

NAIDOC WEEK 2016 3-10 JULY

NAIDOC Week celebrations are held across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander Peoples. NAIDOC is celebrated not only in Aboriginal and Torres Strait Islander communities, but by Australians from all walks of life. The week is a great opportunity to participate in a range of activities and to support your local Aboriginal and Torres Strait Islander community.

The National NAIDOC Committee encourages all Australians to explore and celebrate and take part in NAIDOC Week celebrations. To find out about NAIDOC Week activities in your area visit www.naidoc.org.au.

NAIDOC Week is also an opportunity to examine discrimination in the workplace and explore how we can eliminate it. It's important that we continue to embrace diversity in our workplace and to celebrate the different cultures we are lucky to be surrounded by.



03-10
JULY
2016



Songlines:
The living narrative
of our nation

Artist: Lani Balzan. Artwork: Songlines Tie All Aboriginal People Together. Dreaming stories are presented as elaborate song cycles (songlines) that relate to a specific place, group or individual. Dreamtime ancestors made Songlines as part of the creation story to provide a map of the landscape, and represent the relationship between the lands, the seas and the people. The painting represents all of the Songlines coming together to create our nation. You can see how they criss-cross the land as they run East, West, North, South and diagonally across the country to track the journeys of our ancestors.

Celebrating
NAIDOC Week
www.naidoc.org.au

2016 NAIDOC Theme

This year the theme is *Songlines - The living narrative of our nation*, which highlights the importance of Songlines to Aboriginal and Torres Strait Islander Peoples.

For Aboriginal and Torres Strait Islander Peoples the Dreamtime describes a time when the earth, people and animals were created by their ancestral spiritual beings. Dreaming tracks crisscross Australia and trace the journeys of their ancestral spirits as the land, animals and Lore were created. These dreaming tracks are sometimes called 'Songlines' as they record the travels of these ancestral spirits who 'sung' the land into life.

These Songlines are recorded in traditional songs, stories, dance and art. They carry significant spiritual and cultural connection to knowledge, customs, ceremony and Lore of many Aboriginal nations and Torres Strait Islander language groups. Songlines are also intricate maps of land, sea and country. They describe travel and trade routes, the location of waterholes and the presence of food.

We invite all Australians to learn more about Songlines and explore those which have created the Country in your region. Learn how Aboriginal and Torres Strait Islander communities are today using digital technologies and modern mediums to record and celebrate these ancient Songlines or dreaming stories. Through learning more about Songlines and how they connect people to Country and the Country to people - we celebrate the rich history and diversity of Aboriginal and Torres Strait Islander cultures - the oldest continuing cultures on the planet.



What can we do to provide culturally safe offices and workplaces?

What you as a manager can do (or what you can ask management to do)

- One of the first steps in developing a safe workplace is for all staff to respect Aboriginal and Torres Strait Islander culture. Cultural respect is defined as the 'recognition, protection and continued advancement of the inherent rights, cultures and traditions of Aboriginal and Torres Strait Islander Peoples.'
- Invite and pay Elders to provide a Welcome to Country at the start of significant meetings and events. Observing important protocols such as Welcome to Country demonstrates and acknowledges Aboriginal people as traditional owners and is an act of respect.
- Place an Acknowledgement of Country in reception or waiting areas.
- Provide copies of the newspaper Koori Mail or National Indigenous Times (100% Aboriginal-Owned and Self-Funded) in waiting rooms and staff areas.
- Display Aboriginal art work and Aboriginal posters.
- When advertising positions use local terminology: Aboriginal and/or Torres Strait Islander is preferred to Indigenous. Include in position advertised: "Aboriginal and Torres Strait Islander people are encouraged to apply"
- When interviewing or recruiting an Aboriginal or Torres Strait Islander person, invite an appropriate Aboriginal or Torres Strait Islander person to be part of the interviewing panel.

What you can do individually

- Participate with your family in local and national Aboriginal and Torres Strait Islander cultural and sporting events.
- Meet and greet Aboriginal Elders at community events
- Providing and wearing Aboriginal wrist bands and badges is a visual act that shows you support Aboriginal culture.
- Acknowledge and support attendance at cultural events such as NAIDOC Week.

Apology to the Stolen Generations

On the 13th February 2008, Prime Minister Kevin Rudd gave a formal Parliamentary apology to the Stolen Generations in the first sitting of the 42nd Parliament. The apology, offered without conditions or qualifications, encourages all Australians, Indigenous and non-indigenous, to come together in the spirit of reconciliation. Below is an excerpt from the apology.

"The truth is, a business as usual approach towards Indigenous Australians is not working. Most old approaches are not working. We need a new beginning—a new beginning which contains real measures of policy success or policy failure; a new beginning, a new partnership, on closing the gap with sufficient flexibility not to insist on a one size-fits-all approach for each of the hundreds of remote and regional Indigenous communities across the country but instead allowing flexible, tailored, local approaches to achieve commonly agreed national objectives that lie at the core of our proposed new partnership; a new beginning that draws intelligently on the experiences of new policy settings across the nation. However, unless we as a parliament set a destination for the nation, we have no clear point to guide our policy, our programs or our purpose; we have no centralised organising principle."