“That peoples’ possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years? With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia’s nationhood. Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are aliened from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future. These dimensions of our crisis tell plainly the structural nature of our problem. This is the torment of our powerlessness. We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country. Makarrata is the culmination of our agenda: the coming together after a struggle. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination. “Uluru Statement from the Heart”

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1. ACKNOWLEDGEMENT

The Shire of Halls Creek acknowledges the traditional owners of country throughout the Shire and their continuing connection to land and community. We pay our respects to them and their cultures and to their Elders both past, present and emerging.

The Shire of Halls Creek acknowledges that Aboriginal and Torres Strait Islander Australians, the First Nations People of this vast Island Continent, have maintained and cared for the Land for thousands of generations. Modern Australia benefits from this historical custodial care.

The contribution of Aboriginal Australians has shaped and informed knowledge of the country and is imbedded in the national identity.

First Nations peoples are acknowledged for their economic, physical, emotional, mental and spiritual connection to the Land and apology is made for the atrocities that have been perpetrated on them and their ancestors, and recognises the continued and ongoing impacts of atrocities over the last 200 years.

The Shire of Halls Creek is actively committed to a process of reconciliation and sets-out to actively engage in redressing inequitable distributions of the physical, spiritual and political economy in-terms-to Australian Indigenous issues.

The Shire of Halls Creek recognizes and acknowledges that dispossession from Country, and the disruption of family connections has resulted in the breakdown of social networks created through First Nations peoples’ Law, Culture and Knowledge. Recognition is given for the continuous intergenerational harmful impacts resulting from the history of invasion, government policy and legislation and is striving to collaboratively build a better future.

2. PREAMBLE

2.1 CHARACTER OF SHIRE OF HALLS CREEK

The Shire of Halls Creek is one of the four local government areas in the Kimberley Region of northern Western Australia, covering an area of 143,030 square kilometres, most of which is sparsely populated. This local government Shire enjoys a high Indigenous representation with the majority of Shire Councillors identifying as Indigenous and a significant Indigenous workforce. Halls Creek town site is the administration centre for Halls Creek Shire Council and is located at the northern end of the Canning Stock Route and is between Fitzroy Crossing and Turkey Creek (Warmun) on the Great Northern Highway. There are a number of satellite indigenous communities across the region including Balgo, Billiluna, Mulan, Ringer Soak, Warmun and Yiyili.
2.2 HISTORY

The land now known as Halls Creek has been occupied for thousands of years. The land is crossed by song lines and trading paths stretching from the coasts to the deserts, some passing near the modern town. The story of that long occupation remains alive today and it is revealed in the culture of the Jaru, Kija, Kukatja and Walmajarri and other indigenous people who live in Halls Creek Shire.

Late in the 19th Century, Europeans arrived, searching for land for cattle and sheep, as well as minerals and on Christmas Day 1885 prospector Charlie Hall found a huge 870-gram (28-troy-ounce) gold nugget that prompted Western Australia’s first gold rush lasting only 3 months with more than 15,000 prospectors combing the site that is now referred to as ‘Old Halls Creek’. In 1954 the old town was abandoned and modern-day Halls Creek was created on the route of the Great Northern Hwy.

2.3 PRESENT DAY

The town of Halls Creek enjoys a rich cultural diversity with four community cultural groups located in the townsite including Yardgee, Nicholson Block, Mardiwah Loop and Red Hill, each representing unique respected Elders and cultural practices. One size does not fit all in this municipality due to cultural diversity and, as such, approaches to civic and social development need to be inclusive of and responsive to this diversity not only in Halls Creek but across the entire Shire regional area.

The Shire consists of one of the largest youth populations per capita in Western Australia with 51% of the East Kimberley young population (10-19 years) residing in this Shire (ABS, 2016). According to 2016 Australian Bureau of Statistics Census data, the population of the Halls Creek Local Government Area under the age of 25 is at 1,413, or 43.2% of the entire population of the region - with the vast majority of this constituency being Indigenous.

This document is a summary account of the actions and activities the Department of Youth and Community Development, SHC, is currently invested in undertaking as a response to persistent Indigenous economic and social disadvantage and over-representation of young Indigenous citizens in the criminal justice system in this region.

