



Western Sydney Planning Partnership

Western Sydney Aerotropolis Aboriginal Engagement Engagement Outcomes Report

October 2020



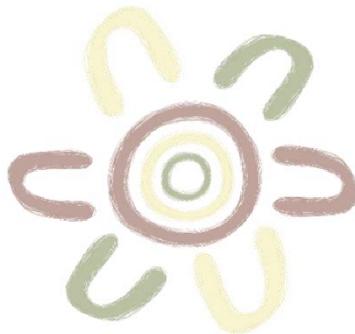
Acknowledgement of Country

Aboriginal people have had a continuous connection with the Country encompassed by the Western Sydney Aerotropolis for more than 60,000 years. They have cared for Country and lived in deep alignment with this important landscape, sharing and practicing culture while using it as a space for movement and trade.

We acknowledge that four groups have primary custodial care obligations for the area: Dharug, Dharawal, Gundungurra and Darkinjung. We also acknowledge others who have passed through this Country for trade and care purposes: Coastal Sydney people, Wiradjuri and Yuin.

Western Sydney is home to the highest number of Aboriginal people in any region in Australia. Diverse, strong and connected Aboriginal communities have established their families in this area over generations, even if their connection to Country exists elsewhere.

Ensuring that Aboriginal communities, their culture and obligations for Country are considered and promoted will be vital for this project. A unique opportunity exists to establish a platform for two-way knowledge sharing, to elevate Country and to learn from cultural practices that will create a truly unique and vibrant place for all.



This document has been developed by GHD and Zion Engagement and Planning. GHD's Reconciliation Action Plan brand artwork and Zion Engagement and Planning's brand artwork have been combined and applied throughout this document. The brand artwork for both GHD and Zion Engagement and planning was created by Tyrown Waigana, Noongar and Saibai Island man and winner of NAIDOC poster 2020 competition. Tyrown was engaged by GHD to design the RAP brand artwork in 2016 during his time in the organisation as a CareerTrackers intern.

Cover page image sources:

Top : Jannawi dancers performing at event celebrating return of Blacktown Native Institution site to Dharug people | Blacktown Native Institution Plan of Management | Photographer: Lauren Harding, GHD

Bottom left: Western Sydney Planning Partnership (2019). Western Sydney Aerotropolis Plan: Draft for public comment [image: White Clay, page 43].

Bottom right: Western Sydney Planning Partnership (2019). Western Sydney Aerotropolis Plan: Draft for public comment [image: South Creek, page ii].

Executive summary

Purpose of this report

GHD Pty Ltd (GHD) in partnership with Zion Engagement and Planning (Zion) were engaged by the Western Sydney Planning Partnership (WSPP) to conduct engagement with Aboriginal communities and stakeholders to inform precinct planning for the Western Sydney Aerotropolis (the Aerotropolis).

This report summarises the engagement outcomes conducted by GHD and Zion. It then provides guidance on how to apply these findings to:

- Planning for the Aerotropolis precincts
- State government planning requirements (such as the State Environment Planning Policy and Development Control Plan)
- Additional recommendations about how to deliver on the engagement outcomes for consideration by government agencies operating in Western Sydney Aerotropolis.

Engagement overview

The objectives of engaging with Aboriginal community and stakeholders in the Western Parkland City were to:

- Share information about Aerotropolis precinct planning with Aboriginal communities
- Understand how Aboriginal communities would like to be engaged long-term for the planning of the Aerotropolis
- Identify ways that connection to Country can be integrated into the precinct planning process
- Identify potential social, cultural, economic and environmental opportunities through precinct planning

Aboriginal communities and stakeholders living in the Western Parkland City were invited to participate in the engagement program during June and July 2020. GHD/Zion worked with Aboriginal representatives from local government to identify stakeholders and organisations to be contacted and invited to participate. Several different engagement tools were available throughout the program, however online platforms were prioritised in order to comply with COVID-19 safety restrictions.

In total, 132 people participated in 27 engagement activities.

Summary of key findings

Common themes and opportunities identified for Aboriginal communities in the Aerotropolis are provided below.

Theme	Opportunities
Cultural celebration	Place naming
	Artwork and installations
	Cultural design
	Aboriginal place
Employment and procurement	Industries and future employment
	Aboriginal employment and procurement targets
	Local jobs for local Aboriginal communities
	Overcoming barriers

Theme	Opportunities
Infrastructure and facilities	Service delivery
	Cultural infrastructure
	Business/employment hub
	Transport
Education	Post-school education pathways
	Cultural education
	Work-readiness training
	School
Caring for Country	Land management and maintenance
	Re-vegetation and planting
	Employment
	Education
Health	Gaps in current health services
	Combination of Aboriginal and non-Aboriginal health services
	Cultural sensitivity
	Access
Housing	Affordable housing
	Opportunities for extended family living
	Temporary accommodation
Cultural tourism	Tours and information
	Arts and markets stalls
	Restaurants and cafes

Overall, most comments from stakeholders and community members during discussions were focused on functional aspects of the Aerotropolis ie what it will be like to work, live or visit the Aerotropolis. In addition, there was a focus on engagement opportunities for Aboriginal communities during future phases of the project. Despite all participants indicating they want to be involved in future engagement activities to inform how the Aerotropolis is planned and delivered, it was also acknowledged that the Western Parkland City Aboriginal communities experience a high level of consultation fatigue due to the numerous organisations wanting to consult with Aboriginal stakeholders about the many projects planned for the Western Parkland City. These two factors are key considerations which have informed the recommendations to WSPP outlined in this report.

Recommendations

Opportunities to protect and care for Country, and opportunities to celebrate culture are directly relevant to the precinct planning work currently being led by WSPP. These findings have been incorporated to a number of recommendations as follows:

- **Precinct Planning:** spatial considerations to applicable to all precincts to honour, respect and celebrate Country
- **State Environment Planning Policy:** zoning across the whole Aerotropolis that responds to Country, includes affordable housing targets, and caring for Country principles
- **Development Control Plan:** Examples of ways that Aboriginal cultural and Country can be included in the Plan and applied to the whole of Aerotropolis.

Engagement outcomes that are beyond the scope of precinct planning have informed additional recommended strategies which should be considered by other government agencies responsible for planning and delivering the Aerotropolis and the Western Parkland City. These recommendations include:

- **Aboriginal Art Strategy:** A strategy to guide how to select spaces, methods and Aboriginal artists to ensure culturally responsive and inclusive public art across the Aerotropolis.
- **Cultural Design Framework:** To provide a process for incorporating Country and Aboriginal culture in the built form and planning
- **Aboriginal Employment and Procurement Strategy:** Guide government agencies and the private sector operating in the Aerotropolis to ensure Aboriginal communities and businesses are provided with opportunities for employment and procurement in the Aerotropolis.
- **Aboriginal Infrastructure and Service Delivery:** Recommendations for specific infrastructure or services required for Aboriginal communities in the Aerotropolis to inform the Social Infrastructure Strategy for Aerotropolis. The *Social Infrastructure Needs Assessment* recommends that an Aboriginal Arts and Cultural Centre is located in the Aerotropolis Core precinct.
- **Caring for Country Strategy:** To integrate Aboriginal traditional knowledge and practises into land management throughout the Aerotropolis, and to ensure Aboriginal communities have the opportunity to be involved in Caring for Country
- **Aboriginal Community and Stakeholder Engagement Strategy:** To ensure engagement with Aboriginal communities and stakeholders about planning for Aerotropolis and the Western Parkland City is culturally appropriate, respectful, meaningful and coordinated across government agencies.

Next steps

- Key next steps for WSPP to action the recommendations outlined in this report include: Closing the loop with stakeholders who participated in the engagement activities
- Promote the engagement findings and recommendations to other government agencies operating in the Aerotropolis and the broader Western Parkland City
- Agree responsibility for each recommended strategy with the appropriate government agency or other relevant partner organisation and establish a monitoring and reporting framework to track implementation

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1.

Introduction

1.1 Project background

Western Sydney Planning Partnership (WSPP) is undertaking precinct planning for Western Sydney Aerotropolis (Aerotropolis). GHD Pty Ltd (GHD), in partnership with Zion Engagement and Planning (Zion), were engaged by WSPP to conduct Aboriginal engagement to support planning for the initial Aerotropolis precincts.

