



Local Aboriginal Land Council
DARKINJUNG

**2020
2024**

**COMMUNITY, LAND AND
BUSINESS PLAN**



Local Aboriginal Land Council
DARKINJUNG

**2020
2024**



RESPECT AND RECOGNITION

ACKNOWLEDGEMENT

Darkinjung Local Aboriginal Land Council acknowledges that we operate and function on the lands of the Darkinyung people.

We pay our respect to these lands that provide for us. We acknowledge and pay respect to the ancestors that walked and managed these lands for many generations before us.

We acknowledge and recognise all Aboriginal people who have come from their own country and who have now come to call this country their home.

We acknowledge our Elders who are our knowledge holders, teachers and pioneers.

We recognise all Aboriginal people who were forcibly removed from their families and communities and acknowledge the negative impact on the Aboriginal community. We acknowledge that for many of the children and now adults, removal meant they have now lost all connection to family. We acknowledge the life-long consequences for those taken.

We acknowledge our youth who are our hope for a brighter and stronger future and who will be our future leaders.

We acknowledge and pay our respect to our Members and other Aboriginal people who have

gone before us and recognise their contribution to our people and community.

Darkinjung LALC recognises and acknowledges those who fought for Aboriginal rights and recognition in NSW.

We endorse the preamble to the NSW Aboriginal Land Rights Act 1983, which says:

Whereas:

1. Land in the State of New South Wales was traditionally owned and occupied by Aborigines -
2. Land is of spiritual, social, cultural and economic importance to Aborigines -
3. It is fitting to acknowledge the importance which land has for Aborigines and the need of Aborigines for land -
4. It is accepted that as a result of past Government decisions the amount of land set aside for Aborigines has been progressively reduced without compensation -

EXECUTIVE SUMMARY

Darkinjung LALC is a statutory body corporate constituted under the NSW Aboriginal Land Rights Act 1983 (ALRA).

This 2020-2024 Community, Land and Business Plan builds on the achievements of Darkinjung LALC over the past 4 years.

Darkinjung LALC continues to strive towards enhancing the goals set out in our previous Community, Land and Business Plan, which sought to strengthen Aboriginal culture and heritage, enhance our profile and leadership within the business sector and Government, develop strong partnerships, maintain high levels of governance and operational function, manage, preserve and protect our land, generate social returns on investments for our community, and promote the Central Coast Aboriginal community.

Darkinjung LALC is proud of what the organisation has achieved through the commitment and effort of its members, board and staff.

This 2020-2024 Community, Land and Business Plan advances and refines the previous Plan to reflect the needs of our members and our strategic priorities; to build a strong foundation of

harmony, unity and respect through the development of programs and initiatives that enhance the social wellbeing and participation of our community.

The ALRA sets out the matters which must be covered in a Community, Land and Business Plan. These matters are:

- (a) the objectives and strategy of the Land Council in relation to the acquisition, management and development of land and other assets,
- (b) the objectives and strategy of the Land Council in relation to the provision and management of community benefits schemes,
- (c) the objectives and strategy of the Land Council in relation to business enterprises and investment, and
- (d) the objectives and strategy of the Land Council in relation to Aboriginal culture and heritage,

These matters are covered in this Plan, but Darkinjung LALC has also developed its own four key goals which are tied to those matters.



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4 KEY GOALS OF THIS COMMUNITY, LAND AND BUSINESS PLAN

GOAL ONE

Maintain, strengthen and celebrate Aboriginal values, our culture and our heritage.

GOAL TWO

To enhance the social wellbeing and participation of our community.

GOAL THREE

To ensure the prosperity of our community through the effective management of current and future assets.

GOAL FOUR

Develop new Darkinjung businesses and grow our existing businesses while prudently managing our investments.

HISTORY AND LOCATION

Darkinjung LALC was constituted under the ALRA in 1983. Since its creation, Darkinjung LALC has focused on improving the health and wellbeing of the Aboriginal people in its area.

Darkinjung LALC is located on the Central Coast of New South Wales, its boundaries stretching from Catherine Hill Bay in the north to the Hawkesbury River to the south, the Pacific Ocean to the east and the Watagan Mountains to the west. Darkinjung LALC is the largest private landholder on the Central Coast.

Darkinjung LALC shares its boundaries with neighbouring Aboriginal Land Councils: Biraban LALC, Bahtabah LALC and Metropolitan LALC, which were established around the traditional boundaries of the region.

