

The background of the cover is a vibrant Indigenous artwork. It features a dark, textured base with various organic shapes and patterns. A prominent blue wavy line, resembling a river, flows through the center. Other elements include a large white shape filled with small black dots, a green shape with small white dots, and several orange and yellow shapes with small black dots. There are also various circular and oval shapes in different colors, some with internal patterns. The overall style is traditional Indigenous art, possibly from the Torres Strait Islands.

IPSWICH CITY COUNCIL

INDIGENOUS ACCORD 2026–2031

ACKNOWLEDGEMENT OF COUNTRY

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



CONNECTING TULMUR

by Rhan Hooper

Connecting Tulumur was commissioned by Ipswich City Council for the Indigenous Accord 2026–2031 to reflect Council, the local Aboriginal and Torres Strait Islander community and the broader Ipswich community.

Ipswich Aboriginal artist Rhan Hooper was engaged to develop the piece. Drawing on the stories, knowledge and connections to Country shared by the Aboriginal and Torres Strait Islander Working Group, alongside conversations about what Ipswich means to its people and the work undertaken by Council, Rhan transformed these ideas into the artwork Connecting Tulumur.

The story is based on the connection of the Traditional Owners, their trading connections represented by the lines and dots, and the present, connecting people to places. This painting defines Tulumur/Ipswich with its landscape of mountains surrounding the town to the Bremer River, Ngararar (nah-ra-ra) and the people.

The dots represent the people of Ipswich. The four large green swirls on each edge of the painting are the surrounding mountains while the smaller swirls represent the flora

*of Ipswich, including the Plunkett Mallee (*Eucalyptus curtisii*), our floral emblem. We have the tracks that represent the Brush-tailed Rock Wallaby, our faunal emblem, and the goanna, which represents the Yagara/Yugara Language Group.*

The yarning circles represent the gatherings taking place on country/ Tulumur. The different coloured U shapes are the people gathering, which also represents different cultures coming together. The footprints are our journey to connecting people.

MAYOR'S MESSAGE



The City of Ipswich Indigenous Accord 2026-2031 is our next step toward reconciliation as we strive for a better future for all in our city.

The people of Ipswich are proud to recognise the oldest living culture in the world, sharing the traditional country of the Jagera, Yuggera and Ugarapul peoples of the Yugara/Yagara Language Group.

When you explore our city today, First Nations culture and custodianship of these lands and waters remain entwined in our fast-growing communities.

Iconic nature areas such as White Rock – Spring Mountain Conservation Estate and Flinders – Goolman Conservation Estate are preserved as significant sites where lore and cultural practices are performed today.

Native flora and fauna which sustained generation after generation for 60,000 years continue to form the natural beauty of our landscapes.

Public artworks and our annual NAIDOC Family and Cultural Celebration are cultural mainstays, and even the names of places such as Goodna, Thagoona, Chuwar, Wulkuraka, Karalee, Purga and Bundamba are words derived from the Yagara language.

Ipswich City Council remains committed to improving partnerships with First Nations residents, organisations, Traditional Owners, Elders and other stakeholders as we support efforts to achieve positive outcomes in our city.

The City of Ipswich Indigenous Accord 2026-2031 is built on four themes: Cultural Recognition; Traditional Owners; Economic Development; and Community Wellbeing.

These provide pillars for council initiatives and actions aimed at improving participation and outcomes for First Nations communities across various policy areas.

I am proud of what we have achieved for Ipswich with earlier Indigenous Accords as the catalyst.

The delivery of two projects honouring Indigenous servicemen and servicewomen have been completed under previous Accords.

The Queens Park Ceremonial, Healing and Remembrance Place recognises the sacrifices of First Nations peoples in conflicts throughout history, while the Indigenous Soldiers Memorial at Ipswich Soldiers Memorial Garden pays tribute to the contribution of Indigenous men and women who served in the Australian Armed Forces.