The objectives of engaging with Aboriginal community and stakeholders in the Western Parkland City were to:

- Share information about Aerotropolis precinct planning with Aboriginal communities
- Understand how Aboriginal communities would like to be engaged long-term for the planning of the Aerotropolis
- Identify ways that connection to Country can be integrated into the precinct planning process
- Identify potential social, cultural, economic and environmental opportunities through precinct planning

1.2 Purpose of this report

This report summarises the outcomes of the engagement activities conducted by GHD and Zion with WSPP during June and July 2020. The report includes:

- An overview of the engagement approach and activities
- Key outcomes from the discussions focused on opportunities for the Western Sydney Aerotropolis
- Recommendations for WSPP in planning for the Aerotropolis, and a series of recommendations for the broader planning of the Western Parkland City
- Overview of key next steps for consideration by WSPP

Extent Heritage also engaged with Registered Aboriginal Parties and key Aboriginal stakeholders to inform the Aboriginal and Non-Aboriginal Heritage Assessment. These outcomes are not included in this report.

1.3 Scope and limitations

This report: has been prepared by GHD for Western Sydney Planning Partnership and may only be used and relied on by Western Sydney Planning Partnership for the purpose agreed between GHD and the Western Sydney Planning Partnership as set out in section 1.2 of this report.

GHD otherwise disclaims responsibility to any person other than Western Sydney Planning Partnership arising in connection with this report. GHD also excludes implied warranties and conditions, to the extent legally permissible.

The services undertaken by GHD in connection with preparing this report were limited to those specifically detailed in the report and are subject to the scope limitations set out in the report.

The opinions, conclusions and any recommendations in this report are based on conditions encountered and information reviewed at the date of preparation of the report. GHD has no



responsibility or obligation to update this report to account for events or changes occurring subsequent to the date that the report was prepared.

The opinions, conclusions and any recommendations in this report are based on a qualitative analysis of outcomes collected during engagement, and the judgement of the project team based on their technical experience.



2.

Approach and activities

GHD and Zion worked closely with WSPP to prepare an engagement strategy to guide the engagement program. The sections below summarise the engagement approach and activities implemented in line with the engagement strategy.

2.1 Engagement approach

In developing the community and stakeholder engagement strategy, two key elements informed the engagement approach and subsequent activities. The first was to build on existing engagement activities undertaken in the Western Parkland City, and to build a foundation for the engagement program. It was also important to establish a wide network of contacts by leveraging existing contacts GHD and Zion have in the Western Parkland City. As a result, the engagement approach was tailored in stages; these included:

- Establishing networks with key stakeholders
- Engaging with targeted stakeholder groups
- Broader community engagement.

These stages are summarised below.

Note that for the purpose of this report, references to the Western Parkland City also includes Blacktown LGA due to its significance to Aboriginal communities in Western Sydney.

2.1.1 Establishing our network

GHD and Zion contacted representatives of the six Councils located in the Western Parkland City to discuss the project, approach to Aboriginal engagement and gather input into the stakeholders to be included in the strategy. The six Councils include:

- Penrith City Council
- Campbelltown City Council
- Blacktown City Council
- Liverpool City Council
- Fairfield City Council
- Camden Council

It should be noted that Fairfield City Council and Camden Council were contacted but did not respond to requests to meet.

The GHD/Zion team met with Councils via teleconference with the discussions helping to strengthen our stakeholder network and confirm our engagement approach.

2.1.2 Targeted key stakeholder engagement

In order to understand how Aboriginal communities envision the opportunities for Aerotropolis, we targeted different key stakeholders to ensure we achieve a broad representation. The key stakeholders we identified for this program included:

- Local Aboriginal Land Councils (LALCs)
 - Tharawal Local Aboriginal Land Council
 - Gandangara Local Aboriginal Land Council
 - Deerubbin Local Aboriginal Land Council (*Deerubbin LALC declined to participate in engagement activities*)

- Government agencies or programs
 - Kimberwalli
 - Western Sydney Aboriginal Regional Alliance
 - National Indigenous Australians Agency
- Council Aboriginal Reference Groups
 - Campbelltown Council Aboriginal Reference Group
 - Liverpool Aboriginal Reference Group and Blacktown Aboriginal Reference Group were contacted however the engagement program timeframes did not align with Reference Group meetings.
- Traditional Custodians
- Elders
- Aboriginal organisations and service providers - including health and education, culture, land management, employment and community development.

2.1.3 Broader community engagement

A survey was also distributed via Aboriginal stakeholders to ensure the broader community had opportunity to participate in the engagement program. The survey was aimed at Aboriginal communities in the Western Parkland City, or Aboriginal people who use services available in the area. The survey was distributed through established networks identified through discussions with Aboriginal stakeholders during the engagement program.

The survey was primarily distributed via an online link, however the project team also provided hard copy surveys to community members who did not have access to a computer or mobile device. The contact number and email address of the project team was also provided to provide a two way communication channel for community members who preferred to talk about the project over the phone. No incoming calls or emails were received.

A copy of the survey is provided in Appendix A.

2.2 Summary of activities

The engagement activities were undertaken between 15 June 2020 and 17 July 2020. The following tools were used throughout the program to engage with Aboriginal communities and stakeholders:

- Phone calls
- Online interviews
- Online group workshops
- Face-to-face meetings
- Survey

Online platforms were prioritised during the engagement program due to COVID-19 government restrictions and physical distancing requirements. Tools were selected for each stakeholder based on their preference. Details on the number and uptake of engagement activities is provided in Table 2-1 below.

Table 2-1 Summary of engagement activities

Engagement type	Number of activities	Number of attendees
Phone call	1	1
Online interview	11	11
Online workshop	9	79
Face-to-face meetings	5	8
Online Survey	1	33
Total	27	132

The stakeholder groups engaged as part of the program are outlined in Table 2-2 below.

Table 2-2 Stakeholders engaged

Stakeholder group	Number of groups engaged
Traditional Custodians	3
Elders	2
Councils	4
Council Aboriginal Reference Group	1
Government agencies	3
Local Aboriginal Land Councils	2
Aboriginal organisations or service providers	17
Wider Community	31



3.

Engagement outcomes

This section outlines the feedback received during discussions with stakeholders during the engagement process. As the engagement program was primarily a qualitative process based on discussions, the outcomes presented represent the common themes, issues and priorities across the various activities.

3.1 Overarching principles

A number of overarching themes emerged from discussions which can be applied to all work or planning undertaken for the Aerotropolis, and by agencies/organisations working with the Western Parkland City Aboriginal communities. These are discussed below.

Reconciliation: Western Sydney Aerotropolis offers an opportunity to create a place that fosters reconciliation between Aboriginal and non-Aboriginal communities. As a traditional movement corridor and a place close to Country boundaries, the site of the Western Sydney Aerotropolis has always been a place where different mobs have come together. The Western Sydney Aerotropolis should honour this by creating a place where Aboriginal culture and community are respected, and in the spirit of reconciliation, all Aboriginal communities and non-Aboriginal communities feel welcome and acknowledged.

Protecting Country: Protecting Country means protecting Aboriginal communities' connection to culture and spirit. Country can be protected (in part) through respecting its natural form (such as ridgelines, waterways etc) and maintaining the connection between places. Ideally plants and greenery should be clearly visible throughout the Aerotropolis, and re-vegetation and planting should honour the original landscape of the Cumberland Plain (through sparsely planted native species as opposed to planting trees in rows).

Cultural safety: Aboriginal culture is often communicated through visual means. To be able to see Aboriginal culture in the places Aboriginal communities live, work and visit will help to create a sense of emotional wellbeing and belonging. The Western Sydney Aerotropolis can be a place where Aboriginal communities feel culturally safe and included, through embedding Aboriginal cultural values in the built form.

Storytelling: In Aboriginal communities, knowledge is not written, it is spoken and often done so through storytelling. This concept can be embedded through the Western Sydney Aerotropolis through creating places that honour the stories of Traditional Custodians, and reflect Aboriginal culture and history.

Holistic service provision: Aboriginal culture views the person in a holistic way. The Aerotropolis can help to foster cultural sensitivity when designing or planning for Aboriginal communities by creating places that provide a “one-stop-shop” to service delivery.

3.2 Opportunities

The sections below summarise opportunities for the future Western Sydney Aerotropolis that were identified during engagement with Aboriginal communities and stakeholders. The opportunities and themes are discussed in order according to the most frequently raised topics.

3.2.1 Cultural celebration

Cultural celebration is a practical way to embed Country and culture into the Western Sydney Aerotropolis. Cultural celebration can assist with feelings of cultural safety and reconciliation.