Darkinjung LALC's boundaries are within the Central Coast Council local government area, with an estimated shared population of over 333,627 and an estimated shared Aboriginal population of over 12,489 (2016 census).

Darkinjung LALC:

- Provides a focal and information sharing point for Aboriginal issues
- Advises government and property owners and managers regarding sites of cultural significance
- Supports Aboriginal culture and heritage events and celebrations
- Claims land under the ALRA
- Has assisted in identifying over 2,000 registered Aboriginal sites
- Delivers social housing to members
- Provides Funeral Fund support to members
- Has a strong position in land and cash assets

Landscape

The geographical area (see map below) of Darkinjung LALC has been gazetted by Parliament.

The Darkinjung LALC region is rich in Aboriginal culture and heritage, largely due to the diverse landscapes in our area ranging from vast coastal estuaries, to mountainous peaks and fresh waterways. The landscape is rich in resources of coal, sandstone, flora and fauna and has over 2985 registered Aboriginal sites.

Our Vision

Darkinjung LALC has developed a set of objectives, and a range of services, which the Council can pursue or provide to achieve its goals. Darkinjung LALC has also developed a set of values to guide its pursuit of those goals.

The Vision of the Council:

To continue to lead and ensure our community's cultural, economic and social prosperity for all generations.

Our values

Darkinjung LALC conducts its business ethically and is committed to improving, protecting and fostering the best interests of its members and all Aboriginal persons within the Council's area.

Darkinjung LALC wishes to be a lighthouse for other Aboriginal organisations and Aboriginal people, offering a model of good governance grounded in Aboriginal values. We are guided by the principles of Aboriginal self-determination and self-governance through the pursuit of social and restorative justice for Aboriginal people.

Achievements and aspirations

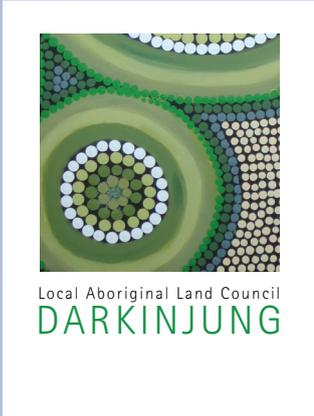
After 36 years in operation, Darkinjung LALC is on sound financial and organisational footing.

If Darkinjung LALC is to continue to maximise the benefits it provides to its members and other Aboriginal people in its area, then it must use its assets productively with a view to preserving value for future generations. We must also build our own capacity by investing in our human capital and source the managerial expertise required to implement this Community, Land and Business Plan.

Darkinjung LALC's goals, objectives and strategies for achieving growth and sustainability are set out in this Plan. To achieve these, Darkinjung LALC must be entrepreneurial, innovative and a model of good governance.

Darkinjung LALC's commitment to its members and the region is to be a strong leader which will develop its capacity to respond to growth and the community's needs. Darkinjung LALC will achieve this through the on-going development of partnerships with government s, non-government organisations, industry groups and our community.

Central Coast



 **Darkinjung Local Aboriginal Land Council Area**



METHODOLOGY

The following methodology was adopted in the preparation of this Plan:

Community Consultation

Community consultation workshops were held over eight sessions in four key locations on the Central Coast. That community consultation process gathered feedback from the members about what could be included in the 2020-2024 Community, Land and Business Plan to help set the vision, goals, objectives and strategies for Darkinjung LALC. These workshops were audio recorded and were documented by a secretariat. All members were provided with a needs analysis survey to complete and return.

Member Engagement Strategy

A list of strategic priorities was developed to focus discussion and to use the experience and knowledge of our members to set a clear direction for this Plan.

Face to face engagement with members

A members meeting was held on 2 February 2020 at which Community, Land and Business Plan information packs were provided and members were encouraged to attend the workshop series.

Board workshop

A two-day consultation process on 15-16 February 2020 to gather further feedback and review the summary outcomes from the workshop series.

Electronic engagement

A members-only closed Facebook page was established to engage those members either unable to attend the face to face sessions and or provide input in writing.

Members were invited to send through email feedback directly to staff.

Print communications

The Darkinjung Dispatch newsletter advertised the workshop series. Letters were also posted to all members and members were provided with consultation checklists to complete and submit in writing.

Darkinjung LALC would particularly like to acknowledge and thank all members and staff for their contribution in developing this 2020-24 Community, Land and Business Plan.