The communal desire for positive outcomes for youth requires a sense of urgency due to the issues that are prevalent for youth within the Halls Creek Shire - including high rates of youth offending, youth suicide, Fetal Alcohol Spectrum Disorder, and instances of complex trauma. These complex intractable issues illuminate a need to approach youth development in a collective, community-driven methodology - compelling the Shire of Halls Creek to conduct an ambitious and innovative method of collaborating community interests, needs, and ambition through an extensive all-encompassing consultation process which will be outlined in the body of this work.

3. VALUES

3.1 Aboriginal self-determination and self-management

From a non-Indigenous standpoint, this core statement (Aboriginal self-determination and self-management) relates to supporting and facilitating the right of ATSI peoples to position themselves in a way that promotes the economic, political and social structure by “Aboriginal people for Aboriginal people” (Council for Aboriginal Reconciliation – Roadmap to Reconciliation; 2000). This has a particular significance for non-Aboriginal contractors, government officials, community representatives and contributors working in communities including Halls Creek and relates directly to the need for affirmative action which supports self-determination and self-management.

The Australian Human Rights Bill (2006) proposed by the Australian Human Rights Group and developed through consultations with community groups, recognised Indigenous peoples’ rights as follows: -
• Indigenous peoples have the collective right to live in freedom, peace and security and to full guarantees against genocide or any other act of violence.

• Indigenous peoples have the collective and individual right to maintain and develop their distinct identities and characteristics, including the right to identify themselves as indigenous and to be recognized as such.

• Indigenous peoples have the right to practise and revitalize their spiritual and cultural traditions, customs and ceremonies.

Self-management is about people having full control over the management of their affairs so that the implementation of rights documented above becomes achievable due to the removal of barriers, obstacles and injustices of the past. This can be achieved through inclusion in designing and planning, contribution to policies and services, community and economic development and how Indigenous people’s views and actions achieve prominence and permanence in all initiatives. It also involves establishing appropriate organisational structures and processes to ensure people have the authority, resources and capacity to determine and control their own futures, and that of their families.

3.2 Social justice and social change

Social and economic indicators consistently present Indigenous Australians as the most marginalised and disadvantaged people in Australia. Disadvantage in this context translates to economic, social and emotional hardships across the life span from infancy to old age and including childhood and adolescence.

The Shire of Halls Creek embraces a social justice perspective where distribution of social resources, opportunities and obligations, access and participation is equally available to all sectors of society. This municipal authority is committed to challenging ongoing oppressive behaviours and attitudes and structural barriers. The Shire of Halls Creek aims to facilitate positive social change identified by Indigenous stakeholders, for the health and wellbeing of the community.

3.3 Community and Cultural Safety

The Shire of Halls Creek is committed to enhancing the physical, social, emotional and economic safety of all residents across all the communities of this region. The approach is inclusive and supports safety and security across all ethic and age groups. Due to the dire need for greater safety for children and young people an immediate emphasis is being placed on this age group as a priority. Also ‘cultural safety and security’ in any work, service design or delivery that involves Indigenous peoples’ is seen as essential. This will continue to be achieved by prioritising and taking direction from the relevant and appropriate Indigenous authorities and advisors and actions will be taken in accordance with the outcome of this process.

4. GUIDING PRINCIPLES

Guiding principles are the fundamental, moral and ethical beliefs that underpin any strategy or methodology. Core specific principles help to:

• Define the boundaries of action
• Act as a beacon for recommended outcomes and actions
• Foster trust, collaboration and inclusion amongst stakeholders
• Provide a framework and for decision making
• Provide an evaluative template for outcomes to be measured against

(Extracted from “Olabud Doogethu – Smart Justice in the Heart of the Kimberley Paper 2018, pg. 9)

The twelve agreed Olabud Doogethu Guiding Principles of the Olabud Doogethu Project are as follows:

• Youth Empowerment
• Assets and Opportunity Obsession
• Cultural Competence
• Place Based Relevance
• Social Justice, Human Dignity, Equity and Inclusion
• Evidence Based Practice
• Front End Focused Solutions
• Reciprocity
• Collaboration and Partnerships
• Innovation and Creativity
• Sustainability
• Accountability and Transparency

(For a full description of each of the above guiding principles refer to the document “Olabud Doogethu – Smart Justice in the Heart of the Kimberley Paper, 2018 pgs. 9-11).

