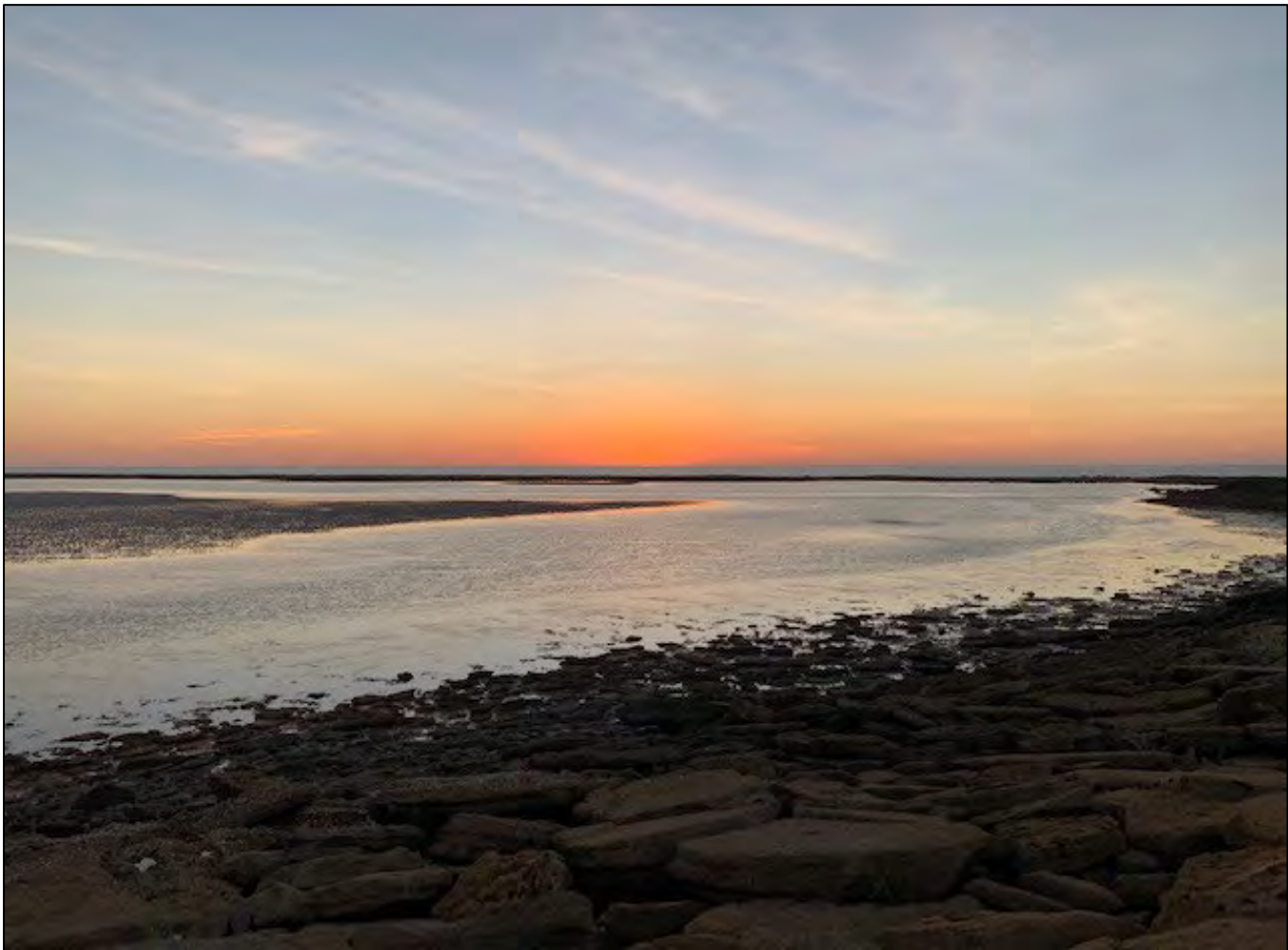




# DJARINDJIN ABORIGINAL CORPORATION - ICN 426



June 2021 -  
June 2023

# STRATEGIC PLAN



## DETERMINING OUR OWN FUTURE

Djarindjin Aboriginal Corporation ICN 426 Strategic Plan June 2021 – June 2023

The Djarindjin Aboriginal Corporation (DAC) was incorporated over 30 years ago to manage the business of our people. We, the Bardi people, are mainland people with deep connections to the Jawi people, who are island people.

We are, however, all proud and resilient Aboriginal people. DAC is 100%-owned by Aboriginal people and together we make decisions to benefit all of us.