QUADRUPLE BOTTOM LINE

Darkinjung LALC is at its core a social business run for the benefit of its members and other Aboriginal people in its area. It is important to Darkinjung LALC that its decisions be made with the best interests of its members and other Aboriginal people in its area in mind.

To that end, Darkinjung LALC has adopted a Quadruple Bottom Line approach to decision making. When making a decision, Darkinjung LALC will consider its impact on:

One Community participation and wellbeing;

Two Culture, heritage and the environment;

Three Darkinjung LALC's governance and operations; and

Four Financial viability and sustainability.

GOALS, OBJECTIVES AND STRATEGIES

The outcome from the consultation process identified the priority needs for Darkinjung LALC members and the broader Aboriginal community.

That process allowed Darkinjung LALC to identify and develop the key goals, objectives and strategies for this Plan. The four key goals are the aspirational focus of Darkinjung LALC for the duration of this Plan.

The goals are shown below aligned to the matters which must be covered by this Plan.

Goal 1 | Maintain, strengthen and celebrate Aboriginal values, our culture and our heritage. Matter: Aboriginal culture and heritage

Goal 2 | To enhance the social wellbeing and participation of our community.

Matter: Community benefit schemes

Goal 3 | To ensure the prosperity of our community through the effective management of current and future assets.

Matter: Acquisition, management and development of land and other assets

Goal 4 | Develop new Darkinjung businesses and grow our existing businesses while prudently managing our investments.

Matter: Business enterprises and investment

The objectives and strategies to achieve the key goals, organised by reference to the matters which must be covered in a Community, Land and Business Plan are listed below.



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STRATEGIC GOAL 1

ABORIGINAL CULTURE AND HERITAGE

**MAINTAIN, STRENGTHEN AND CELEBRATE
ABORIGINAL VALUES, OUR CULTURE AND
OUR HERITAGE**

OBJECTIVE	STRATEGY
<p>1. Promote and develop Aboriginal values and Aboriginal cultural knowledge in our community</p>	<ul style="list-style-type: none"> • Continue to bring our community together by hosting community events to teach our people our history and culture and to improve connections within our community. • Secure a hall or community facility for members to use and to host community events. • Establish and run regular cultural events, e.g. 'Caring for Country' days and Elders Olympics. • Develop a communications strategy to engage with members and other Aboriginal people in our area, including by: <ol style="list-style-type: none"> 1. maintaining Darkinjung LALC's social media accounts; 2. maintaining our website; 3. providing a forum for members to raise issues, including a forum for members to raise issues anonymously; 4. undertaking surveys; and 5. keeping members up to date on Land Council meetings, policies and events, as well as other relevant non-Land Council news. • Organise excursions and camps for the community with a focus on cultural immersion and teaching. • Provide family education and skills classes to members, including speakers on history, community development, family relationships, etc. • Continue to support members in cultural practices.
<p>2. Improve the understanding of Aboriginal values in the broader community</p>	<ul style="list-style-type: none"> • Offer seminars to the public to teach them about Aboriginal culture and history in Darkinjung LALC's area. • Develop a list of capable and willing volunteers to speak with authority on these issues. • Invite non-Aboriginal people and groups to participate in community events and activities. • Develop a brand profile for Darkinjung LALC which projects the objects it pursues and the values that drive it. • Develop relationships with local and State media organisations to assist the Land Council to communicate with the wider community. • Develop partnerships with key non-Indigenous organisations in Darkinjung LALC's area including Central Coast Council, major sporting and arts bodies, civic organisations and other NGO's. Establish working parties with these groups. • Advocate publicly on issues important to our community. • Document our relationships and partnerships with media, governments and other organisations and promote these where they are successful. • Prepare and disseminate an official acknowledgement of country for use at official events. • Create and maintain partnerships with local schools and other training organisations, including the Darkinjung Barker school. • Engage with stakeholders to create or upgrade signage to identify Darkinjung LALC and Darkinyung boundaries.