The naming of our city's premier gathering and civic space, Tulumur Place in Nicholas Street Precinct, in recognition of the Yagara language word for the lands and waters of Ipswich is another momentous achievement.

The City of Ipswich Indigenous Accord 2026-2031 is about who we are as a vibrant, welcoming and inclusive place to live. I look forward to this important document having a positive impact for our city.

Mayor Teresa Harding
City of Ipswich

CEO'S MESSAGE



Ipswich, which is known traditionally in the Yugara/Yagara language as Tulumur, has been home to Aboriginal people for many thousands of years.

Aboriginal peoples owned, had sovereignty over and cultivated the lands, waters, flora and fauna of Ipswich. Aboriginal peoples mapped the terrain and the stars, made laws and held Government and maintained their connection to their Country through song, dance, language and stories. For countless generations, leaders and Elders made decisions for the present and future of their communities, the natural environment and the generations to come.

I am so proud that since 1999, the Ipswich City Council Indigenous Accord has given council the framework to continue walking alongside local communities and organisations in the journey to reconciliation and a better future.

The City of Ipswich Indigenous Accord 2026-2031 continues this journey.

Ipswich has a First Nations population of more than five per cent – higher than state and national averages – and the city is privileged to have many organisations working towards positive outcomes in health, education, housing, the environment, art and much more.

I thank everyone who engaged with council during the development of the Accord, including via Shape Your Ipswich, at the NAIDOC Family and Cultural Celebration and through workshops.

Council's Aboriginal and Torres Strait Islander Community Engagement Guide, adopted in 2024, details how we can properly engage with communities when developing the policies and projects benefitting the city.

Council also ensures it is a culturally safe and supportive environment. Our Aboriginal and Torres Strait Islander Employee Working Group was established in 2022 as the voice of Indigenous employees within our 1,600-strong workforce.

I want to pay tribute to the Working Group for their efforts in providing cultural guidance and feedback throughout the development of this Accord and contributing to the creation of the artwork which is featured on its pages.

Our annual NAIDOC Family and Cultural Celebration, Cultural Mentoring Program, First Nations Youth Leadership Program and opportunities for First Nations creatives to feature in creative spaces such as the Ipswich Art Gallery, Ipswich Community Gallery and Ipswich Libraries have been among the other council initiatives underpinned by the Indigenous Accord.

The Indigenous Accord 2026-2031 highlights opportunities for council to facilitate partnerships between local communities, organisations, the private sector and other levels of government in support of program delivery.

It outlines our intention to continue to preserve culture and significant landmarks, including natural areas, where Caring for Country principles are incorporated into land and waterways management.

Council will continue to highlight Aboriginal and Torres Strait Islander businesses to the broader community through council procurement and economic development initiatives, including First Nations Industry Yarns, Black Coffee network meetings and Murri Interagency.

The City of Ipswich Indigenous Accord 2026-2031 ensures Ipswich is a city where First Nations culture and identity are celebrated and valued, as they rightly should be.

Sonia Cooper
Chief Executive Officer,
Ipswich City Council

IPSWICH CONTEXT

Ipswich, traditionally known in the Yugara/Yagara language as Tulumur, has been home to Aboriginal people since before the earliest recorded European arrival. Aboriginal peoples maintained sovereignty over, and cared for, the lands, waters, flora and fauna of Ipswich. Aboriginal peoples mapped the terrain and the stars, established and maintained systems of law and governance. They sustained their connection to Country through song, dance, language and stories. For countless generations, leaders and Elders have made decisions for the present and future of their communities, the natural environment and future generations.

Today, Ipswich is one of the fastest growing regions in South East Queensland, with a population exceeding 270,000 and projected to more than double by 2046. Aboriginal and Torres Strait Islander peoples represent approximately 5.5% of the population, significantly higher than the regional average, and remain central to Ipswich's identity, culture and future. As Ipswich continues to grow, council is committed to ensuring that Aboriginal and Torres Strait Islander cultures, knowledge and voices help shape the city's future.