We are one clan with many connections... Everything we do is done with respect for each other, an acknowledgement of our past and a determination to make our own future.

## OUR MISSION

Our mission is to create a sustainable future for our community, one that allows us all to take care of our country and to thrive as a community.

We are one clan with many connections. We are the voice of our community. We undertake our mission understanding that everything we do is done with respect for each other, an acknowledgement of our past and a determination to make our own future.

## OUR VISION

Be financially sustainable, have a clear plan for the future that will enable our next generations to be empowered with self-determination.



*Photo 2*

*Common Name: Beach Morning Glory*

*Bardi Name: Goodayoon*

*Scientific Name: Ipomoea pes-caprae*

*Vines traditionally used for aches and pains.*

*Environmentally used to stabilize sand dunes.*



Photo 3 - Aerial photo of the Djarindjin Community



Photo 4 - Aerial photo of Djarindjin Community

## OUR OBJECTIVE

The Strategic Plan June 2021 – 2023 is our roadmap to guide us towards achieving our objectives in the next three years. Achieving our objectives will contribute to us fulfilling our mission. Our objectives are below.

### 1. **Good Governance:**

DAC Board members provide strong and equitable leadership through accountable and transparent governance, responsible financial management, strategic corporate planning and good operational delivery.

### 2. **Improving Our Quality of Life:**

DAC makes strong and equitable choices to better the quality of life in Djarindjin and our broader community. Through consultation and empowering our community.

### 3. **Protect and care for culture and country:**

DAC is committed to the protection of culture, environment, and the natural resources through the implementation of environmental best practice including animal health, waste management, recycling, energy efficient practices and the development of safe green spaces.

### 4. **Capacity Building and Employment Creation:**

DAC provides support and resources for employment and training to build the capacity of our community.



*Photo 5*

*Common Name: Caustic Tree*

*Bardi Name: Maangga*

*Scientific Name: Grevillea Pyramidalis*

*Seed pods are dangerous as it is covered with natural acid that will burn the skin.*

*Environmental - Rebirth after traditional fire burns in the cold seasons.*

## 1. GOOD GOVERNANCE

DAC Board members provide strong leadership through accountable and transparent governance, responsible financial management, strategic corporate planning and operational delivery.

GOAL		ACTIONS
1.1	The right choices and decisions are made, based on community consultation and participation.	1.1.1 Enable community decisions to be made through elected community members.
		1.1.2 Provide high level support to community members through their positive engagement.
		1.1.3 The community will be encouraged to provide feedback through the annual general meeting and regular community consultation sessions.
1.2	Best practice governance by elected members and DAC staff.	1.2.1 Continued improvement in governance for elected members and staff through training and professional development.
		1.2.2 Facilitate training for members on governance, advocacy and meeting procedures.
		1.2.3 Support local leadership, community development and financial awareness for elected members.
		1.2.4 Ongoing development and achievement of organisational policy and procedures.
1.3	DAC advocacy on priority issues.	1.3.1 Develop strong partnerships with business, tiers of government and stakeholders through regular communications, collaboration and coordination.
		1.3.2 Advocate to business, tiers of government stakeholders and wider community.
		1.3.3 Undertake consultation to ensure that community priorities are identified and reflected in DAC's Corporate and Governance planning.
1.4	Organisational sustainability through responsible and transparent financial management.	1.4.1 Manage DAC's business based on sustainable financial, asset and operational strategies and increase opportunities for growth and reduce inefficiencies.
		1.4.2 Maintain legislative compliance through regular internal audits, compliance checks and reviews.
		1.4.3 Develop and implement a long-term asset plan and register for DAC infrastructure (e.g. vehicles and machinery).
		1.4.4 Review Strategic Plan on an annual basis.
1.5	Up-to-date contemporary communication.	1.5.1 Develop an adaptable communications strategy to meet community expectation and needs with modern delivery methods.
1.6	Advocate for improved community planning and design.	1.6.1 Influence government planning mechanisms to overcome poor urban design in Djarindjin.

## 2. EMPOWERING AND IMPROVING OUR QUALITY OF LIFE

Making strong choices to better the quality of life in Djarindjin and our community.