Table 3-1 Opportunities for cultural celebration

Top opportunities	Summary
Place-naming	<p>The Western Parkland City is home to the largest Aboriginal population in NSW. Place naming throughout public spaces contributes to cultural celebration through acknowledging Country and celebrating culture. Examples of how place naming can be implemented in the Aerotropolis precinct include:</p> <ul style="list-style-type: none">• Integrate Aboriginal place names throughout the Aerotropolis, for example at:<ul style="list-style-type: none">– Metro stations– Streets– Public places and spaces
Artwork and installations	<p>Celebrate culture through artwork, murals, installations such as totem poles, or presentation of key artefacts found during heritage assessments.</p>
Cultural design	<p>Embed culture and celebrate local stories through the design and layout of places and buildings in the Aerotropolis</p>
Aboriginal place	<p>Dedicated space within the Aerotropolis for Aboriginal communities to gather and connect to culture and Country. This may include native gardens, a yarning circle and some artwork.</p>

3.2.2 Employment and procurement

Employment and procurement opportunities for Aboriginal workers and businesses was a key priority identified by Aboriginal communities during consultation. Noting that the Aerotropolis will create over 100,000 jobs, Aboriginal communities are primarily concerned with ensuring these opportunities are accessible for Aboriginal residents of the Western Parkland City.

Table 3-2 Opportunities for employment and procurement

Top opportunities	Summary
<p>Industries of future employment</p>	<p>Employment opportunities currently available to Aboriginal communities largely focus on the construction industry, and there are limited discussions with Aboriginal communities about alternative career pathways that may provide more sustainable employment opportunities. Opportunities identified to improve this in the Aerotropolis included:</p> <ul style="list-style-type: none"> • Understand current industries of interest for Aboriginal communities, which in addition to construction include land management (caring for Country), warehousing, traffic control and customer / community services. • Diverse industries and employment opportunities available in the future Aerotropolis should be identified and communicated to key service providers so adequate training can be provided to future Aboriginal workforce. • Interest in dedicated space in Agribusiness precinct for native bush tucker gardens and research
<p>Aboriginal employment and procurement targets</p>	<ul style="list-style-type: none"> • Aboriginal communities in the Western Parkland City experience high rates of unemployment despite the implementation of employment targets with infrastructure providers. Employment targets reinforced by reporting measures will create a sense of accountability with these providers. There should be mandatory Aboriginal employment and procurement targets for businesses operating in the Western Sydney Aerotropolis (including during planning and construction phases). • Businesses to report on their performance against targets to ensure transparency and accountability
<p>Local jobs for local Aboriginal communities</p>	<p>Although Aboriginal employment and procurement targets assist with increasing general employment levels for Aboriginal people, they don't guarantee economic development for Aboriginal communities who live in the Western Parkland City. There should be employment targets specifically for local Western Parkland City Aboriginal residents.</p>
<p>Overcoming barriers</p>	<p>Aboriginal communities experience a number of barriers when accessing employment, including:</p> <ul style="list-style-type: none"> • Financial literacy • Literacy and numeracy • Access to, and timing of public transport • Limited private vehicle ownership and drivers licences <p>Employees in the Aerotropolis should be made aware of these barriers to assist Aboriginal job seekers with gaining meaningful employment in the Aerotropolis. This can be achieved through support for employers and job-seekers, and partnerships with local service providers or TAFE.</p>

3.2.1 Infrastructure and facilities

Consultation identified current gaps in both hard and soft infrastructure that is targeted towards Aboriginal communities in the Western Parkland City. The Western Sydney Aerotropolis provides an opportunity to build on current infrastructure and services available to fill these gaps.

Table 3-3 Opportunities for infrastructure and facilities

Top opportunities	Summary
Service delivery	<ul style="list-style-type: none"> • There are a number of existing services in the Western Parkland City, link to these as opposed to starting from scratch • Services need to support and cater for working Aboriginal people, meaning providing accessible services outside of business hours
Cultural infrastructure	<p>Facilities for cultural celebration, information and education. This includes:</p> <ul style="list-style-type: none"> • Keeping place • Cultural centre (including information centre for tourists) • Aboriginal museum • Yarning circles
Business / employment hub	<p>Centralised facility to support job-seekers, Aboriginal businesses and employers to access information about:</p> <ul style="list-style-type: none"> • Training and work-readiness • Job vacancies • Mentorship
Transport	<p>A large proportion of Aboriginal communities do not have access to vehicles. There is a reliance on public transport, therefore public transport accessibility is a priority. Although Sydney Metro stations will help east-west connectivity, some Aboriginal communities would be required to travel north-south to access employment and services. Bus services should also account for early and late travel times to support Aboriginal workforce.</p>

3.2.2 Education

Consultation showed a strong link between education and employment opportunities for Aboriginal communities in the future Aerotropolis. There is a strong need for greater education pathways and to prepare students for the workforce.

Table 3-4 Opportunities for education

Top opportunities	Summary
Post-school education pathways	<p>Aboriginal communities in the Western Parkland City were described as the most trained yet the most unemployed group of people. A reason for this was linked with a lack of employment planning with Aboriginal students in schools, meaning limited discussions about the range of employment opportunities for students beyond the construction industry. Strengthening pathways between school and post-school qualifications will be key to increasing employment opportunities for Aboriginal communities. There should be analysis on expected future jobs to ensure TAFE and high-schools in the area can prepare Aboriginal students with right certifications and ensure training is linked to actual job opportunities.</p>
Cultural education	<p>There should be a greater emphasis on Aboriginal culture and knowledge in schools, including:</p> <ul style="list-style-type: none"> • Aboriginal history • Truthful history post-contact • Language • Caring for Country • Native plants and their uses
Work-readiness training	<p>In order to prepare Aboriginal students for the workplace, there needs to be greater focus on work-readiness in school. This includes discussions on:</p> <ul style="list-style-type: none"> • Expectations of employers (i.e. work ethic) • Drug and alcohol support • Mental health • Gaining a driver's license • Financial, digital and business literacy • Job fairs showcasing Aboriginal employers and businesses
School	<p>Aboriginal education providers highlighted that barriers to education for Aboriginal communities include different learning styles, cultural attitudes towards education as a result of a previously bad experience, and access to learning tools and technology. Mentoring was also identified as a current gap in the education sector. Opportunities identified to improve this in the future Aerotropolis included:</p> <ul style="list-style-type: none"> • Compulsory Cultural Awareness Training in schools • Early identification of Aboriginal students • Connect with local Elders • Celebrate Aboriginal events

3.2.1 Caring for Country

Caring for Country refers to the traditional Aboriginal and Torres Strait Islander practices used to look after Country or places. The knowledge of Caring for Country is passed through generations and refers to sustainable land management practices. Caring for Country practices play a key role in continuing culture in Aboriginal Communities.

“Aboriginal law (lore) and spirituality are intertwined with the land, the people and creation, and this forms their culture and sovereignty. The health of land and water is central to Aboriginal culture. Some Aboriginal people see mother as the Land, and that it is their responsibility to care for it” Korff, J (2020).

Opportunities for Caring for Country apply to planning, construction and operation of Western Sydney Aerotropolis.

Table 3-5 Opportunities for Caring for Country

Top opportunities	Summary
Land management and maintenance	Land management should draw on traditional knowledge and practises including water and bushfire management. Aboriginal people should be responsible for maintaining cultural sites which have been preserved or protected.
Re-vegetation and planting	Re-vegetation and replanting processes should be informed by Aboriginal knowledge of native flora and planting practices
Employment	Land care roles, such as gardeners, landscapers, rangers should be identified positions for Aboriginal people, with preference given to Traditional Custodians who can speak for the Country the Aerotropolis is located on.
Education	Caring for Country should be taught in schools, with tours available for students and tourists to help educate people on Aboriginal environmental practises and land management.

3.2.2 Health

Addressing gaps in and changing approaches to current health service delivery were identified as potential opportunities for Western Sydney Aerotropolis.

Table 3-6 Opportunities for health

Top opportunities	Summary
Gaps in current health services	<p>Western Sydney Aerotropolis could assist with filling gaps in current health services delivery such as:</p> <ul style="list-style-type: none"> • Dental care (bulk billing) • Men’s health • Youth • Mental health
Combination of Aboriginal and non-Aboriginal health services	<p>There are a combination of barriers that prevent some Aboriginal people from accessing some of the existing medical services in the Western Parkland City area. These lack of cultural awareness in non-Aboriginal led services and community politics (such as division between groups or mobs). Opportunities to improve this include:</p> <ul style="list-style-type: none"> • Aboriginal Medical Service available in Western Sydney Aerotropolis • 24 hour medical service that provides bulk-billing • Non-Aboriginal medical services that are culturally safe and inclusive
Cultural sensitivity	<p>All medical and health service providers should undergo Cultural Awareness Training. Health and medical service physical infrastructure needs to be culturally safe and welcoming, with Aboriginal artwork visible or an Acknowledgement.</p>
Access	<p>Barriers to accessing heal care services include:</p> <ul style="list-style-type: none"> • Historical trauma related to accessing health services for Aboriginal communities • The distance between health services and residential areas <p>Mobile health checks should be available for Aboriginal employees and residents within the Western Sydney Aerotropolis. Health services to be located where shuttle bus services, public bus and/or Sydney Metro is available nearby.</p>

3.2.3 Housing

Discussions with participants identified a number of opportunities for Aerotropolis to address some of the current housing challenges for the Aboriginal community in the Western Parkland City.

