

FPAC First People's Advisory Committee Meeting


Agenda / Minutes & Actions



Date	Thursday, 21 March 2019 (first meeting for 2019)		Venue:	Committee Room, Level 3 Spence Street, Cairns
Time	17:30-19:30pm		Minute Taker:	Christy Van Der Heyden
Present	David Hudson, Joann Schmider (VIA tele link), Harrison George, Louise Hunter, Tommy Pau, Ray Sambo, Trevor Tim, Warren Martens, GujuGuju Fourmile, Linda Kirchner, Brett Spencer, Christy Van Der Heyden			
Apologies	Alan Blackshaw, Joshua Flaherty, Gavin Singleton, Jackie Tim. James Kerr			
Non RSVP's	Yodie Batzke, Leticia Choppy, Beatrice Douglas, Jesse Marnock, Loryanna Smith, Noel Zaro			
Item	Lead	Topic	Comments and/or recommendations	Action
Chair / Welcome	Chair David Hudson			
Council business	Brett Spencer	<ul style="list-style-type: none"> Appointment of new First People's Community Services Officer (FP CSO) 	<ul style="list-style-type: none"> Margaret Ross-Kelly start date April 8th. 	
		<p>R.A.P updates - feedback from Reconciliation Australia returned to Council in December 2018</p> <ul style="list-style-type: none"> Minor formatting changes and clearer indication of roles and timeframes were suggested. FP CSO to collate feedback – please allow for slight stretches in time frames due to FP CSO commencement date. Previous FPAC recommendations in Cultural Awareness Training, Procurement and HR/Learning and Org Dev have been included in the updated RAP. Employment target quota changed from previous RAP. 	<ul style="list-style-type: none"> FPAC suggest increasing employment target quota to 10% to reflect present day. Current targets are based on Indigenous numbers in employment from the 1990's when Indigenous people were not entering into Council and/or management roles. FPAC suggest opportunity for CRC to set benchmarks that other Councils can adopt as opposed to CRC basing benchmarks on other Councils. FPAC request numbers of staff and positions of people that identify within Council. 	<p>Please provide further feedback by Friday 19th April</p> <p>HR to provide information by June meeting.</p>

		<p>NAIDOC funding campaign – Reconciliation Action Week –future funding.</p> <ul style="list-style-type: none"> CRC Naidoc week funding is CLOSED for 2019. Grant stream opened/closed earlier this year to meet changes in Council workshop requirements. Funding is tied to current policy and themed weeks for this financial year. 	<ul style="list-style-type: none"> FPAC suggest CRC to partner with NAIDOC committee to receive funding in the future. FPAC suggest funds be made available for a range of significant date events. 	<p>FP CSO to address FP funds over a 12-month period.</p> <p>Staff to present this idea to next Council workshop on community funding grants.</p>
FPAC	David Hudson	<ul style="list-style-type: none"> Confirm meeting dates for 2019. 	<p>Next Meeting date:</p> <ul style="list-style-type: none"> 2 May 2019 <p>Tentative dates to be decided at next meeting once FP CSO has commenced employment:</p> <ul style="list-style-type: none"> 6 June 2019 8 August 2019 3 October 2019 28 November 2019 	<p>CSO to send out calendar invite.</p>
		<ul style="list-style-type: none"> Staff Retention rates. <p>- 1236 currently employed at Cairns Regional Council</p> <p>- 1010 full time employees</p> <p>- 9.5% turn over rate of staff / KPI of 10%</p>	<ul style="list-style-type: none"> FPAC suggest inclusion of this topic in the RAP. FPAC suggest new FP CSO through the Chair contact previous employees for feedback/difficulties with role. 	<p>FPAC express concerns of Cultural Safety for new FP CSO- Chair David Hudson to initiate contact on behalf of new FP CSO.</p>

		<ul style="list-style-type: none"> Strategic Planning and FPAC direction for 2019 (3 -5 key themes in relation to Council aims). 	<p>FPAC suggest the following topics as 2019 focus:</p> <ul style="list-style-type: none"> Success of FPAC and role to Council. R.A.P. FP CSO role functioning with support from FPAC. Appeal to Mayor Manning's interest in the Arts (highlighting CIAF in 10th year and the need for a Cultural Centre). Cultural Considerations to include within RAP (Naidoc week, Burials, Cultural Capability of staff within Council). 	
FPAC	Guju Guju Fourmile	<ul style="list-style-type: none"> Indigenous Knowledge Centre + State Libraries. <p>Accessing information in FNQ is difficult, families have to travel interstate to access family history.</p>	<ul style="list-style-type: none"> FPAC suggest that a Cultural Centre included an I.K.C to support local community to access information. FPAC suggest that CRC city library support this initiative. 	FP CSO & Brett Spencer to send formal SLQ request to State Libraries.
FPAC	David Hudson	<ul style="list-style-type: none"> Cultural Burials. <p>Why are frames and crosses being removed and/or not allowed to be placed around graves?</p>	<ul style="list-style-type: none"> FPAC suggest this information needs to be included in the RAP as part of Cultural Awareness. 	Brett Spencer to review current Adornment policy and current cemetery practices.
FPAC	Tommy Pau	<ul style="list-style-type: none"> Cultural Centre. <p>Where do Indigenous people fit into this discussion of a Cultural Centre in Cairns?</p>	<ul style="list-style-type: none"> FPAC suggest that Council consider the needs and requests of First People for an ATSI specific cultural centre. 	<p>Letter from FPAC to be developed and presented to Council.</p> <p>Request Mayor Manning to attend an FPAC meeting to discuss amongst other things his vision for a Cultural Hub.</p>
See Attachments				

<p>General Council business</p> <p>GRANT STREAMS</p>		<ul style="list-style-type: none"> • NAIDOC grant/ funding (stream now CLOSED) • Multicultural Month funding stream NOW OPEN • Youth Week program April 3 – 14th 2019 	<ul style="list-style-type: none"> • Outcomes to potential recipients by April 30th. • Multicultural Month Funding stream open until April 30th for events taking place in AUGUST. • Youth Week program 3-14th April.  <p>CRC03255_CW-A3-Program.pdf</p>	<p>No action required.</p>
<p>General & interdepartmental</p>	<ul style="list-style-type: none"> • Sustainability dept • Tanks Arts Centre 	<ul style="list-style-type: none"> • ECOFIESTA 2019. • New music/performing arts project –BLAK FLAME (is the name appropriate?). 	<ul style="list-style-type: none"> • Ecofiesta document to circulate for feedback. • Blak Flame info attached DM #6030259. 	<p>Please email feedback by <u>Friday April 19th</u>.</p>
<p>General - external</p>	<ul style="list-style-type: none"> • Apra Amcos 	<ul style="list-style-type: none"> • 'Starting Ground' 4-stage skills development program for emerging Indigenous songwriters pilot for FNQ. 	<ul style="list-style-type: none"> • Apra Amcos info attached DM #6030259. 	<p>No action required.</p>
<p>QLD tourism</p>		<ul style="list-style-type: none"> • First Nations Tourism Consultations Cairns. 	<ul style="list-style-type: none"> • See handout. 	<p>No action required.</p>
<p>Meeting closed at: 19:30pm</p> <p>Next Meeting: 2nd May 2019 - Committee Room, Level 3 Spence Street, Cairns</p>				