

City of Ipswich

Indigenous Accord Outcomes Report

2020 – 2025

Version 1

Draft

ACKNOWLEDGEMENT OF COUNTRY

Ipswich City Council respectfully acknowledges the Traditional Owners, the Jagera, Yuggera and Ugarapul peoples of the Yugara/Yagara Language Group, as custodians of the land and waters we share. We pay our respects to their Elders past, present and emerging, as the keepers of the traditions, customs, cultures and stories of proud people.



Building on the foundations laid by the 1995 Accord (and the subsequent 2015–2018 Accord), in 2020 Ipswich City Council (Council) in collaboration with the Indigenous Accord Working Group, developed and adopted the Indigenous Accord 2020-2025 (the Accord), which is the strategic framework for reconciliation and community governance with Aboriginal and Torres Strait Islander Peoples. It has guided Council’s engagement, operations, and partnerships through targeted actions that promote collaboration, cultural recognition, and inclusive leadership.

The achievements outlined in this report are the result of contributions from across Council. Every department has played a vital role in advancing the goals of the Accord whether through direct initiatives or by embedding culturally inclusive practices into everyday operations. While this report highlights many key outcomes it does not capture every initiative. Many more have been inspired by the Accord and reflect the organisation’s shared and ongoing commitment to reconciliation.

Overview of the Accord

The following figure provides an overview of the 7 themes outlined within the Accord. Each theme begins with a preamble and then details the outcomes, actions, timeframes, and responsibilities under each theme.