Table 3-7 Opportunities for housing

Top opportunities	Summary
Affordable housing	<p>Consultation identified the need for more affordable housing options in the Western Parkland City area. This includes:</p> <ul style="list-style-type: none">• Location of housing to be in close proximity to employment opportunities and public transport hubs• Provision of dedicated affordable housing for Aboriginal communities• A combination of affordable and subsidised housing options should be provided
Opportunities for extended family living	<p>Aboriginal communities are related through kinship structures. This means that extended family living is often a preference for many Aboriginal communities, but is not always possible in traditional Western style housing. Western Sydney Aerotropolis is an opportunity for the provision of social and affordable housing to support extended family living. This includes more rooms for large gatherings and fewer bedrooms that are greater in size.</p>
Temporary accommodation	<p>There is a need for a range of temporary housing and accommodation options to cater for a number of Aboriginal community groups. This includes:</p> <ul style="list-style-type: none">• Student accommodation• Accommodation for people undertaking short-term training• Emergency housing

3.2.4 Cultural Tourism

Aboriginal communities and stakeholders noted that tourists should not have to travel to other parts of Australia to experience living Aboriginal culture, and the Western Sydney Airport provides a unique opportunity to facilitate cultural tourism in the Aerotropolis.

Table 3-8 Opportunities for cultural tourism

Top opportunities	Summary
Tours and information	It is common for tourists to seek Aboriginal cultural experiences in the outback or Northern Territory. Aboriginal communities in the Western Parkland City are keen to show how Aboriginal culture is still current and practised in Sydney. Cultural tours could include on-Country experiences, tours to well-known Aboriginal sites etc, and would preferably be run or facilitated by Traditional Custodians.
Arts and market stalls	Opportunities for Aboriginal people and small businesses to showcase arts, crafts and other goods through regular market stalls or permanent shops. Any sale or product of arts must be culturally appropriate, and be facilitated by local Aboriginal communities for local Aboriginal artists.
Restaurants and cafes	Having restaurants and cafes that feature Aboriginal cuisine is a great way to celebrate culture and showcase Aboriginal culture to visitors and tourists. This would also present small business opportunities for Aboriginal people in the area to own and manage these restaurants, as well as workers in the hospitality sector.

3.3 Future engagement

There was an identified need to continue discussions and engagement with Aboriginal communities and stakeholders on the Aerotropolis project as it progresses.

Table 3-9 Opportunities for future engagement

Top opportunities	Summary
Leveraging existing networks and partnerships	<p>All Aboriginal community service providers referenced their existing network of colleagues, peers and users, and using existing networks will be important in future engagement with Aboriginal communities about Aerotropolis and the Western Parkland City in general. Embedding a local Aboriginal person in the engagement team would also help to build trust with communities. Existing Aboriginal networks could be engaged through:</p> <ul style="list-style-type: none">• Email distribution lists• Webpages• Facebook and other social media pages• Word of mouth• Information forums and community days• Partnerships between organisations• Supplier lists

Top opportunities	Summary
<p>Traditional Owner/Custodian engagement</p>	<p>Traditional Custodians must be involved in any engagement program. There are multiple Traditional Custodian groups that are represented across the Aerotropolis area. Traditional Custodian engagement methods include:</p> <ul style="list-style-type: none"> • Engagement programs that are driven by Traditional Custodian representatives • Involvement of Elders in engagement programs, through a walk or tour of Country • A reference group consisting of Traditional Custodian representatives • Greater collaboration between Traditional Custodians and LALCs
<p>Reference groups / advisory board</p>	<p>Reference groups and advisory boards provide an opportunity to gain in depth information from a range of key stakeholders and persons of authority in Aboriginal communities. Key requirements include:</p> <ul style="list-style-type: none"> • Reference group participant selection should be community led • A reference group structure that has genuine leverage and influence in decision-making • Internal Aboriginal advisory unit within WSPP, or equivalent agency that is planning for the Western Parkland City,
<p>Forums</p>	<p>Forums are considered a positive engagement technique to provide ongoing engagement with community in an easy to access way:</p> <ul style="list-style-type: none"> • Provide ongoing updates on the program • Use visual engagement tools • Forums are a useful tool to connect with youth and schools



4.

Recommendations

The engagement outcomes summarised in section 3 have informed a series of recommendations for WSPP's consideration in planning for the Western Sydney Aerotropolis. This includes

- Recommendations that apply to WSPP's current planning responsibilities, such as:
 - Precinct planning
 - State Environment Planning Policy (SEPP)
 - Development Control Plan (DCP)
- Recommendations that may be outside of WSPP's responsibility but reflect the key issues and priorities raised during consultations. These include:
 - Aboriginal Art Strategy
 - Cultural Design Framework
 - Aboriginal Employment and Procurement Strategy
 - Aboriginal Infrastructure and Service Delivery
 - Caring for Country Strategy
 - Aboriginal Community and Stakeholder Engagement Strategy.

4.1 Recommendations for WSPP

4.1.1 Precinct Planning

Without a detailed cultural mapping output from the Western Sydney Aerotropolis Heritage Assessment, it is challenging to input to precinct planning at a micro level. For example, identifying groupings of scar trees or places of significance has not been undertaken to date across the entire project area. This would be triggered by heritage assessments at the development application or master planning stage, which in some instances might be too late for preserving and celebrating places and items of significance.

As noted in the Aboriginal and non-Aboriginal Heritage Assessment, ongoing consultation with Aboriginal communities is required to develop a strong approach to future cultural mapping and ground truthing mapped places of significance. This will then inform the next phase of precinct planning to ensure that the spatial layout and location of land uses and zones are responsive and sympathetic to cultural values.

At this stage, input to the Enquiry by Design workshops and precinct plans has included the following recommendations based on outcomes from engagement:

- Inclusion of parks along ridgelines and high points of Country to ensure preservation and celebration of these important features
- Linear parks that head away from the ridgelines/high points down creek lines to larger water networks to ensure vistas back to Country, creeks and sky are maintained and celebrated
- Limiting development encroachment along creek lines and waterways to ensure these important living places and movement corridors are protected and enhanced
- Sympathetic built form through podium setbacks and lower building heights away from ridgelines designed to promote vistas back to sky and Country

- Preservation of remnant vegetation clusters to ensure caring for Country principles are implemented.

These recommendations align with the Aboriginal and Non-Aboriginal Heritage Assessment by Extent, which also recommends the conservation of green spaces, creek beds, and significant Aboriginal places and sites. The report also recommended that remnant vegetation from hill crest, down slope to creek be conserved.

In addition, we understand Tyrrell Studio have been working with Infrastructure NSW on landscape-led design for the Western Parkland City and this work, along with the Connecting with Country and OCHRE Grid projects being led by Government Architect NSW should be incorporated into precinct planning.

4.1.2 SEPP

It is important that the SEPP incorporates a range of feedback that we heard from the community in relation to zones and uses throughout the Aerotropolis. Some suggestions for consideration include:

- Objective within each of the proposed zones that responds to Country, community or culture
- Affordable Rental Housing targets reflect the affordability needs of the community and consider a diverse housing typology
- Cultural mapping inputs are required as outlined in section 4.1.1 to ensure zones and uses are sympathetic to places of significance
- Caring for Country principles should be implemented and incorporated into biodiversity and riparian corridor planning (discussed further in section 4.2.5).

As a result of these recommendations, the following was included in the final SEPP:

- Dedicated aim regarding connecting to Country to recognise the physical and cultural connection of the local Aboriginal community to the land and to incorporate local Aboriginal knowledge, culture and tradition into development
- Conservation incentives for developments on a place of Aboriginal cultural heritage significance
- Consideration of design excellence for significant developments within the Aerotropolis, including whether the development responds to the physical and cultural connection of local Aboriginal communities to the land.