OBJECTIVE	STRATEGY
<p>3. Maintain, protect and regenerate significant land and sites within the Darkinjung LALC region</p>	<ul style="list-style-type: none"> • Create and maintain partnerships with local schools and other training organisations, including the Darkinjung Barker school. • Engage with stakeholders to create or upgrade signage to identify Darkinjung LALC and Darkinjung boundaries. • Undertake regular site visits to ensure all Aboriginal sites in our area are protected and conserved. • Develop a cultural heritage site overlay to identify sites in Darkinjung LALC's area. • Publish information on the importance of Aboriginal sites and landscapes within our area. • Develop and implement a cultural burn policy for land in Darkinjung LALC's area. Partner with the Rural Fire Service when developing and implementing the policy. • Run community 'Caring for Country' working bee and excursion days to educate and engage our members.
<p>4. Improve the protection of Aboriginal cultural heritage</p>	<ul style="list-style-type: none"> • Advocate for law reform which better protects Aboriginal culture and heritage, including Aboriginal sites, objects, and landscapes. • Coordinate with NSWALC, the Network and other Aboriginal organisations to seek better protections for Aboriginal culture and heritage. • Where appropriate, seek the return of Aboriginal objects and artefacts to Aboriginal ownership.
<p>5. Develop an Aboriginal cultural heritage service</p>	<ul style="list-style-type: none"> • Set up an Aboriginal cultural heritage service. • Employ site officers to identify, record, monitor and advise on Aboriginal cultural heritage within Darkinjung LALC's area. • Use Darkinjung LALC's website and social media to promote its Aboriginal cultural heritage service.



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STRATEGIC GOAL 2

COMMUNITY BENEFIT SCHEMES

**TO ENHANCE THE SOCIAL WELLBEING AND
PARTICIPATION OF OUR COMMUNITY**

OBJECTIVE	STRATEGY
<p>6. 6 Develop an understanding of our community's needs</p>	<p>Undertake surveys and host forums and workshops for members and other Aboriginal people in our area to understand their needs in relation to housing, employment, health, connection, and other things.</p> <ul style="list-style-type: none"> Identify members and families in need of priority assistance.
<p>7. Assist members to obtain decent and affordable housing</p>	<ul style="list-style-type: none"> Continue to operate our social housing program. Ensure our social housing policies encourage tenants to seek and maintain employment. Advocate for other government and non- government social housing policies to reflect the same. Investigate options to upgrade and improve the infrastructure and landscaping for our housing properties. Assist members to access housing services where this cannot be provided by Darkinjung LALC. Investigate options for home ownership schemes for our members and: <ol style="list-style-type: none"> build relationships with capability partners, e.g. developers, banks and other financiers; develop a business case; and implement a pilot program. Investigate options for the construction of new homes, either as part of a home ownership scheme or as social housing for members. Offer seminars to members and other Aboriginal people in our area to understand strategies for achieving home ownership and for overcoming poverty and homelessness.
<p>8. Assist our ageing members to access culturally- appropriate care services</p>	<ul style="list-style-type: none"> Partner with government and non-government aged care providers in Darkinjung LALC's area to assist them to deliver culturally-appropriate aged care to Aboriginal people. Identify land that would be suitable for an aged care facility for members and other Aboriginal people, investigate funding options and develop a business case.
<p>9. Improve the health of Aboriginal people in our area</p>	<p>Consult with organisations providing health services to Aboriginal people to discuss how Darkinjung LALC can assist them in their objectives, including by offering the use of Darkinjung LALC's facilities.</p>

OBJECTIVE	STRATEGY
<p>10. Educate and train our members and their families to build their capacity</p>	<ul style="list-style-type: none"> • Build and maintain partnerships and relationships with RTO's to facilitate training courses for members. • Partner with TAFE and other skills-training providers to provide courses to apprentices and trainees. • Establish a scholarship fund for students to support high-achieving students and students in need. Work with other scholarship funds to provide the same. • Host seminars for parents on how they can support their children's learning. • Establish a fund to assist families with school and training-related costs such as uniforms, supplies and excursions. • Provide a forum for Darkinjung Youth to speak to the Board about youth issues. • Develop a 'Young Community' program to mentor Darkinjung Youth. Engage with other Aboriginal mentoring programs such as AIME to do the same. • Partner with TAFE and other skills-training providers to establish school-based traineeships and training programs.
<p>11. Create and support employment for the Darkinjung Community</p>	<ul style="list-style-type: none"> • Identify and prioritise employment opportunities for members and other Aboriginal people in Darkinjung LALC's businesses. • Assist members to start businesses and utilise Federal and State Government procurement opportunities. • Setup a fund to assist jobseekers with job-related costs such as tools, clothing, equipment, etc. • Identify opportunities including by working with capacity partners to create jobs for Darkinjung members and other Aboriginal people.
<p>12. Support our members with the passing of a loved one</p>	<ul style="list-style-type: none"> • Continue to operate our Funeral Fund for members and their families. • Support members and their families in organising a funeral for a loved one. • Investigate options for an Aboriginal cemetery on Darkinjung LALC land.
<p>13. Improve our own capacity</p>	<p>Employ staff to organise and coordinate community events and seminars, setup and administer the funds identified in this Plan, build relationships and partnerships with other organisations, and monitor the implementation of this Plan.</p> <ul style="list-style-type: none"> • Provide leadership and professional development opportunities to staff and members. • Prioritise the employment of Aboriginal people from our area where possible.