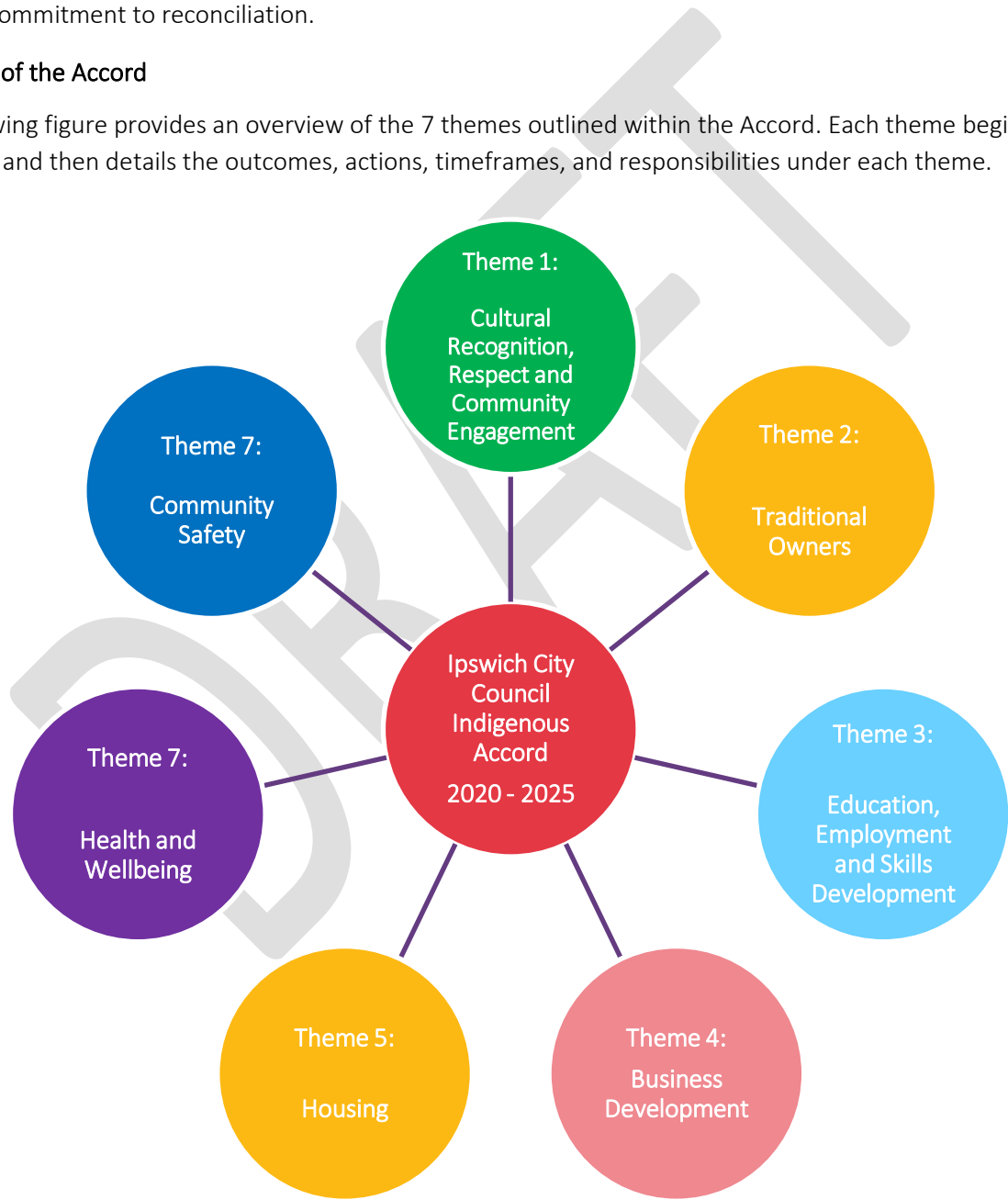


Figure 1: Themes of the Accord

Council is committed to meaningful, respectful, and culturally appropriate engagement with the Traditional Owners and the Aboriginal and Torres Strait Islander communities in Ipswich.

Outcome Achievements 2020 -2025

Since 2020 Council has strengthened its commitment to reconciliation, cultural inclusion, and respect. Throughout this report we have highlighted how Aboriginal and Torres Strait Islander perspectives have been meaningfully embedded across Council’s operations, public spaces, and community engagement. These achievements are not isolated milestones and they reflect a sustained and strategic effort that has led to widespread change across the organisation.

Many initiatives from the Accord have evolved into embedded practices, shaping Council’s culture, policies, and community relationships in lasting and impactful ways.

Some of the most significant achievements from 2020 to 2025 include:

- **Naming of Tulumur Place and Incorporation of Cultural Artwork and Iconography:**
The naming of the new civic space in Nicholas Street as ‘Tulumur Place’ serves as a prominent and permanent acknowledgment of First Nations culture within the heart of Ipswich.
- **Establishment and Achievements of the Aboriginal and Torres Strait Islander Employee Working Group (ATSIEWG)**
The launch of the ATSIEWG in March 2022 is notable because it establishes an internal working group within the Council specifically dedicated to ensuring a culturally safe and supportive workplace for Aboriginal and Torres Strait Islander employees.
- **The Aboriginal and Torres Strait Islander Community Engagement Guide**
The endorsement of The Aboriginal and Torres Strait Islander Community Engagement Guide by Council in December 2024 is highly significant as it provides a strategic framework for respectful and culturally appropriate engagement.
- **Launch of the Cultural Mentoring Program:**
The launch of the Cultural Mentoring Program in 2025 is aimed at increasing the number of Aboriginal and Torres Strait Islander employees and providing pathways for career and skill development at Council. In addition to recruitment, the program is designed to support long-term retention by fostering a culturally safe and inclusive workplace, strengthening professional networks and offering ongoing mentorship and development opportunities.
- **Improved Community Awareness and Economic Independence for Indigenous Businesses**
Through various platforms such as the First Nations Industry Yarns, Black Coffee network meetings, Murri Interagency, and NAIDOC Family and Cultural Celebrations multiple Indigenous businesses have been showcased to the broader community.

Several actions outlined in the Accord have been successfully embedded into Council’s business as usual practices. While these ongoing practices are not individually listed, the following tables provide a structured overview of the Accords key themes and outcomes, showcasing selected highlights and achievements delivered across the organisation.

THEME 1: CULTURAL RECOGNITION, RESPECT AND COMMUNITY ENGAGEMENT

This Accord acknowledges the importance for Ipswich City Council to recognise the Aboriginal and Torres Strait Islander peoples and communities of Ipswich. This Accord provides that council and Aboriginal and Torres Strait Islander peoples work together for the purpose of mutual respect and to positively, respectfully and proactively recognise, include and engage with the community.