4.1.3 DCP

In reviewing the draft DCP, there are a number of areas within the document that could align with consultation outcomes. These include:

- Connection to Country – ensuring a strong approach to starting with Country and promoting the value of important sites
- Design excellence – Cultural Design Framework to be triggered through the design excellence process to ensure culture is embedded at key sites and through master planned developments
- Public art – as above, Cultural Design Framework could be triggered to ensure cultural narratives are embedded through public art
- Wayfinding – opportunity to embed language into signage and wayfinding
- Native vegetation – reflective of Cumberland plain landscape

- Tree preservation – consideration of the connections between trees that are of significance
- Cultural conservation and celebration – important to separate out culture and heritage to promote different thinking about cultural values being living and intangible. This chapter should be developed in close collaboration with Aboriginal engagement consultants and heritage consultants.
- Ridgeline parks – include reference to connecting with Country and links to creek lines
- Cultural play spaces – opportunity to embed cultural learning into play spaces similar to Stadium Park in Perth¹
- Housing diversity – include reference to extended family living opportunities within housing diversity solutions
- Place-naming – new places, Metro stations, major design features could be given an Aboriginal name.

The following requirements were included in the DCP, Phase 1:

- Built form principle relating to connecting to Country
- Requirement for a Connection to Country strategy
- References to Country within each of the precincts vision statements
- Urban design objective to connect with Country
- Conservation of native vegetation along ridgelines
- Protect high-quality views to significant landscapes

4.1.4 Feedback on DCP – Phase 1

In reviewing the DCP, Phase 1 the following recommendations have been included for consideration:

Section 6.3 – Aboriginal culture and heritage

Additional objective regarding cultural celebration

- Working with Traditional Custodians and broader Aboriginal community, identify opportunities to celebrate culture through storytelling using design and interpretation.

Additional performance outcome regarding cultural celebration

- Promote cultural celebration through storytelling integrated into development.

¹ Further information available here: <https://hassellstudio.com/project/stadium-park-and-chevron-parklands>

4.2 Other recommendations

The sections below provide an outline of the purpose and content of each recommended strategy, the associated risks, links to existing strategies or relevant work being undertaken by government organisations, and the agencies/organisations responsible for implementing or partnering to deliver the strategies.

4.2.1 Aboriginal Art Strategy

Aboriginal Art Strategy Outline	
Purpose	Visual and auditory representations of Aboriginal culture can help to create welcoming and safe places for Aboriginal communities when visiting, living, or working in the Aerotropolis. The contemporary Aboriginal communities in the Western Parkland City are diverse, and an Aboriginal Art Strategy will guide how to engage wider forms of cultural expression across the Aerotropolis.
Details	An Aboriginal Art Strategy would include: <ul style="list-style-type: none">• Introduction to the contemporary context of Aboriginal communities living in the Western Parkland City• Principles to guide selection of spaces for art or visual interpretation• Examples of art and visual interpretations in public spaces (eg totem poles, murals, sculptures)• Process for engaging community and artists in project
Risks	Do nothing: A lack of Aboriginal art and expression in public spaces may reduce feelings of connectedness and belonging for Aboriginal communities in the Aerotropolis. Implement without consultation: Without wider consultation with Aboriginal community and artists, art may be culturally insensitive or appear as tokenistic.
Links to existing strategies / programs	<ul style="list-style-type: none">• NSW Aboriginal Arts and Cultural Strategy (Create NSW, 2010)
Implementation	<ul style="list-style-type: none">• Western Parkland City Authority have committed to developing an Arts and Culture Strategy for the Aerotropolis. This will capture information outlined above.

4.2.2 Cultural Design Framework

Cultural Design Framework Outline

Purpose	To provide a process for incorporating Country and Aboriginal culture in the built form. This will help to foster a strong sense of place through responding to Country and embedding storytelling in the design process. A Cultural Design Framework would apply to places of design excellence or large developments throughout the Aerotropolis.
Details	<p>A Cultural Design Framework would include but not be limited to:</p> <ul style="list-style-type: none">• Aboriginal cultural context of the Aerotropolis (note that additional cultural mapping is required through heritage consultants)• Aboriginal place making framework, including process of:<ul style="list-style-type: none">– Identifying cultural themes– Opportunities for interpretation (ie through choice of narrative and its application to design methods)– Range of principles to guide design process– Place-naming• Implementation process – when and how to apply the framework to a project or development. This outlines each stakeholders role in the process, the approach to consultation, and the relationship of Traditional Custodians
Risks	<p>Do nothing: Visual and auditory representations of culture assist with feelings of belonging and cultural safety for Aboriginal communities. Without a Cultural Design Framework, opportunities to create welcoming and inclusive places for Aboriginal communities may be missed. This extends to the broader community and visitors to the area by ensuring that the narratives and stories of Country are shared.</p> <p>Implement without consultation: Without targeted consultation with Traditional Custodians, interpretation of culture in the built form, place naming or design could be tokenistic or inappropriate. This could lead to negative sentiment from the community and division within Aboriginal communities.</p>
Links to existing strategies / programs	<ul style="list-style-type: none">• Designing with Country Discussion Paper (Government Architect NSW, 2020)• Connecting with Country Guideline (Government Architect NSW, Unreleased)• OCHRE Grid• Design and Place SEPP (in development)• Case study: Kaart Koort Waarnginy Aboriginal Engagement Strategy (Metropolitan Redevelopment Authority)²
Implementation	<ul style="list-style-type: none">• Western Sydney Planning Partnership• Western Sydney Aerotropolis Authority• Liverpool City Council• Penrith City Council

²Further information available at: <https://cdn.mra.wa.gov.au/production/documents-media/documents/mra-corporate/file/kkw-aboriginal-engagement-framework>

Cultural Design Framework Outline

- Create NSW
- Government Architect NSW

4.2.3 Aboriginal Employment and Procurement Strategy

Aboriginal Employment and Procurement Strategy Outline

Purpose	Guide government agencies and the private sector operating in the Aerotropolis to ensure Aboriginal communities and businesses are provided with opportunities for employment and procurement in the Aerotropolis.
Details	<p>The Aboriginal Employment and Procurement Strategy would include:</p> <ul style="list-style-type: none">• Profile of existing Aboriginal labour force including skills and industries of employment in the Western Parkland City, and existing barriers to employment for Aboriginal communities• Identification of future industries in Aerotropolis and required skills and training• Strategies employers can implement to minimise barriers and create an inclusive workplace• Alignment with the Indigenous employment (1.4%) and Indigenous procurement (3%) targets for construction in the Western Sydney City Deal• Aboriginal employment and procurement targets for government agencies, companies and businesses operating in Aerotropolis (beyond construction), which includes consideration of appropriate local Aboriginal employment targets supported by skills development• Process for monitoring and reporting
Risks	<p>Do nothing: Without a targeted strategy to address systemic barriers to employment, Aboriginal communities, and particularly local Aboriginal communities of the Western Parkland City, may miss out on the sustainable employment opportunities presented by the Aerotropolis.</p> <p>Implement without local targets: Aboriginal employment and procurement targets implemented without a strategy to develop skills of local Aboriginal communities run the risk of providing employment to transient Aboriginal workforce rather than local communities.</p>
Links to existing strategies / programs	<ul style="list-style-type: none">• NSW Public Sector Aboriginal Employment Strategy 2019 – 2025 (Public Service Commission, 2020)• NSW Aboriginal Procurement Policy (NSW Government, 2018)• OCHRE Plan – NSW Government Aboriginal Affairs Strategy• Western Sydney City Deal
Implementation	<ul style="list-style-type: none">• NSW Government particularly agencies responsible for delivering major projects eg Transport for NSW, Sydney Metro• Australian Government and Western Sydney Airport

4.2.4 Aboriginal Infrastructure and Service Delivery

Aboriginal Infrastructure and Service Delivery Outline

Purpose	Recommendations for specific infrastructure or services required for Aboriginal communities in the Aerotropolis to inform the Social Infrastructure Strategy for Aerotropolis
Details	<p>The following facilities were identified through Aboriginal engagement and should be considered in the Western Sydney Aerotropolis Social Infrastructure Strategy:</p> <ul style="list-style-type: none"> • Cultural centre - a place for Aboriginal and non-Aboriginal communities to connect and learn about Aboriginal history and culture. There should be clearly delineated spaces for community and the general public. Can also provide a place for events. The Social Infrastructure Strategy recommended this be located in the Aerotropolis Core, close to Wianamatta and public transport. • Keeping Place – a place to display artefacts found during archaeological investigations. This could be co-located with a cultural centre, and would require collaboration from Traditional Custodian groups and LALCs. • Yarning circles embedded throughout Aerotropolis - places for Aboriginal communities and non-Aboriginal communities to gather and connect with one another. Yarning circles must be accompanied by information on how yarning circles were traditionally used and their function in public spaces now. • Employment / training / education hub - Multipurpose facility located within the Enterprise Precinct that can host training, employment services, information for job seekers, work-readiness information, job fairs and education pathways. • Agribusiness innovation hub - Dedicated space in Agribusiness Precinct for Aboriginal traditional practises, businesses and research
Risks	Do nothing – hard infrastructure: Physical infrastructure provided for all community members may not be culturally appropriate and therefore are not used by Aboriginal communities
Links to existing strategies / programs	<ul style="list-style-type: none"> • Greater Sydney Commission Place Infrastructure Compact • Western Sydney Aerotropolis Social Infrastructure Assessment
Implementation	<ul style="list-style-type: none"> • Western Sydney Planning Partnership • Greater Sydney Commission • Western Parkland City Authority • Local Government – Penrith, Blacktown, Liverpool, Campbelltown, Fairfield, Camden, Blue Mountains, Hawkesbury • Department of Health • Department of Education