5. OBJECTIVES

One of the most persistent messages heard by government departments and non-government stakeholders is that Indigenous controlled and operated programs are best placed to provide effective services, and yet government agencies continue to run programs in parallel to existing grassroots Indigenous initiatives (House of Representatives Standing Committee, ‘Doing Time – Time for Doing: Indigenous Youth in the Criminal Justice System, June 2011 – see Appendix for Summary Pamphlet).

The National Indigenous Law and Justice Framework recommends that local and state governments ‘strengthen engagement mechanisms to assist Aboriginal and Torres Strait Islander peoples to provide meaningful input into the needs for their communities’ (Standing Committee of Attorneys-General Working Group on Indigenous Justice, National Indigenous Law and Justice Framework 2009-2015, p. 28).

The Olabud Doogethu overarching framework for action is specifically driven by a philosophy of Indigenous inclusion and consultation as the core conceptual framework for identifying a realistic vision specifically for the Department of Youth and Community Development DYCD and embedded in all operations of the Shire of Halls Creek.

The Shire of Halls Creek, DYCD has set out to:

1. Increase Indigenous access, choice and equity in service design, initiative and provision.
2. Develop and implement, in partnership, innovative working models and programs that are responsive to the local situation and respond to best practice state and national guidelines.

3. Implement social and justice reinvestment principles and strategies and enhance community safety and security for all.

4. Continue to promote and support expanding employment and training opportunities for the recruitment of Indigenous employees & trainees by the Shire of Halls Creek.

5.1 Objective 1

**Increase Indigenous access, choice and equity in service initiative and provision.**

The stated focus is on ensuring DYCD and the Shire approach is inclusive of Indigenous people and this is understood by the Shire, local stakeholders, businesses, agencies, contractors and community members as a core objective. Aboriginal issues are not seen as an ‘add on’ (which is a way of disempowering and marginalizing people).

It is recognised that within government and non-government organisations, tensions exist between mainstream services, and Indigenous Australian managed/determined service development and delivery. Theoretically, ‘mainstreaming’ suggests equal access and places greater accountability and success of service provision on service providers. In reality, however, existing power differentials, cultural disparity and limited engagement with Indigenous skills and knowledge, realities and cultural frameworks means that mainstream service provision is rarely culturally appropriate and/or effective.

As such this Olabud Doogethu Project aims to:

- Provide flexible service delivery strategies that reflect and champion Indigenous Australians’ world view and ways of being.
- Continuously work toward a cultural shift across all levels of management, employee practices and service delivery to ensure an open, transparent & safe environment that supports Aboriginal workers supporting Aboriginal families and community members.
- Implement evaluation processes that transform an abstract concept of ‘cultural awareness’ to ‘cultural awareness in practice’ utilizing local knowledge for local solutions.

5.2 Objective 2

**Develop and implement, in partnership, innovative working models and programs that are responsive to the local situation and respond to best practice state and national guidelines.**

Australian Indigenous community services & centres are facilities that provide activities, programs and resources for the community. The ‘physical’ location and space, together with Aboriginal Australian ownership/management and co-ownership/management is conducive to progress a wide range of community driven programs where community is comfortable in attending and participation.

DYCD and The Shire of Halls Creek is working to highlight and implement capability to work alongside, or resource/broker Aboriginal lead services across multiple communities seeking out their direction and input in the key issues that impact their communities collectively and separately; as exampled by the Olabud Doogethu consultation processes.
Physical location (especially in remote settings) and Indigenous management addresses power differentials and cultural disparity. Services are then more justly and ethically accountable to local community evaluation, therefore more likely to be relevant and meet community needs and goals in service delivery.

Delivering services along-side and hosted by ATSI peoples; being accountable to community approval, shifts service delivery from one of imposition and/or ineffectiveness to practice that places Indigenous Australians knowledge’s, experiences and protocols at the centre of any “work”. This focus incorporates the practice of reciprocity; sharing knowledge, skills and resources, building community capacity and sustainable Indigenous/non-Indigenous relationships and enhancing cultural learning and empowerment.

5.3 Objective 3

Implement social and justice reinvestment principles and strategies and enhance community safety and security for all.