GOAL		ACTIONS
<b>2.1</b>	Increase community participation in the delivery of community services.	2.1.1 Ensure DAC has the capacity to deliver community services.
		2.1.2 Provide training and upskilling to deliver community services.
<b>2.2</b>	Increase public safety through engaged service delivery and environmental design.	2.2.1 Conduct regular community safety audits of hotspots in community and act on recommendations.
		2.2.2 Install solar commercial lighting in identified areas including recreational areas.
		2.2.3 Introduce security options to reduce vandalism and graffiti.
		2.2.4 Continued delivery of community services.
		2.2.5 Advocate for community by-laws around community safety.
<b>2.3</b>	Ensure a stable and sustainable economic community.	2.3.1 Engage with business, tiers of government and stakeholders to identify priority projects/developments in Djarindjin.
		2.3.2 Secure support and funding for identified priority projects.
		2.3.3 Use DAC's existing networks and communications channels to actively promote positive economic and social stories from Djarindjin and the local area.
<b>2.4</b>	Empower the Community and the wider region	2.4.1 to help the community to develop goals for themselves.
		2.4.2 Employ appropriate and skilled individuals to promote and manage out family empowerment model.
<b>2.5</b>	Advocate and Improve housing in Djarindjin	<p>2.5.1 Reinvestigate the rural block initiative.</p> <p>2.5.2 Review the Housing contract and challenge the State to do the right for Bardi Jawi people.</p> <p>2.5.3 Investigate a worker's village on SPL.</p>

### 3. PROTECT AND CARE FOR CULTURE AND COUNTRY

DAC is committed to the protection of culture, environment and the natural resources through the implementation of environmental best practice including animal health, waste management, recycling, energy efficient practices and the development of safe green spaces.

GOAL	ACTIONS
<b>3.1</b> DAC increases renewable energy use.	<p>3.1.1 DAC to continue to use solar energy and decrease power usage in DAC assets.</p> <p>3.1.2 Advocate and manage for initiatives that protect the natural resources of the Dampier Peninsula.</p> <p>3.1.3 Reduce the negative impacts of climate change through the partnership/support of the Bardi Jawi Rangers.</p>
<b>3.2</b> DAC to contribute to the protection and care of the natural environment.	<p>3.2.1 Continue to advocate for a long-term road and storm drainage maintenance plan for Djarindjin and Lombadina communities through appropriate authorities.</p> <p>3.2.2 Implement improved waste management strategies that incorporate resource recovery.</p> <p>3.2.3 Promote the benefit of waste recycling.</p> <p>3.2.4 Continue to develop green spaces in community to improve dust abatement and public access.</p>
<b>3.3</b> DAC to support the protection and care of cultural practices.	<p>3.3.1 DAC will ensure the right to practice culture is embedded in its employment contracts.</p> <p>3.3.2 DAC will ensure public spaces in community are designed to support cultural training activities.</p> <p>3.3.3 DAC will work with the school, early learning providers and other education programs to embed on-country learning.</p> <p>3.3.4 Ensure that Cultural Awareness inductions are provided to everyone that comes to Djarindjin.</p>
<b>3.4</b> Improved animal health in Djarindjin.	<p>3.4.1 Advocate for more animal health programs to be delivered in Djarindjin.</p> <p>3.4.2 Decrease the environmental impact in Djarindjin from cats and other feral animals.</p>
<b>3.5</b> Develop the capacity of Djarindjin to manage natural disasters and emergencies.	<p>3.5.1 Develop an Emergency Management Evacuation Plan through consultation with community and other stakeholders such as DFES.</p> <p>3.5.2 Advocate for cyclone and emergency infrastructure to withstand extreme climatic events and emergencies.</p> <p>3.5.3 Continue to develop and advocate plans and construction of a multipurpose recreational cyclone emergency disaster shelter.</p>



## 4. CAPACITY BUILDING AND EMPLOYMENT CREATION

DAC provides support and resources for employment and training to build the capacity of our community.

	GOAL	ACTIONS
4.1	Employment and training for our community.	<p>4.1.1 Ensure vacancies are advertised to increase job opportunities for our people.</p> <p>4.1.2 Identify and support opportunities for services and program growth that results in increased job opportunities for our community.</p> <p>4.1.3 Advocate to government business partners and stakeholders to provide training and employment opportunities for our community.</p> <p>4.1.4 Participate in Djarindjin school career events to promote job opportunities within DAC.</p> <p>4.1.5 Continue to attract and maintain contracts and services so our people are employed.</p>
4.2	Increase community-based training programs.	<p>4.2.1 Collaborate with stakeholders to provide training opportunities in our community.</p> <p>4.2.2 Collaborate with training partners and funding partners to increase the number of in-community training opportunities.</p>
4.3	Continued growth in employment opportunities.	<p>4.3.1 Provide engagement training for elected members and staff.</p> <p>4.3.2 Identify and employ two indigenous Community Liaison Officers for Djarindjin and the wider community both male and female.</p> <p>4.3.3 Develop career management and mentoring strategies that positions DAC as an employer of choice.</p>

## OUR CORE SERVICES

DAC provides a range of core services to our community already. Below is the action plan for the next three years activities.