4.2.5 Caring for Country Strategy

Caring for Country Strategy	
Purpose	To integrate Aboriginal traditional knowledge and practises into land management throughout the Aerotropolis, and to ensure Aboriginal communities have the opportunity to be involved in Caring for Country.
Details	<p>A Caring for Country Strategy could include the following:</p> <ul style="list-style-type: none">• Definition of Country and Caring for Country• Traditional practises or principles to consider through:<ul style="list-style-type: none">–Planning–Ancillary works–Construction–Re-vegetation• Long-term land management plan for green spaces throughout Aerotropolis• Recommendations around partnerships and management models to ensure local Aboriginal participation and involvement.
Risks	<p>Do nothing: Less sustainable or informed land management practises used instead of traditional practises, and potential negative reaction from Traditional Custodians and Aboriginal communities.</p> <p>Do without consultation: Only Traditional Custodians/Owners can speak for Country. A lack of targeted consultation to inform traditional practises or principles may lead to negative sentiment from community.</p>
Links to existing strategies / programs	<ul style="list-style-type: none">• Cumberland Plain Conservation Plan• Connecting with Country Guideline (Government Architect NSW, Unreleased)
Implementation	<ul style="list-style-type: none">• DPIE• NSW National Parks and Wildlife Service

4.2.6 Aboriginal Community and Stakeholder Engagement Strategy

Aboriginal Community and Stakeholder Engagement Strategy Outline

Purpose To ensure engagement with Aboriginal communities and stakeholders about planning for Aerotropolis and the Western Parkland City is culturally appropriate, respectful, meaningful and coordinated across government agencies. There is a negative perception from community regarding the Aboriginal engagement done for Western Sydney Airport, which is leading to a negative legacy for the Western Sydney Aerotropolis, due to its proximity.

Details The strategy would include at a minimum:

- Commitments to engaging and building relationships with Aboriginal communities and stakeholders about the development of the Western Parkland City over the long term
- Roles and responsibilities of different government agencies and parties and governance structure
- An approach to coordinate how different agencies working in the Western Parkland City engage with Aboriginal communities and stakeholders
- Key messages for the project, including its differentiation from Western Sydney Airport
- Reporting channels

It is recommended the strategy commits to working collaboratively with different Aboriginal stakeholders, and in some cases, sharing decision-making responsibilities. Figure 4-1 shows the recommended overall structure for engaging with Aboriginal stakeholders.



Figure 4-1 Level of engagement

Engagement techniques would be tailored as the strategy is implemented. It would be a living strategy that evolves over time and would require a robust monitoring and reporting framework.

Aboriginal Community and Stakeholder Engagement Strategy Outline

Risks **Do nothing:** There has been a commitment made to community that there will be long term Aboriginal engagement for the Western Sydney Aerotropolis. Minimal engagement or engagement that is not well coordinated could lead to distrust from the community, and negative community sentiment.

Do too much: Too much engagement that is not coordinated across agencies risks consultation fatigue and mixed messaging. Communities and stakeholders may not have the capacity or interest in being involved.

Links to existing strategies / programs Cross-government coordination is a key requirements for all engagement with Aboriginal communities and stakeholders to build relationships and trust, and reduce consultation fatigue. Creating a single point of contact for Aboriginal communities for all planning projects is recommended to reduce confusion in community and to assist with managing relationships long term.

Implementation

- Greater Sydney Commission
- Western Parkland City Authority
- Western Sydney Airport
- DPIE
- Local Government – Penrith, Blacktown, Liverpool, Campbelltown, Fairfield, Camden, Blue Mountains and Hawkesbury
- Department of Health
- Department of Education
- NSW National Parks and Wildlife Service

4.2.7 Other

Other opportunities raised during consultation include:

- **Housing:** Opportunities for diverse housing options to be actioned by relevant government agencies, including Land and Housing Corporation, Aboriginal Housing Office, Landcom and Western Parkland City Authority. This should also be considered through flexible DCP provisions and education amongst industry to drive diverse housing outcomes.
- **Cultural Tourism:** Opportunities for Aboriginal-led tourism, including tours, events, performances and hospitality should be coordinated with Destination NSW

Ongoing consultation with Aboriginal communities and stakeholders on housing and cultural tourism opportunities is recommended.

4.2.8 Summary

Figure 4-1 shows a summary of the key themes and opportunities raised during engagement and how the recommended strategies would address and deliver on the opportunities for Western Sydney Aerotropolis.

Figure 4-1 Summary of recommendations

Category:	Opportunity:	Aboriginal Art Strategy	Cultural Design Framework	Aboriginal Employment and Procurement Strategy	Aboriginal Infrastructure and service delivery	Caring for Country Strategy	Long Term Engagement Strategy	Other
Cultural celebration	Place-naming	x	x				x	
	Artwork and installations	x	x				x	
	Cultural design		x				x	
	Aboriginal place	x	x				x	
Employment procurement	Industries of future employment			x			x	
	Aboriginal employment and procurement targets			x			x	
	Local jobs for local Aboriginal communities			x			x	
	Overcoming barriers			x			x	
Infrastructure and facilities	Service delivery				x		x	
	Cultural infrastructure	x	x		x		x	
	Business / employment hub				x		x	
	Transport				x		x	
Education	Post-school education pathways			x	x		x	
	Work-readiness training			x			x	
	Cultural education				x		x	
	School				x		x	
Caring for Country	Land management and maintenance					x	x	
	Re-vegetation and planting					x	x	
	Employment			x		x	x	
	Education				x	x	x	
Health	Gaps in current health services				x		x	
	Combination of Aboriginal and non-Aboriginal health services				x		x	
	Cultural sensitivity	x			x		x	
	Access				x		x	
Housing	Affordable housing						x	x

Category:	Opportunity:	Aboriginal Art Strategy	Cultural Design Framework	Aboriginal Employment and Procurement Strategy	Aboriginal Infrastructure and service delivery	Caring for Country Strategy	Long Term Engagement Strategy	Other
	Opportunities for extended family living						x	x
	Temporary accommodation						x	x
Cultural tourism	Tours and information						x	x
	Arts and market stalls	x					x	x
	Restaurants and cafes						x	x
Future engagement	Leveraging existing networks and partnerships						x	
	Traditional Custodian/ Owner engagement						x	
	Reference groups / advisory board						x	
	Forums						x	



5.

Next steps

The engagement outcomes demonstrate the overall high levels of interest amongst the Western Parkland City Aboriginal communities and stakeholders in the Aerotropolis and how the Western Parkland City develops. It will be important to not only report back to stakeholders and communities about the outcomes from consultations, but also the overall recommendations and next steps to ensure stakeholders trust that their inputs have been listened to. It will also be important to continue building relationships and engaging with Aboriginal communities over the long term to ensure the opportunities and priorities they identified are delivered through the planning and design phase, through to construction and as the Aerotropolis takes shape.

Based on the recommendations detailed in section 4, we recommend the following key next steps for WSPP:

- Ensure extensive cultural mapping of tangible and intangible cultural sites across the Western Sydney Aerotropolis is undertaken to inform future planning phases particularly master planning
- Prepare a Cultural Design Framework to include in the DCP and inform any future master planning
- Share engagement outcomes and recommendations with government agencies and other key stakeholders to understand who will be responsible for developing and implementing recommended strategies
- Continue to collaborate with Indigenous network within government agencies, and consider establishing an Aboriginal engagement position within WSPP
- Close the loop with Aboriginal communities and stakeholders engaged during this project by sharing engagement outcomes and key recommendations going forward
- Establish governance framework for long term engagement with Aboriginal communities and stakeholders on the Western Parkland City including the Aerotropolis, which involves a cross-agency and coordinated approach to engagement



6.