ABOUT THE ACCORD

The Indigenous Accord 2026–2031 (the Accord) is council's strategic commitment to advancing reconciliation and strengthening relationships, opportunities and outcomes for Aboriginal and Torres Strait Islander peoples across Ipswich. It provides a clear framework to guide decision-making, strengthen partnerships and improve outcomes for Aboriginal and Torres Strait Islander peoples. The Accord builds on three decades of reconciliation efforts in Ipswich. As the city continues to grow and diversify, it renews council's commitment to culturally informed decision-making, self-determination and ensuring Aboriginal and Torres Strait Islander voices help shape the future of Ipswich.

Our Commitment

Council commits to:

- Advancing reconciliation across council
- Ensuring accountability at leadership and organisational levels
- Supporting culturally informed decision-making
- Supporting social, cultural and economic opportunities
- Supporting self-determination through community-led approaches and shared decision-making
- Sharing progress, outcomes and learnings to support accountability and ongoing improvement.

The Accord is supported by the Aboriginal and Torres Strait Islander Community Engagement Guide, which provides the framework for culturally informed and respectful engagement.

Our Accord Journey

Council's reconciliation journey spans three decades, evolving from early recognition to organisation-wide action.



BUILDING ON ACHIEVEMENTS (2020–2025)

Over the past five years, council has strengthened its approach to reconciliation through leadership, partnership and cultural inclusion, translating commitments into meaningful action.

Key Achievements include:

Tulmur Place and Incorporation of Cultural Artwork and Iconography The naming of the civic space in Nicholas Street as Tulmur Place stands as a meaningful acknowledgement of Traditional Owners and the broader Aboriginal community, fostering pride and cultural recognition in the heart of Ipswich. The space reflects collaboration, cultural storytelling and shared respect for place.	The Aboriginal and Torres Strait Islander Community Engagement Guide Endorsed by council in December 2024, the Aboriginal and Torres Strait Islander Community Engagement Guide provides a shared framework to support respectful, culturally informed engagement across council and with community.
Strengthening Awareness and Economic Participation for Indigenous Businesses Initiatives such as First Nations Industry Yarns, Black Coffee network meetings, Murri Interagency and NAIDOC Family and Cultural Celebrations have increased the visibility of Indigenous businesses, supported networking opportunities and promoted economic participation across the Ipswich community.	Queens Park Ceremonial, Healing and Remembrance Place Developed in collaboration with community, the Ceremonial, Healing and Remembrance Place in Queens Park honours First Nations peoples who lost their lives in conflicts throughout history, including inter-clan disputes, the Frontier Wars and service in defence of Australia. The site acknowledges the area's cultural history while providing a place for reflection, healing and remembrance.
Aboriginal and Torres Strait Islander Employee Working Group The establishment of the Aboriginal and Torres Strait Islander Employee Working Group has strengthened cultural safety within council by providing a culturally safe forum for collective voice, guidance and lived experience to inform workplace practices and continuous improvement.	First Nations Youth Leadership Programs In partnership with the Brisbane Lions and Youi, council supported more than 50 Aboriginal and Torres Strait Islander young people through the First Nations Youth Leadership Program, strengthening leadership, cultural identity, confidence and community connection while helping develop the next generation of First Nations leaders.
Creative Sector Development Council expanded Aboriginal and Torres Strait Islander representation across exhibitions, programming, procurement, partnerships and collections, enhancing cultural visibility, cultural authority and opportunities for Aboriginal and Torres Strait Islander artists and creatives.	Cultural Mentoring Program Launched in 2025, the Cultural Mentoring Program creates pathways into council for Aboriginal and Torres Strait Islander peoples through culturally safe mentoring, professional development and peer support opportunities.

These achievements provide a strong foundation for the next phase of the Accord.

ACCORD FOUNDATION

The Accord is structured around four interconnected themes that guide council's commitment to reconciliation, partnership and improved outcomes for Aboriginal and Torres Strait Islander peoples.