Outcome	2020 – 2025 Highlights
1.1: Representation of Aboriginal and Torres Strait Islander communities and people on council premises and properties	- Naming of Tulumur Place: A significant milestone in cultural recognition was the naming of the new civic space in Nicholas Street as 'Tulumur Place'. - Incorporation of Artwork and Iconography: Aboriginal and Torres Strait artwork and cultural heritage iconography is integrated into Ipswich's spaces and facilities, including the CBD and 1 Nicholas Street. This includes "culturally patterned wallpaper and furniture" based on Indigenous Community Consultation. - Installation of the cultural totem poles in locations around Ipswich that have cultural significance to the Traditional Owners (eg. Hardings Paddock, Denmark Hill, Spearlily Park, Colleges Crossing).
1.2: Symbolic and public recognition of the 2007 Apology to Indigenous Peoples of Australia and public commemoration of 'Sorry Day'	Ipswich City Council continues to fly the flags at half-mast to acknowledge Sorry Day.
1.3: The history of Aboriginal and Torres Strait Islander peoples in Ipswich is publicly documented	Notice of Motion - Truth-telling and Healing Inquiry - moved by Cr Tully at Council Ordinary Meeting 12.12.24 outlined that in recognition of the Ipswich City Council 2020-2025 Indigenous Accord, Ipswich City Council calls on the Queensland Government to restore the "Truth-telling and Healing Inquiry" which was disbanded on 28 November 2024 following the repeal of the Path to Treaty Act 2023 which was originally supported on 10 May 2023 without dissent of the 93 members of the Queensland Parliament and That, Council offer a repository for truth-telling stories based on verbal, written and electronic submissions for co-ordination and preservation through Ipswich Libraries.
1.4: Recognise Aboriginal and Torres Strait Islander service men and women and Indigenous peoples who have lost their lives in various conflicts throughout history, including the Australian Frontier Wars	- The development of an Aboriginal and Torres Strait Islander War Memorial in Queens Park evolved into two projects: - The addition of a 9th plinth in recognition of First Nations People was added to the original eight plinth RSL memorial proposal at the Ipswich RSL Memorial Gardens. "This Memorial is in commemoration and recognition of those Aboriginal and Torres Strait Islander Men and Women who served in all wars and those who paid the ultimate Sacrifice". , and, - The "Queens Park Ceremonial, Healing and Remembrance Place." The tender evaluation has been completed, and a preferred supplier has been selected. Procurement is currently going through the contract award process. Works are due to commence before the end of this financial year, completion by September 2025.
1.5: Council-owned libraries and the Art Gallery are culturally safe and welcoming places for Aboriginal and Torres Strait Islander people, their	Ipswich Central Library and Ipswich Children's Library have incorporated "culturally appropriate and inclusive design elements" to create culturally safe and welcoming spaces.

families, children, young people and Elders	- Completed feature walls have culturally patterned wallpaper and furniture (as per the Indigenous Community consultation report by Black Drum). - Ipswich Libraries embed First Nations culture through inclusive programs, storytelling, outdoor reading trails, community events, and partnerships, with Acknowledgement to Country and Indigenous-authored stories featured across all children's and family initiatives. - Ipswich brings its commitments to life through diverse programming and exhibitions. Events like Spark Ipswich's <i>deLight</i> illuminate public spaces with First Nations artwork, while exhibitions such as <i>Strong Roots Rising</i> and <i>I, object</i> explore identity, heritage, and Indigenous relationships with cultural objects. An increase of celebrating First Nations storytelling, history, and contemporary art is notable with these initiatives fostering connection, harmony, and leadership within the Aboriginal and Torres Strait Islander communities.
1.6: Council continues to provide and support celebrations and healing ceremonies in partnership with community organisations, government agencies and the private sector to ensure ongoing community leadership is developed	- People and Culture Branch implemented the Days of Celebration Annual Calendar that has listed the following significant days of importance: International Day of the Worlds Indigenous People; National Sorry Day; Reconciliation Week; NAIDOC Week; National Apology Day; National Aboriginal and Torres Strait Islander Children's Day. - Council has supported a range of community initiatives such as NAIDOC, Indigenous Children's Day, Reconciliation Week activities, Sorry Day activities. (2020 – 2025) Spark Ipswich, Galvanised - A Festival of Heritage held the Culture on Country (Harding's Paddock) in 2023 and the Wild Foods Festival in 2024.
1.7: Council continues to support and increase opportunities for Aboriginal and Torres Strait Islander peoples usage and engagement with the Briggs Road Sports Club	Council continues to work alongside Kambu Progress Association and will commence negotiations this calendar year at the view of entering a new lease.
1.8: Elected representatives meaningfully engage with local Aboriginal and Torres Strait Islander community	Council adopted The Aboriginal and Torres Strait Islander Community Engagement Guide in December 2024. The formation of the Representative Engagement Groups will now see further opportunities for elected representatives to engage meaningfully with community.
1.9: Enhanced understanding and protection of Aboriginal and Torres Strait Islander intellectual property and copyright	Council connected intellectual property and copyright subject matter experts with community to raise awareness of protecting Aboriginal and Torres Strait Islander intellectual property and copyright. This has resulted in positive engagements and learnings.
1.10 The Ipswich City Council Indigenous Accord Working Group continues to collaborate and work with council throughout the implementation of the 2020–2025 Accord	Indigenous Accord Working Group has played a significant role in shaping and advancing the development of the Accord. Through both formal contributions and informal advocacy, the group has been instrumental in driving positive outcomes across the city and fostering meaningful engagement with Aboriginal and Torres Strait Islander communities.