References

Create NSW (2010), *NSW Aboriginal Arts and Cultural Strategy*. Retrieved from <https://www.create.nsw.gov.au/wp-content/uploads/2010/11/22.1-Aboriginal-Arts-and-Cultural-Strategy-Snapshot.pdf>

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Public Service Commission (2019). *NSW Public Sector Aboriginal Employment Strategy 2019-2025*. Retrieved from: <https://www.psc.nsw.gov.au/workplace-culture---diversity/diversity-and-inclusion/aboriginal-workforce-/aboriginal-employment-strategy>

Appendices

Appendix A - Survey

GHD and Zion Engagement and Planning are working together to engage Aboriginal communities across Western Sydney about the Western Sydney Aerotropolis. GHD and Zion are an Aboriginal-led team, who are supporting the Western Sydney Planning Partnership Office with ensuring the voices of Aboriginal communities are considered in planning for the Western Sydney Aerotropolis.

This survey is open to all Aboriginal and Torres Strait Islander community members in Western Sydney. If you do not identify as Aboriginal or Torres Strait Islander, please visit this website (<https://www.planning.nsw.gov.au/Plans-for-your-area/Priority-Growth-Areas-and-Precincts/Western-Sydney-Aerotropolis>) to learn about opportunities for community consultation on the Aerotropolis.

The survey includes ten questions to understand how much people already know about Western Sydney Aerotropolis, what people would like to see in the future precincts that make up the Aerotropolis, and how people would like to be engaged in the future. The survey should take five to ten minutes to complete. If you would like someone from GHD/Zion to help you complete the survey over the phone, please call us on 1800 810 680.

About Western Sydney Aerotropolis

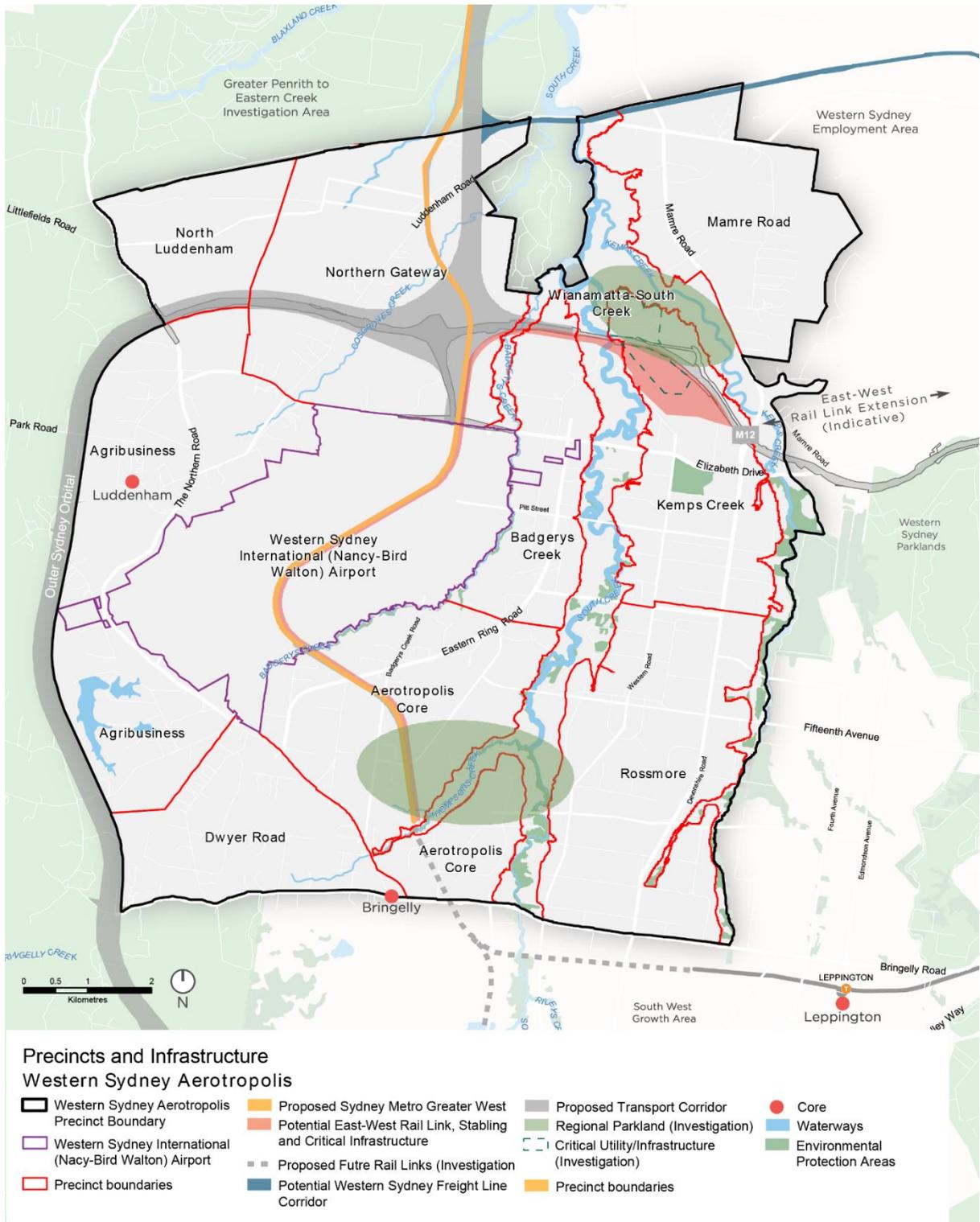
Click on this link to watch a short one minute video that explains the vision for Western Sydney Aerotropolis.

<https://www.youtube.com/watch?v=EqBv-Db-NAQ>

1. *Before receiving this survey, had you heard about the Western Sydney Aerotropolis?*

- Yes – I am familiar with the project
- No – I have never heard about the project before
- Not sure

The Western Sydney Aerotropolis includes the land and infrastructure around the future Western Sydney Airport. Western Sydney Aerotropolis will be made up of ten precincts. The precincts will each have a different focus, with some aiming to build employment opportunities while others providing additional social infrastructure and night-time economy.



Opportunities to consider Aboriginal culture in the future of Western Sydney Aerotropolis

The NSW Government is committed to integrating Aboriginal culture through the planning of Western Sydney Aerotropolis.

2. How would you like to see culture celebrated in the Aerotropolis? (please select all that apply)

- Yarning circles
- Places to gather
- Keeping Place
- Culture centre
- Interpretive signage

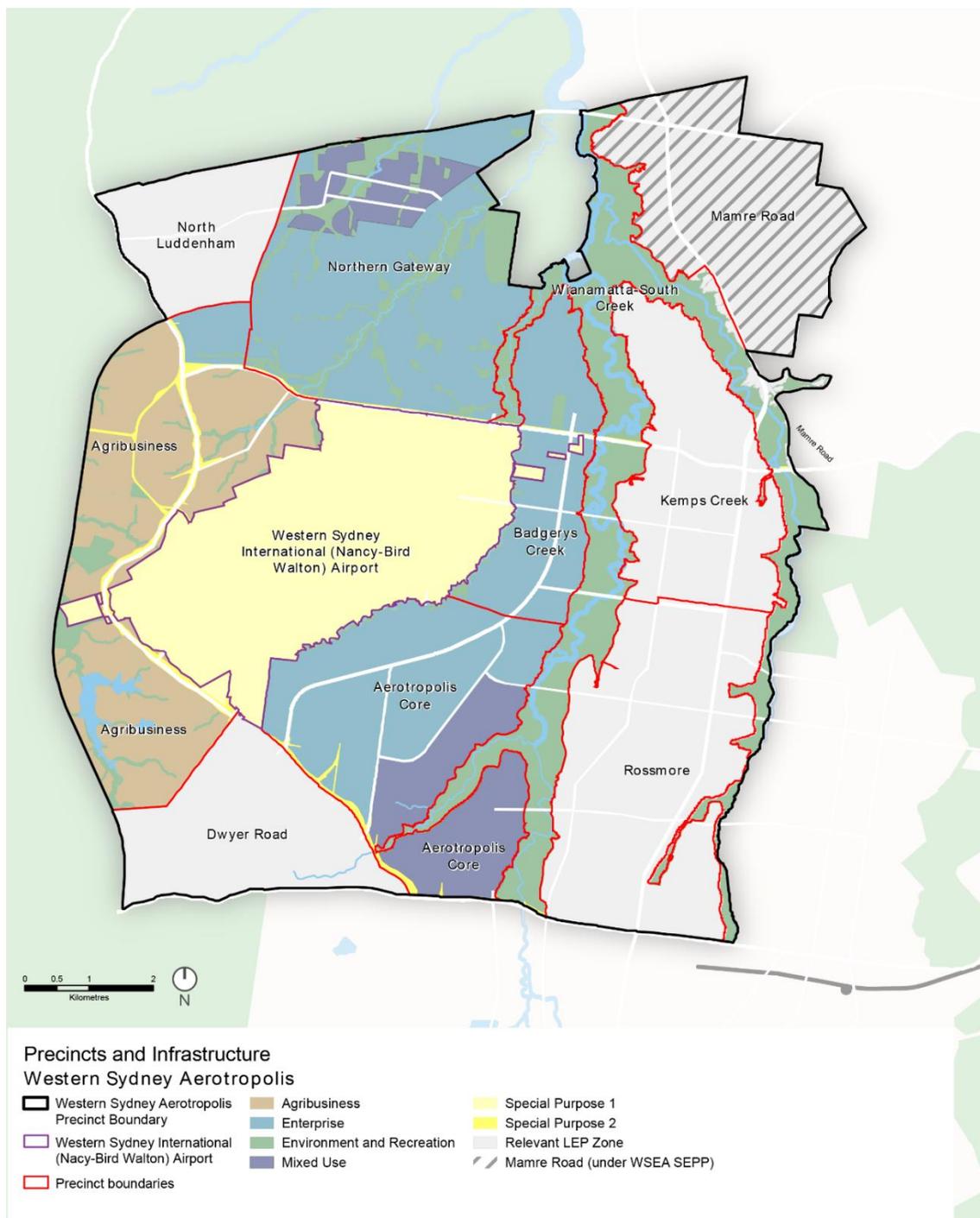
- Native gardens
- Place naming
- Other (free form text):