Strategic Context

The Indigenous Accord 2026–2031 is a key strategic commitment of Ipswich City Council and reflects the aspirations, priorities and lived experiences shared by Aboriginal and Torres Strait Islander peoples throughout the engagement process.

The Accord aligns with and supports the delivery of the Corporate Plan 2026–2031 while maintaining a distinct focus on reconciliation, cultural recognition, self-determination, partnership and community wellbeing.

Through its themes and commitments, it contributes to the achievement of a Vibrant and Growing City, a Safe, Inclusive and Creative Community, a Natural and Sustainable City, and a Trusted and Leading Organisation, while also supporting council's contribution to the National Agreement on Closing the Gap.



COUNCIL'S ROLE

Council will implement the Accord through its core roles as a service provider, facilitator, partner, advocate and regulator. Actions will be embedded within council's governance, planning and reporting frameworks, with lead areas responsible for coordinating delivery across each theme.

Council will:

- **Deliver** – Plan and implement council-funded services, programs and projects
- **Facilitate** – Bring people, organisations and resources together to support shared outcomes
- **Partner** – Work alongside Traditional Owners, community and stakeholders to achieve shared outcomes
- **Advocate** – Champion identified community priorities and support systemic change
- **Regulate** – Fulfil statutory and regulatory responsibilities.

While council has an important role in influencing local outcomes, many priorities identified through Accord engagement require coordinated action across governments, community organisations and other stakeholders. The Accord outlines council's commitment within its areas of responsibility while aligning with broader state and national priorities, including the National Agreement on Closing the Gap. Through strengthened partnerships, shared decision-making, culturally informed practices and community wellbeing initiatives, council will contribute to collective efforts to improve outcomes for Aboriginal and Torres Strait Islander peoples.

Leadership and Accountability

Meaningful reconciliation requires strong leadership, accountability and organisational commitment. To support delivery of the Accord, its commitments will be embedded within planning, decision-making, reporting and business practices across the organisation. This includes strengthening leadership accountability, building cultural capability, supporting Aboriginal and Torres Strait Islander voice and participation and reviewing policies and practices through a reconciliation and cultural inclusion lens.

Through this approach, accountability, transparency and continuous improvement will be strengthened, cultural capability will be enhanced across the organisation, relationships and engagement with Aboriginal and Torres Strait Islander peoples and Traditional Owners will be strengthened, culturally informed decision-making will be supported, and council's role as a trusted and leading organisation will be reinforced.

Monitoring and Reporting

Progress will be measured through the delivery of Accord commitments, relevant Corporate Plan measures, and ongoing engagement with Aboriginal and Torres Strait Islander peoples, Traditional Owners and key stakeholders.

Relevant community sentiment, wellbeing and engagement data, including the Living in Ipswich (Community Views) Study and other available data sources, will be used to monitor progress, identify emerging issues and support continuous improvement.

The following indicative community measures, informed by available community data sources, will be used to help understand broader community outcomes and trends associated with the Accord.

Accord Theme	Indicative Community Measure
Theme 1: Cultural Recognition	Sense of community, social cohesion, participation in cultural activities, perceptions of inclusion and belonging, satisfaction with community facilities and public spaces.
Theme 2: Traditional Owners	Community connection to the natural environment, perceptions of inclusion, opportunities for community voice, and confidence that council listens to community feedback.
Theme 3: Economic Development	Employment opportunities, education and training pathways, Aboriginal and Torres Strait Islander business participation and broader economic participation indicators.
Theme 4: Community Wellbeing	Community wellbeing outcomes, feelings of safety, access to services, social wellbeing, community support networks and social inclusion indicators.

These measures are indicative and may be refined throughout the life of the Accord as additional data sources become available and community priorities evolve.

Council will publish an annual progress report outlining achievements, challenges, opportunities and how Accord commitments have contributed to outcomes for Aboriginal and Torres Strait Islander peoples and the broader Ipswich community. A final evaluation will be undertaken in 2031 to assess the impact of the Accord and inform future reconciliation initiatives.