ITEM	ACTION	RESPONSIBILITY	DEADLINE
<b>Municipal</b>			
Workshop	DAC to continue generating funds	DAC	Ongoing
Streetlights	DAC to work in partnership with Horizon	DAC/Horizon	Ongoing
Waste Management	DAC to maintain and work with partners	DAC/DOC/Shire	Ongoing
Parks and Gardens	DAC to maintain and work with partners	DAC/DOC	Ongoing
Road sealing and drainage	DAC to work with all tiers of Gov	DAC/DOC/Main Roads/DPI/ALT	2022
Cemetery	DAC to work with Catholic Church/Lombadina New crosses to be erected to included personal details for the deceased	DAC/CC/Lom/ALT/KLC/PBC	Ongoing
Market Garden	DAC to generate sustainable work in this space	DAC	Ongoing
<b>Community/Agency</b>			
HACC	DAC continue to provide this service	DAC/DOH/NDIS	Annually
Community Resource Centre	DAC continue to provide this service and work with other tiers and partners	DAC/DOC	Annually
Community Safety Services	DAC seek funds from other partners and tiers of government to supplement	DAC/NIAA/Other	Ongoing
Youth Services	DAC seek funds from other partners and tiers of government to supplement	DAC/NIAA/Garnduwa	Ongoing
Safe House	DAC continue to provide this service and work with other tiers and partners	DAC/NIAA/DOC	Annually
Men's Shed	DAC to continue to provide governance support and adhoc financial assistance	DAC/KAMS/Men's Outreach	Ongoing

Please see glossary

ITEM	ACTION	RESPONSIBILITY	DEADLINE
<b>Commercial</b>			
Airport	DAC to continue to work with business partners in readiness for the end of contract	DAC/PAMS/Business Foundations	2022
DAPL	DAC to manage the airport	DAC	Ongoing
Print Shop		Kooljaman	Ongoing
Roadhouse	DAC to continue to work towards quality service and accommodation, with profit	DAC/Roadhouse	Ongoing
Store	DAC to continue to work towards profit margins increasing and staff trained for future management roles	DAC/Store	Ongoing
Workshop	DAC to continue to provide a quality mechanical service to DAC and the community with profit	DAC	Ongoing
<b>Advocacy</b>			
Housing	DAC continue to work with DOC and DOH for better services for the community of Djarindjin	DAC/DOC	Ongoing
Homelands	DAC to continue to work with organisations in delivering better services to the Homelands of the Dampier Peninsula	DAC/KRSP/Nirrumbuk/Mamabulanjin	Ongoing
Education	DAC continue to provide support for the local school and other educational facilities to empower the community through quality education.	DAC/Christ The King School/Education Dept/TAFE/University's	Ongoing
Health	DAC continue to support with in-kind and financial assistance community members in improving health outcomes in community	DAC/Lombadina, Djarindjin Health Clinic/ Dept of Health/other Health Services	Ongoing

ITEM	ACTION	RESPONSIBILITY	DEADLINE
NDIS	DAC to work with appropriate agencies to provide better services for its Aged and impaired members through NDIS	DAC/NDIS/Health Dept/HACC Nirrumbuk	Ongoing
CDP	DAC to work with KRCI to ensure CDP provides quality activities to the community of Djarindjin that are beneficial to the community and the participants.	DAC/KRCI/PMC	Ongoing
Hostel/Mental Health	DAC to work with appropriate services to provide better engagement with community members that require intervention with Mental Health, work towards providing an ON COUNTRY facility to help transition patients into community life.	DAC/DOH	Ongoing
Marine Park	DAC to continue to monitor this situation	DAC	Ongoing
LLND	DAC's program provides free education for post-school aged adults who want additional training in reading, writing, math, the English language and digital skills to improve their opportunities in gaining employment.	DAC/Business Foundations	2023

## OUR FUTURE ADDITIONAL CORE SERVICES

DAC also wants to provide an additional range of core services to our community. Below is the list of additional services we will work towards providing in the next three years to five years