Justice Reinvestment strategies set out to reduce the disproportionate number of Aboriginal people in custody in WA whilst also preserving community safety by developing community engagement and support for locally driven social investment solutions (Social Reinvestment WA, see Appendix for Social Reinvestment Snapshot www.socialreinvestmentwa.org.au).

Contribution to and advocacy for consultative partnership to achieve culturally driven and inclusive programs for the health, emotional, social, physical and spiritual wellbeing of Indigenous residents is seen as foundational to the viability and success of Justice Reinvestment processes. Formal and informal partnerships with a wide range of organisation are sought by the Shire including Social Reinvestment WA, WA Police Dept.; Dept. Health; CAHMS; East Kimberley Job Pathways; North Regional TAFE; Department of Education; Dept. Corrective Services; Wunan; Yura Yungi; DCPFS; Clontarf; Dept. of Defence; WAPOL: Jungarni-Jutiya: Aboriginal Legal Service WA (this list is not complete and does not exclude any other body or organisation interested in Justice Reinvestment collaboration).

In advocating for and championing Justice Re-Investment practices in this region of the Kimberley, the DYCD is prioritising and enacting the broader vision, purpose and values stated in the OLABUD DOOGETHU PROJECT REPORT and most particularly highlighting the Community PLANS that appear in the report [see - The Olabud Doogethu Project: Smart Justice in the Heart of the Kimberley, Shire of Halls Creek, 2019., for each community PLAN for Balgo; Billiluna; Mulan; Nicolson Block; Red Hill; Ringer Soak; Warmun; Yardgee and Halls Creek].

See Appendix for an example of a Community Action Plan (Yardgee).

A broader explanation of the Olabud Doogethu project and consultative process will be provided later in this document (see 6.1 Olabud Doogethu Project).

5.4 Objective 4

Continue to promote and support expanding employment and training opportunities for the recruitment of Indigenous employees & trainees by the Shire of Halls Creek.

The Shire of Halls Creek is addressing the current disparity of employment practices and opportunities in this region for Indigenous employees and potential employees via implementation of an approach of affirmative action. Currently the population in this region is almost 80% Aboriginal. The strategy is
to continually work toward a parity of employment engagement and opportunity where ultimately 80% of the work in the region can and will be performed by the ethnic majority of the region, Aboriginal Australians.

Acknowledgement of Indigenous life skills and ‘recognition of prior learning’, together with an ongoing commitment to providing skills based on-the-job learning, relevant training, educational and professional development, will ensure greater staff recruitment and retention over time.

The Shire has also voted and agreed to utilize local services and businesses in the region that actively demonstrate interest and investment in Indigenous employment affirmative actions.

6. Olabud Doogethu Community Consultations and Co-Design Project

“The Olabud Doogethu consultation process has been fully led by local Aboriginal people for local Aboriginal people in each of the participating communities in this region. Community members and leaders got together to formulate specific plans for their communities. I applaud and congratulate them for their major investment in designing a pathway and plan for the future”. (Verbal account by Margaret Glass, Director Youth and Community Development, Shire of Halls Creek, Justice Reinvestment Forum, 15th May 2019).

“After being part of the local Halls Creek community for the last 20 years, I have noticed a shift in thinking from rebellion due to restriction, to a "had enough, let’s fix this” mentality which has resulted in local people being proactive in social change”. (Written account by Darren Foynes, Youth Engagement Officer, 26th June, 2019).

“Programs such as the Night Patrol and Youth/Family mentoring program run by Olabud Doogethu, has embraced and encouraged this social change”. (Written account by Darren Foynes, Youth Engagement Officer, 26th June, 2019).

6.1 BACKGROUND

On 8 November 2010, the Minister, the Hon. Jenny Macklin MP, re-ordered a Committee to inquire and report into the high level of involvement of Indigenous juveniles and young adults in the criminal justice system. The Committee was highly concerned to find that the overrepresentation of Indigenous juveniles and young adults is worse now than it was 20 years ago when the Royal Commission into Aboriginal Deaths in Custody report was published. This escalating problem reached a crisis point and the Committee made 40 recommendations to government in key areas such as:

- Safe Communities Building Block targets under the Closing the Gap strategy
- Strengthening positive social norms through families, communities, mentoring and sport and recreation
- Accommodation options for Indigenous youth, including those who have been granted bail
- Holistic health and wellbeing programs which involve family, mentors and Indigenous leaders
- Addressing alcohol and substance abuse "and Foetal Alcohol Spectrum Disorder in Indigenous communities"

["Doing Time-Time for Doing" Indigenous Youth in the Criminal Justice System. House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs (June 2011)].