Community Aspirations and Feedback

The Accord has been informed through a phased and collaborative engagement process involving community and stakeholder groups, youth leadership programs, NAIDOC Week activities and the Shape Your Ipswich engagement platform. Council recognises the diversity of Aboriginal and Torres Strait Islander peoples, cultures, experiences and aspirations and acknowledges that no single perspective can represent all voices.

The following summary outlines the key priorities identified through this engagement process, which are now reflected in the Accord.

	Community feedback	Themes
Cultural Recognition	Stronger visibility of Aboriginal and Torres Strait Islander cultures across public spaces, communications and community life	Theme 1
	Increased opportunities for Aboriginal and Torres Strait Islander young people to contribute their voices, perspectives and leadership to decisions that affect them	Theme 1 & 3
	Greater emphasis on listening to community members, valuing lived experience and demonstrating how community feedback influences decisions and outcomes	Theme 1 & 2
	Culturally safe, accessible and welcoming facilities, public spaces and community environments	Theme 1 & 4
	Increased opportunities for cultural programs, events, learning and engagement activities throughout the year	Theme 1 & 4
Traditional Owners	Meaningful involvement of Traditional Owners and Elders in decision-making, particularly relating to land, environment, culture and heritage	Theme 2
	Ongoing, relationship-based engagement beyond formal consultation processes	Theme 2
	Greater recognition, visibility and celebration of Elders as cultural leaders and knowledge holders	Theme 2 & 4
	Greater integration of Traditional Owner knowledge and Caring for Country practices in environmental management and land stewardship	Theme 2
	Strengthening intergenerational relationships and opportunities for cultural knowledge sharing	Theme 2 & 4
Economic Development	Meaningful employment opportunities that empower Aboriginal and Torres Strait Islander peoples and support long-term economic participation	Theme 3
	Culturally safe workplaces and inclusive organisational cultures.	Theme 1 & 3
	Stronger pathways into employment, including mentoring, apprenticeships, education partnerships and school-to-work transitions	Theme 3
	Increased support for Aboriginal and Torres Strait Islander businesses, suppliers, entrepreneurs and enterprises	Theme 3
Community Wellbeing	Addressing experiences of racism, exclusion and barriers to participation	Theme 4
	Improved access to services, information and support through more coordinated and responsive approaches	Theme 4
	Strong cultural identity, connection to Country, belonging and community pride as foundations for wellbeing	Theme 4
	The need for culturally significant and welcoming spaces, culturally inclusive programs and community-led responses that support connection, participation and wellbeing	Theme 2 & 4
	Strong partnerships that support coordinated responses to social issues and community wellbeing	Theme 4

The themes, priorities and commitments contained within this Accord directly respond to the feedback received through this engagement process.

THEME 1: CULTURAL RECOGNITION

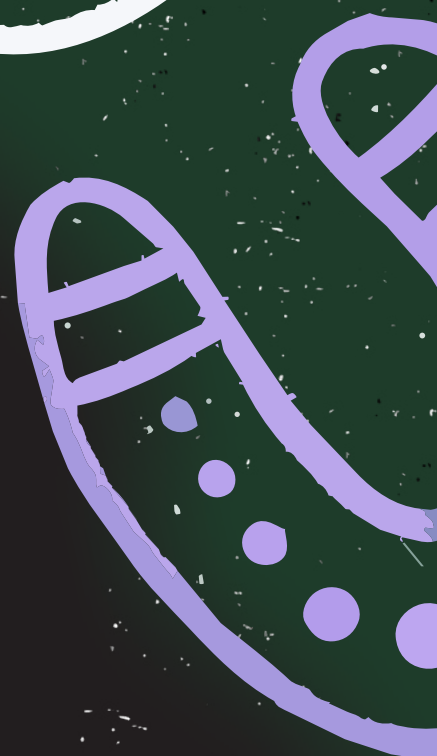
Strengthen the visibility, recognition and respect of Aboriginal and Torres Strait Islander cultures, protocols and voices across council, embedding culturally informed practices, environments and engagement.