OBJECTIVE	STRATEGY
<p>14. Support inmates and released prisoners</p>	<ul style="list-style-type: none"> • Support inmates and released prisoners in their rehabilitation. • Support the families of inmates and released prisoners.
<p>15. Identify and develop other plans to deliver community benefits</p>	<ul style="list-style-type: none"> • Investigate other options to provide community benefits to our members including options to support the teaching or celebration of Aboriginal values by other organisations. • Develop our own administrative capacity to deliver further community benefit schemes. • Only pursue further schemes if they do not unreasonably detract from our existing programs. • Where appropriate, apply for grants from Government and private bodies to support additional community benefit schemes.



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STRATEGIC GOAL 3

**ACQUISITION, MANAGEMENT
AND DEVELOPMENT OF LAND
AND OTHER ASSETS**

**TO ENSURE THE PROSPERITY OF OUR
COMMUNITY THROUGH THE EFFECTIVE
MANAGEMENT OF CURRENT AND
FUTURE ASSETS**

OBJECTIVE	STRATEGY
<p>16. Acquire strategic land through land claims, Aboriginal land agreements, purchase and lease</p>	<p>Review land claims to identify claims for priority determination and refer these to Crown Lands. Continue to make land claims.</p> <p>Identify Crown land which is strategically valuable to Darkinjung LALC and seek the transfer of this land under an Aboriginal land agreement or other agreement.</p> <ul style="list-style-type: none"> • Continue to engage in the land negotiation process. • Purchase or lease strategic properties where required, e.g. for a community hall. • Acquire culturally-significant land and sites to preserve. • Seek to acquire properties being divested by housing providers, e.g. the AHO.
<p>17. Progress and deliver Darkinjung LALC's priority projects</p>	<p>Progress and deliver Darkinjung's four key priority projects:</p> <ol style="list-style-type: none"> 1. Lake Munmorah residential subdivision (in stages); 2. Wallarah industrial and employment precinct; 3. Somersby rural residential development and conservation lands; 4. Kariong low density residential and conservation lands. <ul style="list-style-type: none"> • Pursue other priority projects identified in the Strategic Land Assessment • Developments should only proceed where legal constraints, such as biodiversity constraints, do not unfairly burden Darkinjung LALC.
<p>18. Streamline and improve development pathway for Darkinjung LALC's development projects</p>	<ul style="list-style-type: none"> • Implement the Darkinjung Delivery Framework including by assisting the Minister to prepare a Development Delivery Plan for Darkinjung LALC's priority projects. • Seek to include all priority projects in the Aboriginal Land SEPP. • Investigate options for improving the development pathway for Darkinjung projects including legislative reform. • Advocate for legislative change where required. • Advocate for an independent, specialist body to assess development on LALC land. • Develop a strategic plan which identifies Darkinjung's priority development land and land which Darkinjung considers appropriate for nature conservation.
<p>19. Develop a plan for a Darkinjung Cemetery</p>	<ul style="list-style-type: none"> • Investigate land suitable for a cemetery. • Prepare a feasibility study and business case for the establishment of a cemetery. • Where appropriate, partner with another cemetery manager to deliver a cemetery for Indigenous and non-Indigenous people.

