

MEETING NAME	Indigenous Strategic Reference Group
ATTENDEES	Eric Imbs (Manager Customer Engagement and Experience), Mike Nelson (Manager Assets, Transport & Engineering – online), Caroline Argent (Director Shire Connections), Peter Buckley (Director Shire Services), Ibrahim Muharrem (Sustainability Coordinator), David Thompson (Manager Digital Innovations, Information and Technology), Alexandra Roberts (GIS and Information Management Coordinator), Councillor Suzy Brandstater (Chair), Councillor Ally Dench, Karen Breeze, Daniel Chalker (arrived at 4.10pm), (Auntie Glenda) Glenda Chalker (online), Leann Dykes (online), (Auntie Kazan) Kazan Brown (online) and a Minute Taker.
APOLOGIES	Jason Mitchell and Mayor Matt Gould
DATE	26 November 2025
TIME	4.03pm

ITEM	NOTES
Declaration of Interests	Nil.
Confirmation of Minutes	The minutes of the previous meeting held on 11 June 2025 were confirmed. Mover: Councillor Dench Seconder: Councillor Brandstater
Matters Arising from Previous Minutes	- The actions from the previous meeting were discussed as follows: - Action 1 is now complete. - The Manager Customer Engagement and Experience provided an update on the EOI for additional Indigenous SRG members.
Reconciliation Action Plan	Item deferred to the next meeting. <i>ACTION 2: Manager Community, Arts and Tourism to provide the group with an update on where the Reconciliation Action Plan is at.</i>

Identified Roles – Response to Question on Notice	• The Director Shire Connections provided an update on our current status for identified roles noting our opportunities we have through My Gateway identified traineeships. • The Sustainability Coordinator provided an update on the Caring for Country Grant and advised the group that the Caring for Country role has been filled (term to June 2026). He also provided the group with detail of the role and why Council was unable to fill the role with an Indigenous identified officer. • Aunty Kazan and Aunty Glenda shared their thoughts on the Caring for Country role being filled by an unidentified person and that they were under the impression they would be working with an Indigenous identified officer. • Councillor Dench acknowledged the concerns of Aunty Kazan and Aunty Glenda. • Leanne Dykes noted that Aunty Glenda and Aunty Kazan should have been notified of the change of the outcome. • The Director Shire Services, joined the SRG meeting to provide clarity on the recruitment process for the Caring for Country role. <i>ACTION 3: Director Shire Services to come back to the group to advise of the steps taken in the recruitment of the Caring for Country role.</i>
Funding Towards Aboriginal/First Nations Initiatives – Response to Question on Notice	• Manager Customer Engagement and Experience presented to the group on funding and community projects that go towards the Aboriginal/First Nations Initiatives as below: ○ Budget Allocation of \$3k (Revenue) towards NAIDOC week ○ Application for \$5k grant towards the Indigenous components of Australia Day. • The group discussed their opinions on the importance of sharing the Aboriginal culture with those who are moving into the Shire.

Draft Council Asset Naming Policy	- The Manager Digital Innovations, Information and Technology presented to the group on the Draft Council Asset Naming Policy and provided a detailed summary of the Policy and what is included in it and encouraged feedback. - The Manager Digital Innovations, Information and Technology clarified that the Policy requires consultation with the Local Aboriginal Land Council as well as local community groups. He also clarified that the consultation is 21 days with a further consultation run by GNB for certain assets such as parks and reserves. <i>ACTION 4: Provide a copy of the draft Council Asset Naming Policy to the group along with the Minutes.</i>
What more can Council do for NAIDOC Week	- The group discussed the following items relating to NAIDOC week: - Applying for more grants that are available - Ensuring the flag at Warragamba is raised at the start of NAIDOC week - Consider Council holding educational workshops for the wider community - Consider where the flag raising ceremony is held - Check the quality of the flag - Consider the expansion of the together arts competition to have an adult's category. Questions on Notice - How often has Cultural awareness training occurred in Council? - Does Council still assist the Land Council at all in regards to NAIDOC week? <i>ACTION 5: Confirm the flag protocol requirements on flying the flags at the same height or otherwise and current locations.</i> <i>ACTION 6: Consider cultural elements with respect to precinct open space and Director Shire Connections to share completed design work reflective of the Indigenous Culture.</i>
Protecting Sites of Significance	Item to be deferred to the next meeting.
Framework on Engagement with the Indigenous Community	Item to be deferred to the next meeting.

Engagement News and Updates	Manager Customer Engagement and Experience informed the group of the Wollondilly Tree Management Policy and advised that at the November Council Meeting, Council resolved for the Policy to be put out on public exhibition in the new year.
General Business	- Aunty Kazan raised concerns around two scar trees on Sheeheys Creek Road that have been removed due to work being complete. - Aunty Glenda raised concerns on the work being done in Wilton Greens and would like to seek clarification as to what is occurring. Question on Notice - Confirm what works are being complete in the new stages of Wilton Greens, and who they work is being completed by? <i>ACTION 7: Director Shire Services to attend the next SRG meeting to discuss the work being completed on Sheeheys Creek Road.</i>

MEETING CLOSE: 5.38pm

NEXT MEETING: Wednesday 18 March 2026.

REFERENCE: CM 15598~5#31