Cultural Protocols and Respect	- Consistent application of Welcome to Country and Acknowledgement of Country - Accurate and respectful use of cultural language and protocols - Display of Aboriginal and Torres Strait Islander flags in accordance with Australian Flag Protocol	All Departments	Deliver Facilitate
Culturally Respectful Engagement	- Organisation-wide implementation of the Aboriginal and Torres Strait Islander Community Engagement Guide - Increased staff cultural capability through ongoing training, mentoring and practical support - Culturally safe and transparent feedback mechanisms and complaints processes - Protection of cultural knowledge through informed consent and governance practices - Strengthen application of Indigenous Cultural and Intellectual Property (ICIP) principles, including appropriate licensing, attribution, usage, remuneration	All Departments	Deliver Facilitate Partner
Cultural Safety in Facilities and Spaces	- Ensure council facilities are culturally safe, welcoming and inclusive for Aboriginal and Torres Strait Islander peoples - Incorporate culturally inclusive design principles into relevant council infrastructure, planning and place-making projects where appropriate	CS AIS	Deliver Facilitate
Cultural Recognition and Storytelling	- Strengthen the visibility and representation of Aboriginal and Torres Strait Islander cultures, histories and achievements across council communications, digital platforms, publications and public spaces - Support the recognition and sharing of local Aboriginal histories, cultures and stories - Partner with Aboriginal and Torres Strait Islander communities to deliver cultural events, programs and activities throughout the year - Support the ongoing preservation and sharing of local cultural knowledge	CCED	Deliver Facilitate Partner
Cultural Leadership and Participation	- Support elected representatives and executive leaders to actively champion reconciliation and participate in significant cultural events, initiatives and recognition opportunities - Support Aboriginal and Torres Strait Islander peoples to participate in council engagement, planning and decision-making processes	All Departments	Facilitate Partner Advocate

Through this Accord, we will strengthen:

- The consistent application of cultural protocols across council
- Staff capability and confidence in culturally appropriate engagement
- Council environments that visibly reflect Aboriginal and Torres Strait Islander culture and connection to Country
- Visibility and representation of Aboriginal and Torres Strait Islander cultures, voices and perspectives across council operations and public-facing activities
- Respectful, inclusive and culturally informed engagement, as reflected through community feedback.

Note: Abbreviations refer to council departments (e.g. CS – Corporate Services, CCED – Community, Cultural and Economic Development, AIS – Asset and Infrastructure Services, ES – Environment and Sustainability, PRS – Planning and Regulatory Services).



“

The yarning circles represent the gatherings taking place on country/Tulmur. The different coloured U shapes are the people gathering, which also represents different cultures coming together.

”

THEME 2: TRADITIONAL OWNERS

Embed respectful, transparent and collaborative decision-making with Traditional Owners.

Traditional Owner Partnerships	- Continue to strengthen engagement, partnerships and decision-making processes with Traditional Owners in accordance with council's endorsed engagement approaches. - Maintain ongoing, relationship-based engagement with Traditional Owners beyond project-specific, planning and statutory consultation requirements - Ensure Traditional Owner feedback and advice is communicated back through transparent reporting and closing-the-loop processes - Demonstrate how Traditional Owner knowledge and advice has informed council decisions, planning and project outcomes - Support meaningful participation of Traditional Owners in planning, engagement and matters that affect Country, culture and heritage	ES	Facilitate Partner Advocate
Engagement with Native Title Parties	- Maintain an effective working relationship with the registered Native Title Party - Clear engagement protocols are followed as outlined in the Aboriginal and Torres Strait Islander Community Engagement Guide	ES	Facilitate Partner
Planning and Early Engagement	- Promote and advocate for early and culturally appropriate engagement between developers and Traditional Owners - Use insights from engagement and project outcomes to drive continuous improvement in planning policies, processes and practices - Build organisational cultural capability through locally led on Country learning and direct engagement with Traditional Owners	ES PRS	Facilitate Partner Advocate Regulate
Caring for Country and Land Access	- Support the integration of Traditional Owner knowledge into environmental planning, restoration, conservation, biodiversity management and Enviroplan initiatives - Continue to facilitate access to culturally significant locations through a Traditional Owner Land Access Permit - Embed Caring for Country practices across council land management and operations in partnership with Traditional Owners	ES	Deliver Facilitate Partner Advocate
Cultural Infrastructure Opportunities	Work with Aboriginal and Torres Strait Islander stakeholders to identify and pursue opportunities that strengthen cultural infrastructure, cultural place-making and culturally significant gathering spaces	All Departments	Partner Advocate