OBJECTIVE	STRATEGY
<p>20. Manage existing holdings</p>	<ul style="list-style-type: none"> • Implement the recommendations of the Strategic Land Assessment. • Maintain a database of landholdings and land under claim. • Identify surplus lands and assets for disposal to fund key priority projects. • Maintain a database of all studies and research undertaken in relation to our holdings and land under claim.
<p>21. Develop other income streams from land and other assets</p>	<ul style="list-style-type: none"> • Analyse our portfolio of land and other assets to identify other possible income streams. • Develop a business case for potential income streams. • Obtain expert advice and undertake appropriate due diligence on all business and land ventures, including early engagement with NSWALC and other approval authorities.
<p>22. Investigate conservation options for land</p>	<ul style="list-style-type: none"> • Investigate options for applying Darkinjung LALC lands to conservation uses, including through the establishment of biodiversity stewardship or conservation sites, where economically viable.
<p>23. Promote Aboriginal enterprises</p>	<ul style="list-style-type: none"> • Identify opportunities for businesses owned by our members to operate on Darkinjung LALC land.
<p>24. Pursue partnerships to utilise land</p>	<ul style="list-style-type: none"> • Seek capability partners to develop and use land for commercial or community purposes.
<p>25. Develop a Ranger Program to manage, protect and regenerate land and sites within our area</p>	<ul style="list-style-type: none"> • Design a Ranger Program with input from NPWS, the NSW Government and Central Coast Council. • Implement the Program. • The Ranger Program may operate as a business offering land management services but can also comprise volunteers interested in Caring for Country.





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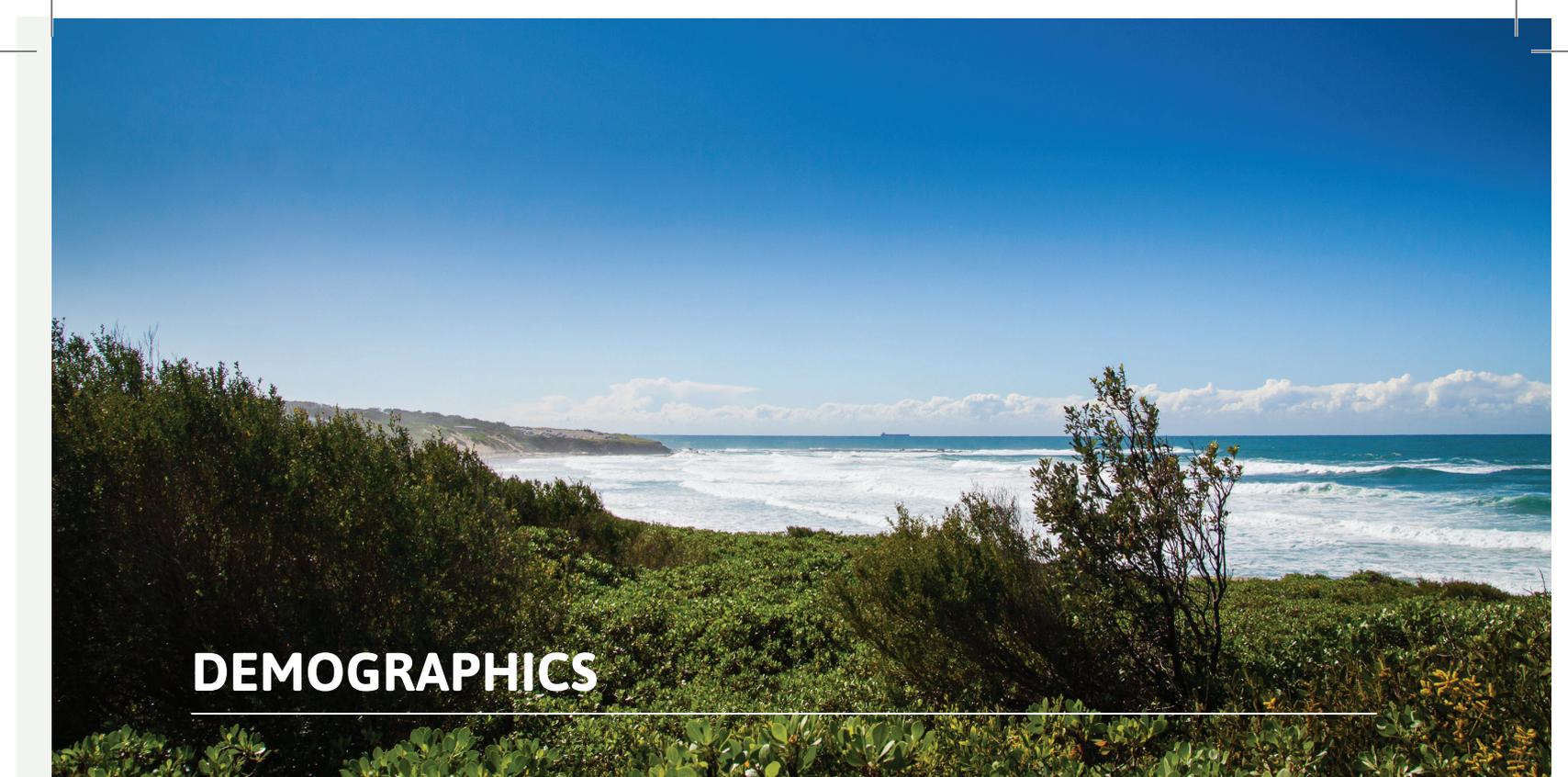
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STRATEGIC GOAL 4