Almost a decade has passed since these recommendations were tabled and still little progress has been achieved for many remote communities. Western Australia has the highest rates of disproportionate incarceration in the nation with 78% of youths in juvenile detention identifying as Aboriginal.
Also, WA has extremely high recidivism rates with 45% of people returning to prison within two years of being released (Social Reinvestment WA Snapshot Data, www.socialreinvestmentwa.org.wa).

Structural exclusion and relative deprivation associated with Indigenuity underlie the high rates of Indigenous adolescent court appearances and incarcerations in Australia including WA (Hurren, Stewart & Dennison, 2017) however generalisations of socioeconomic status alone cannot account for the high overrepresentation of Indigenous adolescents in the Western Australian criminal justice system (Heberle & Carter, 2015) and yet the debate for causes and solutions stretches back decades and will no doubt continue long into the future unless real solutions can be found.

At the Nov 2009 Council of Australian Government’s [COAG’s] roundtable on Indigenous community safety, significant attention was given to the need for action in remote communities. A statement of significance was made at this roundtable that improvements in health, education and housing will not be possible until community safety has been prioritised as the key pre-condition to achieve the other COAG targets. [Communiq, Indigenous Community Safety Roundtable, Sydney, 6 November 2009].

Since this COAG roundtable little evidence is available that community safety in Western Australian Indigenous communities has improved significantly in fact the evidence shows that it has deteriorated. Brian Stout (2006) in his book “Community Justice in Australia: Developing Knowledge, Skills and Values for Working with Offenders in the Community “, challenges those in criminal justice departments to develop a community justice approach.

Stout (2016) proposes a strong argument for approaches grounded in theories of offending, restorative justice, risk management and public protection that allow for diversity, organisation, and the management of offenders in the community. In defining and designing the nature of community driven restorative justice Stout (2016) emphasises the need for flexible boundaries across agencies; collaborative partnerships all invested in the common goal of youth empowerment and, most importantly, solutions that keep young people out of juvenile detention centres and engage them in community diversion programs that have cultural relevance and traction. Restorative justice is championed as a human right with ethics and values to build good lives and relying on community involvement and enablers with sound practitioner skills.

A restorative justice approach aims to be community specific with targeted structural change initiatives to address the social disadvantages including discriminations, disabling attitudes, racism and poverty that face the majority of Indigenous young people and adults who cycle in and out of criminal justice systems (Cunneen et al., 2013). These approaches have been accepted and adopted as the way forward by the Shire of Halls Creek. Localised approaches taken to address offending behaviour to enhance all-of-community safety, community driven and tailored to suit each community (Heberle & Carter, 2015).

6.2  OVERVIEW

In 2017, the Shire of Halls Creek, with assistance from experienced community development consultants the Bank of I.D.E.A.S, embarked on this consultation process with an emphasis on ensuring a multitude of community voices were heard in designing an innovative and community led justice reinvestment project.

The Olabud Doogethu Project set out to be a realistic and tangible set of justice reinvestment initiatives and interventions directed by a set of guiding principles that have Indigenous sovereignty and empowerment at the heart and seek to address the urgent and unacceptable circumstances of disadvantage many young people living in this Shire are currently subject to.
Inspiration was drawn from a project design in New South Wales known as ‘Just Reinvest’ (www.justreinvest.org.au) that offers a ‘Toolkit’ of tasks and approaches to assist any interested body or group.

‘Just Reinvest’ in Burke, NSW, was formed by a coalition of more than twenty organisations and individuals to address the significant overrepresentation of Aboriginal young people in custody through a Justice Reinvestment (JR) approach. Just Reinvest’s key message to the government and the community is that there is a solution: a smarter approach that will reduce crime and create safer, stronger communities. In 2013, Just Reinvest began a partnership with the Bourke community to implement the first major justice reinvestment trial in Australia, the Maranguka Justice Reinvestment Project. Just Reinvest is an independent, non-profit, membership-based, incorporated association auspiced by the Aboriginal Legal Service NSW/ACT. For more information visit www.justreinvest.org.au

6.3 SCOPE

Whilst drawing inspiration from the ‘Just Reinvest’ project, The Shire of Halls Creek set out to facilitate a community led and driven justice reinvestment consultation process unique to this region. It was ambitious and comprehensive, with input coming from a plethora of different perspectives. This process was groundbreaking for a variety of reasons; first and foremost, forums were conducted in community spaces and in a rather informal manner - ensuring all voices were comfortable being heard and permitting more much more accessibility for local people to be involved.