THEME 2: TRADITIONAL OWNERS

This theme recognises Traditional Owners as custodians of the land with connection to country for tens of thousands of years, acknowledging their rights to be central stakeholders in decision-making about Ipswich's lands, regions, places, and natural resources.

Outcome	2020 – 2025 Highlights
2.1: Council has an ongoing, productive, and meaningful working relationship with Traditional Owners via a representative steering committee	The Aboriginal and Torres Strait Islander Community Engagement Guide was endorsed by Council in December 2024. Discussions on how to coordinate the next steps for forming the Representative Engagement Groups (incl. Traditional Owner Representative Steering Committee) have progressed.
2.2 Council has an ongoing, productive and meaningful working relationship with the registered Native Title Party.	Council has developed internal working documents as per Councils legislative requirements, which also ensures this action item is actioned. Namely, Native Title (future acts) and Cultural Heritage Administrative Directive; the Native Title (future acts) Compliance Procedure and the Cultural Heritage Clearance Procedure. Council is currently in the processes of finalising a Cultural Heritage Management Plan for White Rock Spring Mountain Conversation Estate Stage 1 works with the registered Native Title Party for YUP QUD213/2017.
2.3: Meaningful engagement and dialogue between land developers and Traditional Owners	- The Aboriginal and Torres Strait Islander Community Engagement Guide is on council's website available for external organisations for direction on culturally responsive engagement - Council has been working in a coordinated effort to ensure this outcome is actioned, eg. Stockland Botanica Pedestrian Bridge Project. There has been an inclusion of a standard advice for all major development applications to ensure proactive engagement between land developers and the T.O's.
2.4: Elected representatives and council staff undertake Cultural Awareness/Capability Training	The first stage of the Cultural Awareness Training program launched with the roll out of the SBS First Nations modules in July 2023. These modules provide the foundational knowledge and understanding of Aboriginal and Torres Strait Islander cultures as it applies to the workplace.
2.5: Council implements policies and cultural protocols with guidance from the Traditional Owner Representative Steering Committee	- Ceremonies, Protocols and Cultural Awareness have been included in the Aboriginal and Torres Strait Islander Community Engagement Guide (direct outcome of the Community Engagement process). - Council has begun investigations and early planning into the Employment of Indigenous Ranges. - Council has provided letters of support to several Traditional Owner organisations to support grant applications for Indigenous Ranger Programs.
2.6: Council works collaboratively with the Traditional Owner Representative Steering Committee to develop a capacity building framework to assist Traditional Owners with their skill development	- The Aboriginal and Torres Strait Islander Community Engagement Guide was endorsed by Council in December 2024. Discussions on how to coordinate the next steps for forming the Traditional Owner Representative Steering Committee have progressed. - In the interim programs like First Nation Industry Yarns, initiated in 2023 has highlighted the cultural knowledge, skill gaps and experience faced by First Nation businesses and employees working on country. Over 150 community leaders have attended since inception.

2.7: Council explores funding and partnership opportunities regarding the establishment of an Indigenous Cultural Centre	The need for a cultural centre is consistently raised during engagement on other First Nations projects, such as the Queens Park Ceremonial, Healing and Remembrance Place, and the draft Engagement Guide. Progress to date has been limited without the establishment of Representative Engagement Groups.
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THEME 3: EDUCATION, EMPLOYMENT AND SKILLS DEVELOPMENT

This theme emphasises education, employment, and skills development to enhance opportunities for Aboriginal and Torres Strait Islander peoples, aiming to establish Ipswich City Council as a leading employer of Indigenous people.