BUSINESS ENTERPRISES AND INVESTMENT

**DEVELOP NEW DARKINJUNG BUSINESSES
AND GROW OUR EXISTING BUSINESSES WHILE
PRUDENTLY MANAGING OUR INVESTMENTS**

OBJECTIVE	STRATEGY
<p>26. Develop our key landholdings and priority projects</p>	<ul style="list-style-type: none"> • Prioritise the development of our priority projects as set out in this Plan.
<p>27. Set up an Aboriginal cultural heritage business</p>	<ul style="list-style-type: none"> • Investigate options to set up an Aboriginal cultural heritage business. • Prepare a business case. • Partner with tertiary education organisations and other organisations if required. • Market our Aboriginal cultural heritage business.
<p>28. Develop other complementary businesses</p>	<ul style="list-style-type: none"> • Develop other complementary businesses to support existing Land Council business and deliver further jobs and benefits to our members and Aboriginal people in our area. Businesses could include land management and bush regeneration, seed collection, plant nursery, etc. • Prepare a business case and seek independent advice for all new business ideas.
<p>29. Manage the risks of our businesses</p>	<ul style="list-style-type: none"> • Where appropriate, operate new business enterprises through separate entities to manage the risks to Darkinjung LALC and its other assets and to provide flexibility to the new business. • Ensure members are kept informed of the operations of our businesses.
<p>30. Grow the Intergenerational Wealth Fund</p>	<ul style="list-style-type: none"> • Continue to invest into the wealth fund where prudent. • Ensure all fund assets are prudently managed for the benefit of future generations. • Consult with or retain independent expert advisors or fund managers to advise us on our investments. • There is no requirement for surplus funds to be invested in the wealth fund.
<p>31. Maintain a prudent investment strategy</p>	<p>Consider and, if appropriate based on independent professional advice, use the range of potential investments available under the ALRA and the Regulation including:</p> <ol style="list-style-type: none"> 1. Australian and international equities; 2. term deposits; 3. Government-backed securities; 4. real property and property trusts; and 5. other investments that Darkinjung LALC determines are in the best interests of it and Aboriginal people in its area. <ul style="list-style-type: none"> • Ensure all investments comply with the ALRA. • Nothing in this Plan requires Darkinjung LALC to allocate assets to a particular investment.
<p>32. Take advantage of Indigenous procurement targets</p>	<ul style="list-style-type: none"> • Take advantage of Federal and State Government procurement targets where possible. • Seek to develop businesses in joint venture with capability partners. • Seek to partner with other Indigenous businesses on joint projects where possible. • Assist members and their businesses to take advantage of procurement opportunities.



DEMOGRAPHICS

The estimated resident Aboriginal and Torres Strait Islander population of Australia as at 30 June 2016 was 798,400 people, or 3.3% of the total Australian population.

This population estimate represents a 19% increase in the Aboriginal and Torres Strait Islander population estimates from the estimate of 669,900 for 30 June 2011. The largest estimated resident population of Aboriginal and Torres Strait Islander Australians lived in New South Wales with 265,685 people representing 3.4% of the total NSW population and 33.3% of the Aboriginal population of Australia.

The NSW Central Coast region is located at the centre of the State's fastest growing corridor – between Sydney and Newcastle – where the population is estimated to grow to 1.1 million by 2036 (an increase of 75,500 people).

The City of Central Coast has an estimated population of 333,627 as of June 2018, growing at 1% pa. making it the third-largest urban area in New South Wales and the ninth-largest urban

area in Australia. The Central Coast NSW population forecast for 2020 is 350,505 and is forecast to grow to 414,615 by 2036. In 2016 the estimated population of Aboriginal people residing on the Central Coast was 12,489 people – 6,189 males and 6,300 females, 3.8% of the total population. There are no identifiable Aboriginal community concentrations in the region.

