** Investigate a safe house program for women and children at risk

**Strategy Four:** Develop a Partnership between an Aboriginal services, Docs and key health agencies on post natal support for mothers affected by drugs

**Strategy Five:** Link pre school services to provide support for single mothers with parenting training using an Aboriginal worker

### **Strategic Priority 5: Education**

#### **Goals:**

- **High educational outcomes for Aboriginal children and young people**

**Strategy One:** Develop a program with NSW Education to engage and inform parents in supporting children's education and preparing young children for school

- **Target:** Program for community in operation

**Strategy Two:** Collaborate with Alexander Park school encouraging Aboriginal parent participation in the school

- **Target:** Aboriginal parent group for Alex school Feb 2005

**Strategy Three:** Review suspension practices and develop a "back to school" program with an Aboriginal counsellor – in partnership with Education Department (consider a special school if necessary)

- **Target:** Program defined and in place

### **Strategic Priority 6: Employment**

#### **Goal:**

- **Local business and government services become major employer of aboriginal people**

**Strategy One:** Develop links between the Redfern Waterloo Authority and Aboriginal employment services to set targets for Aboriginal employment in future development in the area

- **Target:** Agreement negotiated by Dec 2005
- **Target:** A Labour Market Plan agreed with the Authority, linked to pre employment trade training

**Strategy Three:** Link traineeships and trade courses to emerging employment opportunities

- **Target:** Authority/Community Training Plan through an Aboriginal Lead Agency

**Strategy Four:** Develop specific indigenous training programs (consider NEON approach) for pre employment training

### **Strategic Priority 7: Mental Health**

#### **Goals:**

- **Aboriginal people get a coordinated response on drug abuse and mental health issues**
- **An aboriginal healing program for mental health and drug misuse programs**

**Strategy One:** Work with NSW Health to introduce dual diagnosis program for drug users and mental health

- **Target:** Agreement by Dec 2005

**Strategy Two:** Develop special mental health program for Aboriginal people with clinical, complementary and Aboriginal healing

- **Target:** Healing service model agreed

### **Strategic Priority 8: Transient Populations**

**Goals:**

- **A hostel/housing options in Redfern for Aboriginal visitors**

**Strategy One:** Collaborate with Aboriginal hostels to develop Special Visits Hostels in this area

### **Strategic Priority 9: Aged Care**

**Goals:**

- **Review access to residential aged care and aged care packages and develop a community plan to respond to Aboriginal needs in Redfern Waterloo**

### **Strategic Priority 10: Access**

**Goals:**

- **Aboriginal people can access programs when needed**

**Strategy One:** Create a more flexible subsidies transport option so that Aboriginal people can access services when referred by local agencies