Outcome	2020 – 2025 Highlights
3.1: Increase the number of Aboriginal and Torres Strait Islander employees at Ipswich City Council and provide pathways for career and skill development	In 2025, Council launched the Cultural Mentoring Program to support new Aboriginal and Torres Strait Islander employees, trainees, and work experience students. The program provides a welcoming environment where cultural mentors offer guidance and encouragement, helping ease the transition into the workplace and supporting long-term career success and retention at Council.
3.2: Aboriginal and Torres Strait Islander employees of council are supported through culturally appropriate human resource processes	- Launched in March 2022, the Aboriginal and Torres Strait Islander Employee Working Group (ATSIEWG) provides advice to Council on ensuring a culturally safe and supportive workplace for Aboriginal and Torres Strait Islander employees Key initiatives supported by the ATSIEWG include: - Providing advice and support across Council on Indigenous Accord 2020–2025 action items and initiatives - Adding an Acknowledgment of Country to Council email signature blocks, featuring the Indigenous Accord digital symbol - Incorporating the Accord symbol and Bradley Eliot’s Indigenous artwork on resource recovery trucks - Introducing non-compulsory Indigenous Accord polo shirts for staff - Including the Indigenous ‘Wunya’ hi-vis shirt as an option in the compulsory uniform - Supporting the launch of Council’s Indigenous Mentoring Program - Promoting cultural awareness training across Council - The ATSIEWG has provided council with an internal stakeholder representative voice for the consultation on the Aboriginal and Torres Strait Islander Community Engagement Guide, traineeship intake and the Queens Park Ceremonial, Healing and Remembrance Place. - An introduction of paid cultural, ceremonial and NAIDOC leave for all Aboriginal and Torres Strait Islander staff as part of employee leave entitlements. 10 paid days per calendar year may be accessed by Aboriginal and/or Torres Strait Islander employees for the purposes of attending to cultural obligations and activities outside the workplace. An additional 5 unpaid days per calendar year is also made available.

3.3: Implement and support targeted programs to increase work experience, traineeship and internship opportunities for Aboriginal and Torres Strait Islander peoples	Aboriginal and Torres Strait Islander Employee Working Group joined with the Vocational Pathways Coordinator to support the recruitment of Traineeships and were an essential element of the hiring panels and candidate workshops. This partnership led to a higher rate of applicants who identify as Aboriginal and Torres Strait Islander than ever before.
3.4: Support initiatives that improve cultural understanding and the importance of early years learning	Councils have supported numerous early learning centres to connect to culture, build strong cultural understanding and identity across Ipswich. Council also offers a range of programming dedicated to early years (libraries, art gallery, community centres etc).
3.5: Improved school attendance and further education opportunities for Aboriginal and Torres Strait Islander students	Council have supported a number of new education facilities to ensure they are culturally safe for students. These facilities include Bellbird Park State School, Ripley Valley State School and Collingwood Park State School. Schools have implemented a range of initiatives such as yarning circles, cultural artwork, dedicated staffing resources.
3.6: Improved collaboration and information sharing between local government entities about best practice models for working and engaging with Aboriginal and Torres Strait Islander peoples	The Aboriginal and Torres Strait Islander Community Engagement Guide has been designed following desktop research of the other local governments engagement with Aboriginal and Torres Strait Islander peoples. Other councils have reached out to Ipswich for guidance and information sharing.

THEME 4: BUSINESS DEVELOPMENT

This theme acknowledges the important contributions of Aboriginal and Torres Strait Islander businesses and outlines mutual responsibilities for their ongoing support, encouragement, and promotion.

Outcome	2020 – 2025 Highlights
4.1: Improved empowerment and economic independence of local Aboriginal and Torres Strait Islander businesses	- The "Ganaar Tulumur Project" was established to review internal processes with the aim of increasing the engagement of First Nations-owned businesses. Meetings have been held with Indigenous Businesses. Attendance at the Indigenous Business Connect Expo was also undertaken to better understand the restrictions, issues and hurdles Indigenous Businesses face with their net working capital and internal discussions have been held on how to address these. - Ipswich Civic Centre, Studio 188, and Firestation 101 present the <i>First Nations on Stage</i> series, featuring a minimum of four annual performances by First Nations artists. The program includes culturally rich events such as <i>From Campfire to Stage Light</i>, <i>Waru</i>, and <i>Bangarra</i>, alongside curated programming that spans music, theatre, and film. Schools are actively engaged through education kits and outreach opportunities, linking performances to curriculum outcomes. Accessibility is supported through discounted tickets for First Nations communities and schools, fostering inclusive cultural participation across Ipswich.
4.2: Improved community awareness of local Indigenous businesses	The First Nations Industry Yarns, Black Coffee, Murri Interagency and NAIDOC Family and Cultural Celebrations have showcased multiple businesses to the broader community. These efforts have resulted in a notable increase in new business start-ups and

	enhanced peer-to-peer support within the Indigenous business community. • Council in partnership with DESBT (Indigenous Connect) and DATSIP (First Nations Partnerships) co-delivered the First Nations Business and Employment Showcase. This event was an opportunity for members of the community to source employment / education and local Indigenous supply information. • SPARK Ipswich coincided with the July NAIDOC week. This festival showcases and celebrates the arts and culture of Ipswich, proudly featuring the outstanding works and achievements of many First Nation's artists.
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THEME 5: HOUSING