The Aboriginal population on the Central Coast is marked by a high youth demographic, with almost 39 per cent of the Aboriginal population under 15 years of age, compared to 20 per cent for the non- Aboriginal population. In contrast, only 1.1 per cent of the Aboriginal population was aged 75 or over, compared with 9.4 per cent of the non-Aboriginal population. The median age for an Aboriginal in the Central Coast region in 2016 was 21 years.

The table below shows estimated resident population data derived from the 2016 Census of Population and housing. This illustrates the considerable difference between the high proportion of young Aboriginal people and the ageing non-Aboriginal population.

Central Coast

327,736	Population	12,483
44.4 : 51.6	Male : Female %	49.6 : 50.4
42	Median Age	21
144,409	Private Dwelling	5,823
2.5	Average people per household	3.3

Income, Mortgage, Rent	\$1,258	Median weekly household income	\$1,315
	\$1,750	Median monthly mortgage	\$1,759
	\$350	Median weekly rent	\$350
Level of highest educational attainment Top responses 15 years and over	15.5%	Year 10	19.0%
	9.6%		
	16.7%	Year 9 or below	13.9%
	13.0%	Certificate Level III	17.0%
		Year 12, 13.7 13.8 Year 11	6.6%
Employment People who reported being in the labour force, aged 15 years and over	55.3%	Worked full time	49.6%
	32.9%	Worked part time	30.5%
	5.1%	Away from work	6.0%
	6.7%	Unemployed	13.9%
Occupation Top responses employed people aged 15 years and over	18.6%	Professionals	13.2%
	12.4%	Community & personal service	17.7%
	10.6%	Sales	11.1%
	10.4%	Technicians and Trades	15.9%
	13.7%	Clerical & Administration	11.4%
Unpaid work People aged 15 years and over	70.3%	Did unpaid domestic work	67.0%
	28.9%	Cared for child/children	33.9%
	12.6%	Provided unpaid assistance to a person with a disability	15.8%
	17.2%	Did voluntary work	15.5%
Property	34.7%	Owned outright	14.4%
	34%	Owned with a mortgage	33.1%
	26.8%	Rented	48.5%

SUMMARY

Darkinjung LALC is taking a leading role in building new and valuable relationships with other organisations and the community for the benefit of Aboriginal and non-Aboriginal people and for the benefit of the environment.

Relationship Matrix - Internal

MEMBERS AND LOCAL ABORIGINAL COMMUNITY

Relationship: Need for improved access to housing, health, education, training and employment opportunities. Need for long term generational self-sufficiency.

STAFF

Relationship: Job security, stability and satisfaction. Clear line of authority. Making a difference to community. Leadership and clear direction.

SUPPLIERS OF GOODS AND SERVICES

Relationship: Ongoing business.

Relationship Matrix - External

TRADITIONAL OWNERS AND REGISTERED ABORIGINAL OWNERS

Relationship: No registered Aboriginal in Darkinjung LALC's area.

LOCAL ABORIGINAL COMMUNITY-CONTROLLED BUSINESSES AND HEALTH SERVICES

Relationship: Consultation and agreement on strategies to address common issues and goals. No duplication of services.

LOCAL BUSINESS

Relationship: Enhance working relationships and joint cooperation.

LOCAL, STATE AND FEDERAL GOVERNMENT BODIES

Relationship: Achieve goals and negotiate program development through appropriate assistance and funding opportunities.

Relationship Matrix - Other

BROADER COMMUNITY

Relationship: Liaise with and where appropriate share information to assist the broader community to understand Aboriginal values and to assist us to achieve economically, culturally and socially.

MEDIA

Relationship: Develop relationships with media organisations to share stories involving Darkinjung LALC, our members, NAIDOC, community support, education and social initiatives and other news important to people in our area.

OTHER INDUSTRY BODIES AND ORGANISATIONS

Relationship: Partner with industry bodies and other organisations to achieve the goals set out in this Plan.

Disclaimer

Darkinjung LALC has prepared this Community, Land and Business Plan 2020-24 in good faith and in compliance with the ALRA. This Plan's content is based on responses obtained during meetings, site visits, documents reviewed and provided, and associated communications and research including with NSWALC, the Registrar of the ALRA and relevant government departments.

Head Office

168 Pacific Highway
Watanobbi NSW 2259
PO Box 401 Wyong NSW 2259

Telephone

02 4351 2930

Facsimile

02 4351 2946

Website

www.darkinjung.com.au

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DARKINJUNG