3. Through further consultation and co-design with Aboriginal communities, what are some of the ways that Aboriginal knowledge and practices could be incorporated into planning for the Western Sydney Aerotropolis (for example through agricultural product, bushfire management, flooding management)?

A. _____ (free form text, up to 250 words)

Opportunities for the Western Sydney Aerotropolis precincts

The Western Sydney Aerotropolis will include ten precincts. This map shows the different precincts and the types of activities or uses that will go into each precinct.



We want to understand the opportunities for Aboriginal communities across the different precincts of the Western Sydney Aerotropolis.

5. What do you think the opportunities could be for Aboriginal communities in Western Sydney Aerotropolis? Please provide your ideas for some or all of the categories below.

- Employment_____
- Education_____
- Health_____
- Caring for Country_____
- Business_____
- Infrastructure and services_____
- Housing_____
- Other (please provide details)_____

5. What do you think are the most important opportunities for Aboriginal communities in the future Western Sydney Aerotropolis? (select all that apply)

- Employment
- Education
- Health
- Caring for Country
- Business
- Infrastructure and services
- Housing
- Other (please provide details)_____

6. What do you think are some opportunities for Aboriginal communities in the first six precincts in Western Sydney Aerotropolis precincts? Please nominate up to three opportunities for each precinct.

		Western Sydney Aerotropolis Precincts					
		Aerotropolis Core	Northern Gateway	Wianamatta – South Creek	Agribusiness	Mamre Road	Badgerys Creek
Opportunities	Employment						
	Education						
	Health						
	Caring for Country						
	Business						
	Infrastructure and services						
	Housing						

Other (please provide details)_____

Future engagement with Aboriginal communities

The NSW Government is committed to engaging Aboriginal communities as planning for the Western Sydney Aerotropolis progresses. The NSW Government would like to work alongside Aboriginal communities of Western Sydney to create a place where Aboriginal people feel connected to Country, to culture and to their Aboriginal and non-Aboriginal communities.

7. *Would you like to be part of future conversations or engagement with NSW Government regarding the Western Sydney Aerotropolis*

- yes
- no

(LOGIC – if yes selected, proceed to next question, if no selected skip to end)

8. *What do you think are the best ways to engage Aboriginal communities?*

- Working group or committee
- Regular surveys or online engagement
- Face to face meetings
- Community days
- Other (please specify) _____

9. *Please provide your contact email or phone number below, so you can be included in future engagement for this project.*

A. _____

(Note that this information is subject to GHD's Privacy Policy, and will only be used for the purpose of this project. The details you provided will be passed on the NSW Government, and will then be removed from GHD's system. A copy of GHD's Privacy Policy can be found here:

<https://www.ghd.com/en/privacy-policy.aspx>)

10. *Please enter the name of the suburb where you live:*

Thank you

Thank you for completing this survey. GHD and Zion are committed to practicing inclusive and transparent engagement with Aboriginal communities. If you would like to discuss this project or the engagement process further with a member of the project team, please contact us on the information below:

PH: 1800 810 680

E: community.input@ghd.com

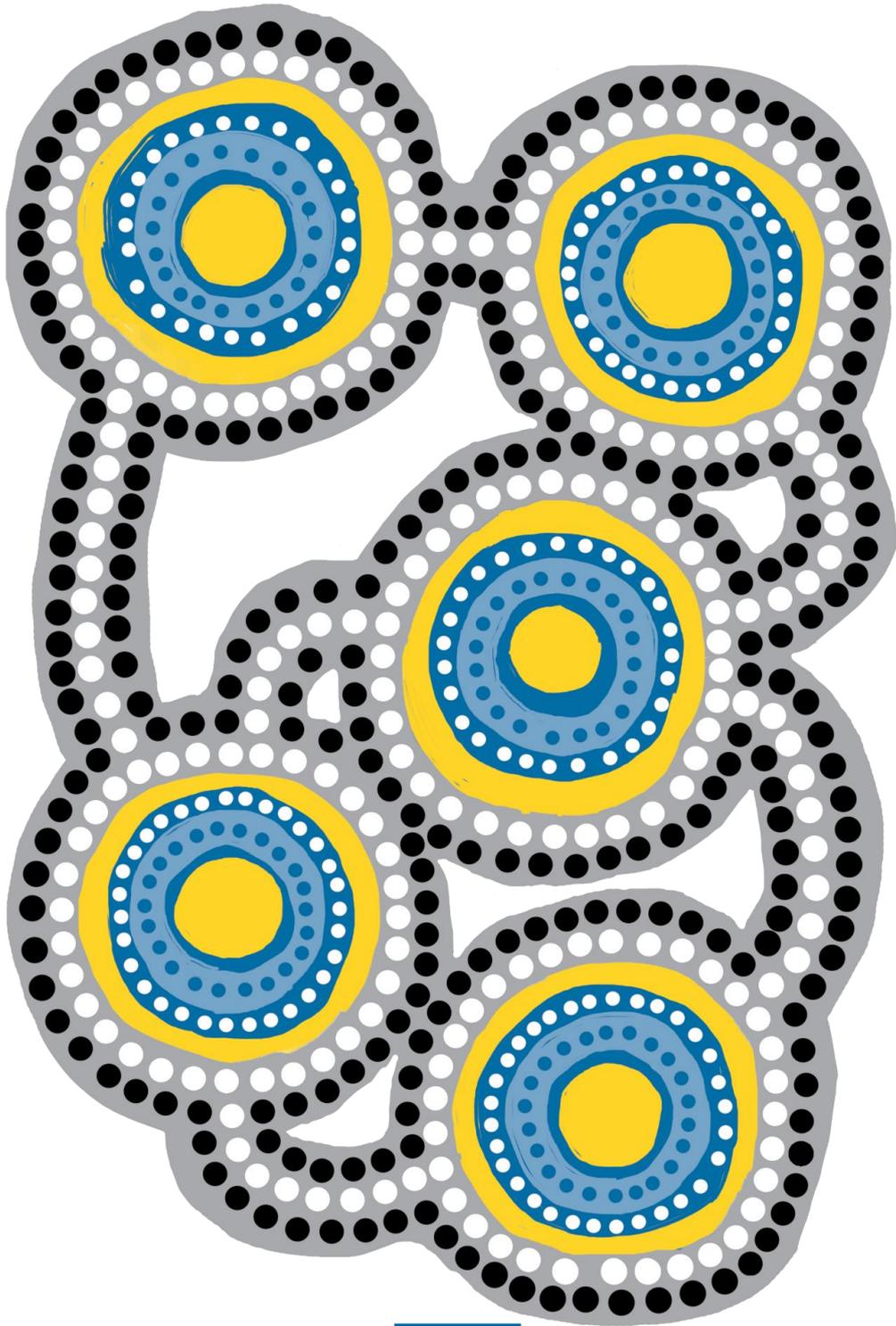
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