This theme acknowledges the significant challenges faced by Aboriginal and Torres Strait Islander peoples in health and wellbeing, outlining mutual responsibilities to ensure the health and wellbeing of people, places, communities, and families.

Outcome	2020 – 2025 Highlights
5.1: Improved understanding, awareness and collaboration between housing service providers	• The Murri Interagency has engaged the Department of Housing and other housing services to attend meetings frequently to improve housing outcomes for Aboriginal and Torres Strait Islander peoples.
5.2: Improved sustainable housing for Aboriginal and Torres Strait Islander peoples	• The Ipswich Local Housing Action Plan (LHAP), developed in response to the State's Housing and Homelessness Action Plan 2021–2025, outlines priority actions to address housing needs in the region. Including improved housing outcomes for First Nations peoples.

THEME 6: HEALTH AND WELLBEING

This theme acknowledges the significant challenges faced by Aboriginal and Torres Strait Islander peoples in health and wellbeing, outlining mutual responsibilities to ensure the health and wellbeing of people, places, communities, and families.

Outcome	2020 – 2025 Highlights
6.1: Improved understanding, awareness and collaboration between service providers, government entities and the business community	• NAIDOC expands its reach to include a diverse range of service providers, government entities and businesses. Since 2020, Over 10,000 people have attended and celebrated this day. • The Murri Interagency Meetings continues to meet monthly to cross collaborate and share localised information.
6.2: Increased awareness and action towards combatting lateral and community violence	• The Swich Speaks Out Domestic and Family Violence Summit is held in collaboration with the Ipswich Integrated Service System Working Group each year to share evidence-based practice and inspiration for responding to domestic and family violence in our community. Since its launch over 400 community leaders have attended.
6.3: Increased opportunities to participate in health and wellbeing initiatives	• Implemented locally the deadly thinking workshops / mental health training supporting agencies working with First Nation young people and adults understanding the signs suicide and impacts of suicide.

THEME 7: COMMUNITY SAFETY

This theme recognises the fundamental rights of Aboriginal and Torres Strait Islander peoples to feel and live safely, outlining mutual responsibilities to ensure the safety and security of shared places, spaces, organisations, and communities.

Outcome	2020 – 2025 Highlights
7.1: Meaningful engagement with Aboriginal and Torres Strait Islander community leaders and key stakeholders	Collaboration with key stakeholders like the Queensland Police Service Liaison Officers and direct engagement with Indigenous communities to ensure community safety measures are culturally appropriate and communication is relevant and informed as best practice.
7.2: Increased engagement with the Aboriginal and Torres Strait Islander communities in relation to community safety and the security of public spaces	

Next Steps 2026 Onwards

Although not all actions from the Accord have been completed, and some extended beyond Council's direct remit strong foundations have been established to support ongoing progress. Council has played a key role in advocating for change and bringing together diverse sectors of the community to advance reconciliation.

A new iteration of the Accord will be developed, building on these achievements and the lessons learned. It will continue to strengthen existing initiatives while identifying new opportunities for collaboration, innovation and growth.

Central to this process will be meaningful engagement with Aboriginal and Torres Strait Islander communities to ensure their voices shape a shared vision for the future. This vision will guide ongoing reconciliation efforts and align with the opportunities presented with the significant growth forecast for Ipswich.

The new Accord will serve as a living document reflecting both the progress made and the aspirations still to be realised.

Recognising Collaborative Efforts

The development and delivery of the Accord would not have been possible without the dedication and collaboration of the Indigenous Accord Working Group and the many sections across Council who brought the Accord to life.

Special thanks extended to the Natural Environment and Land Management Branch, Community and Cultural Services Branch, People and Culture Branch and Marketing and Promotions Branch for their ongoing efforts. Their collective championing of the Accord has helped embed reconciliation into Council's operations placing a strong foundation for the next iteration of the Accord.



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