ITEM	ACTION	RESPONSIBILITY	DEADLINE
<b>Municipal</b>			
Develop Rangers Sea & Land	Funding to be sourced	DAC, ILSC	2023
Basketball Courts with lights and shade	Funding to be sourced as above	DAC, DOC, DSR	2025
Multifunctional Recreational Centre	DAC to source funding, work with DOC	DAC, DOC, DSR	2025
Playground equipment	Funding to be sourced	DAC	2021
Public toilets @ Basketball and Roadhouse spaces	Funding to be sourced	WA Tourism, DOC	2022
Waste Facility (Rubbish Tip)	Funding to be sourced	DAC, DOC, Shire, Nirrumbuk	Completed
Container Deposit Scheme	DAC and Other Grants	DAC, Shire, WA Govt	Completed
<b>Community/Agency</b>			
Hostel for mental health	Funding to be sourced	DAC, DOH,	2025
Rehab centre on country	Funding to be sourced	DAC, DOC, DOH	2025
Training Boat	Funding to be sourced	DAC, PMC	2022

ITEM	ACTION	RESPONSIBILITY	DEADLINE
<b>Commercial</b>			
Supermarket/Amalgamation	Funding to be sourced	DAC, other	2024
Caravan Park	Funding to be sourced	DAC, WA Gov and Tourism	2022
<b>Advocacy</b>			
Dialysis Mobile Vehicle	Funding to be sourced	DAC, WA Health, Philanthropic	2025
New housing	Funding to be sourced	DAC, DOC, DHW	Ongoing
Relocate cemetery	Funding to be sourced	DAC, DOC, ALT	Ongoing
Extension of Special Purpose Lease	Funding to be sourced	DAC, KLC, PBC, ALT DLP	2022
Homeland Upgrades	Funding to be sourced	DAC, PBC, Nirrumbuk, Mamabulanjin	Ongoing
Fencing	Funding to be sourced	DAC, DOC, DHW	2022
Street names and signs	DAC to engage Shire	DAC/Shire	2020
Bus Service Transfer			2023
Housing Contract Review			2021

## Glossary

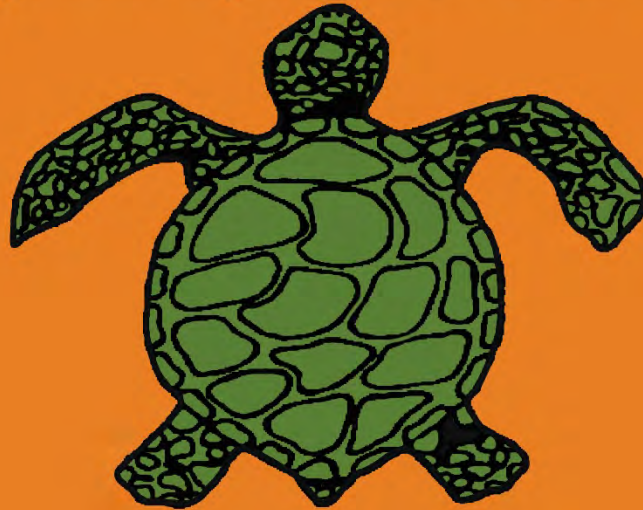
Acronym	Definition
ALT	Aboriginal Lands Trust
CC	Catholic Church
DAC	Djarindjin Aboriginal Corporation
DOC	Department of Community
DOH	Dept of Health
DPI	Dept Primary and Industry
DSR	Dept of Sport and Recreation
HACC	Home And Community Care
Horizon	Horizon Power
ILSC	Indigenous Land and Sea Council
KAMS	Kimberley Aboriginal Medical Services
KLC	Kimberley Land Council
KRCI	Kullarri Regional Communities Indigenous Corporation
KRSP	Kimberley Regional Service Providers
Lom	Lombadina
Main Roads	Main Roads Western Australia
NDIS	National Disability Insurance Scheme
NIAA	National Indigenous Australians Agency
PAMS	P.A.M.S. Pty Ltd
PBC	Prescribed Body Corporate
PMC	Department of the Prime Minister and Cabinet
Shire	Shire of Broome

## Photo Reference

Photo1   Cover page	Boolginarrd
Photo 2   Page 1	Common Name: Beach Morning Glory Bardi Name: Goodayoon Scientific Name: Ipomoea pes-caprae
Photo 3   Page 2	Aerial map of the Djarindjin - Areas blocked out for cultural reasons.
Photo 4   Page 2	Aerial photo of Djarindjin Community
Photo 5   Page 3	Common Name: Caustic Tree Bardi Name: Maangгаа Scientific Name: Grevillea Pyramidalis



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