Through this Accord, we will strengthen:

- Early and meaningful engagement with Traditional Owners on decisions that affect Country, culture and community
- Recognition, respect and protection of cultural landmarks, knowledge and practices
- Integration of Caring for Country principles into the management of natural areas, land and waterways
- Strong partnerships with Traditional Owners that contribute to positive environmental, cultural and community outcomes
- The contribution of Traditional Owner knowledge to a greener, more sustainable and culturally connected Ipswich.



An abstract painting on a dark green background. A thick, bright blue wavy line flows from the top right towards the bottom left. In the top left corner, there is a cluster of green circles of various shades. In the bottom left, there are three vertical, elongated green shapes, each containing a series of small circles (red, yellow, and red from top to bottom). In the center, there is a white-outlined irregular shape containing yellow and orange circles. In the bottom right, there is another white-outlined irregular shape containing brown and grey circles.

“ This painting defines Tulumur/
Ipswich with its landscape of
mountains surrounding the town
to the Bremer River, Ngararar
(nah-ra-ra) and the people. ”

THEME 3: ECONOMIC DEVELOPMENT

Advance economic prosperity through opportunity, participation and culturally informed growth.

Business and Procurement Participation	- Improve visibility and promotion of Aboriginal and Torres Strait Islander suppliers - Strengthen Aboriginal and Torres Strait Islander supplier capability to increase opportunities to supply to council - Leverage strategic procurement to increase opportunities for Aboriginal and Torres Strait Islander businesses and strengthen economic participation - Increase awareness of council procurement processes and tender opportunities among Aboriginal and Torres Strait Islander businesses - Facilitate networking and supplier development opportunities that connect Aboriginal and Torres Strait Islander businesses with council, industry and major project opportunities	CS CCED	Deliver Facilitate Advocate
Economic Opportunities and Partnerships	- Align council strategies with cultural and economic development priorities - Maximise opportunities arising from cultural tourism, major events and regional economic growth, including Brisbane 2032. - Support growth in Aboriginal and Torres Strait Islander-led enterprises and partnerships - Strengthen partnerships that support Aboriginal and Torres Strait Islander participation in emerging industries, major projects and economic development opportunities	CCED	Facilitate Partner Advocate
Placemaking and Infrastructure	- Seek opportunities to incorporate cultural design principles into relevant council projects - Enable early, ongoing and documented engagement with Traditional Owners and community in project planning and design. - Clearly communicate how cultural input has influenced outcomes	AIS	Deliver Partner Regulate
Employment and Workforce Pathway	- Build and support Aboriginal and Torres Strait Islander career pathways within council - Strengthen education, training and industry partnerships to support school-to-work and career pathway opportunities - Maintain culturally safe and supportive workplace practices - Increase awareness of employment, traineeship, apprenticeship and work experience opportunities within council	CS	Deliver Facilitate Partner
Youth Leadership and Knowledge Sharing	- Increase Aboriginal and Torres Strait Islander young people's participation in leadership, cultural development and civic engagement initiatives. - Support emerging Aboriginal and Torres Strait Islander leaders through mentoring, networking and leadership development opportunities. - Strengthen pathways for Aboriginal and Torres Strait Islander young people through partnerships with schools, industry and community organisations.	CCED CS	Deliver Facilitate Partner

Through this Accord, we will strengthen:

- Access to meaningful employment, business and economic opportunities for Aboriginal and Torres Strait Islander peoples
- Participation of Aboriginal and Torres Strait Islander businesses in council procurement and economic development initiatives
- A culturally safe workplace that supports attraction, retention and career progression for Aboriginal and Torres Strait Islander employees
- Aboriginal and Torres Strait Islander workforce representation across council
- Support for Aboriginal and Torres Strait Islander individuals, businesses and creatives to achieve sustainable economic outcomes.



“ The story is based on the connection of the traditional owners, their trading connections represented by the lines and dots, and the present, connecting people to places. ”

THEME 4: COMMUNITY WELLBEING

Promote social, cultural and emotional wellbeing by strengthening cultural identity, community connection, leadership, inclusion and opportunities for participation..

Elders and Cultural Knowledge Sharing	- Recognise, celebrate and increase visibility of Elders as cultural leaders within the Ipswich community - Support opportunities for intergenerational cultural knowledge sharing - Promote initiatives that strengthen cultural identity, connection and leadership	CCED ES	Deliver Partner Facilitate
Strengthen Collaboration and Collective Impact	- Strengthen and sustain partnerships with Aboriginal and Torres Strait Islander organisations - Improve coordination across networks aligned to shared priorities to enable collaborative responses to key social issues - Support community awareness of and access to relevant grant opportunities	CCED	Partner Facilitate Advocate
Community-Led Wellbeing Initiatives	- Increase participation in sport, recreation and active and healthy opportunities for Aboriginal and Torres Strait Islander peoples - Support community-led priorities and advocate for better access to services within council's role and influence - Use evidence and community feedback to inform continuous program improvements	CCED	Deliver Partner Facilitate Advocate
Create Safe, Inclusive Community Spaces	- Deliver culturally inclusive council programs, events and public spaces - Increase participation of Aboriginal and Torres Strait Islander peoples in council initiatives - Safe and welcoming environments across council facilities	CCED CS	Deliver Facilitate
Amplify Arts, Culture and Creative Expression	- Support increased representation of Aboriginal and Torres Strait Islander artists and creatives - Support initiatives that increase Aboriginal and Torres Strait Islander representation, cultural authority and appropriate permissions in archival and storytelling platforms (e.g. Picture Ipswich) - Delivery of public art and cultural initiatives - Ensure strong adherence to ICIP principles across all cultural initiatives	CCED	Deliver Partner Facilitate
Strengthen Anti-Racism and Cultural Safety	- Increase awareness and application of anti-racism policies - Strengthen cultural safety capability across leadership - Support organisation-wide efforts to strengthen anti-racism and cultural safety, including the review of relevant Council policies and procedures in alignment with legislative requirements.	CS	Deliver Regulate Advocate

Through this Accord, we will strengthen:

- Participation of Aboriginal and Torres Strait Islander peoples in council programs, decision-making and community life
- Recognition of Elders as cultural leaders and opportunities for cultural knowledge sharing across generations
- Opportunities for children and young people to connect with culture, community and leadership pathways
- Partnerships that support coordinated and culturally informed responses to community priorities
- Maintain safe and welcoming environments across council facilities, public spaces and programs
- A city where culture, identity and belonging are visible, valued and celebrated
- Cultural safety across council's leadership, services and organisational culture
- Evidence-informed planning and continuous improvement to respond to community aspirations and priorities.

“ The dots represent the
people of Ipswich. ”



CLOSING COMMITMENT

The Indigenous Accord 2026–2031 sets a clear and accountable path to advance reconciliation across Ipswich through leadership, partnership, cultural recognition and shared responsibility.

As Ipswich continues to grow, council will continue to walk alongside Traditional Owners, Elders and community to ensure Aboriginal and Torres Strait Islander cultures, knowledge and voices are respected, valued and reflected in the decisions that shape our city's future.

Progress will be monitored and publicly reported throughout the life of the Accord to promote transparency, accountability and continuous improvement.







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