The second approach was to ensure each geographic location was given a blank canvas of planning, separate from other communities - recognising the importance of the individual community identities across the Shire. Whilst many shared similar priorities, the level of priority importance in each community varied.

The project ensured the core beneficiary of the project, the youth, were given separate forums through each step of the process - guaranteeing their voice was honest, accurate and free from external influence.

During the community forums, members of facilitating staff split individually in order to hear opinions and ideas on an interpersonal level allowing people to speak in a manner that they may not have been comfortable doing in the traditional meeting format. Forums were open to all who were interested. As a result of utilising these culturally appropriate approaches, the consultations were extremely well attended and supported collaboration and inclusion of a large number of participants.

[see Appendix for table titled ‘Consultation Numbers, Dec 2017 – July 2018]

6.4 PROGRAM DESCRIPTION

The Olabud Doogethu [OD] Project (English translation of Kriol – “everyone together”) can be described more accurately as a long term “process” rather than a “project”. The initial consultative process provided a legitimate and culturally strong pathway for interested, caring, engaged Indigenous Elders, representatives and all community members from each remote community in the Shire of Halls Creek to gather together, yarn and decide upon priorities for change and action for their community. Consultations occurred Nov-Dec 2017 and Aug 2018, (The Olabud Doogethu Project: Smart Justice in the Heart of the Kimberley, Shire of Halls Creek, 2019).

The [OD] project stems from a comprehensive consultation process with actions stemming from the voices of the many communities in the Halls Creek region. The project has roots in the methodologies of Asset Based Community Development, Justice Reinvestment and Collective Impact. Asset based
community development principles were utilized (Kenyon & Russell, 2016) and embedded in this grass-roots "community yarning process" ensuring that only local visions and voices were captured. Solutions are place-based and relevant to the specific location - recognising that each community within the Shire of Halls Creek has unique concerns and capabilities in the youth spectrum.

The Project works to continue, establish and develop the following program types to provide bright youth futures:

- Alternative Education
- Community Order Options
- Building Stronger Families
- Community/Neighbourhood Building Initiatives
- Youth Health Initiatives
- Employment with Australian Defence Force
- Youth Employment Initiatives
- Boarding School Support
- Youth Recreation
- Suicide Prevention
- Youth Safety
- Leadership/Capacity Building

Each community conducted and attended public sittings where they discussed their issues of concern, identified gaps and came together to decide upon a plan of action and once arrived at and agreed upon by all, a resulting community PLAN was ratified (signed) by a nominated community representative or Elder. (see Appendix for example of signed Community PLAN (Yardgee).

6.5 PARTICIPATING COMMUNITIES

The Halls Creek Local Government Area comprises of the Halls Creek township and an array of satellite communities - each with differing youth priorities and perspectives. The Halls Creek township in itself constitutes a number of self-identified communities based on geographic and cultural linkages, specifically known as Yardgee, Red Hill, Nicholson Block and Mardiwah Loop.

The consultation for the Olabud Doogethu Project occurred separately in each location, enabling each community to have its own voice in the process. The Project also engaged with separate stakeholder groups such as service providers and youth specific forums for greater depth of discussion amongst subsections that may be missed during location-based consultation.

These locations and sub-groups were:

**Remote Communities:**
- Mulan
- Balgo
- Ringer Soak (Kundat Djaru)
- Billiluna
- Warmun (Turkey Creek)
- Yiyili

**Halls Creek Communities:**
- Yardgee
- Red Hill
- Nicholson Block
- Mardiwah Loop

**Sub-group Consultations:**
- Youth
- Service Providers
6.6 METHODOLOGY

In seeking innovative and achievable solutions to ongoing community and juvenile justice challenges in this region, three internationally recognised community development methodologies and performance standards are being utilized:

1. Asset Based Community Development (which focuses and captures the strengths, capabilities and assets of each participating community rather than any deficiencies or lack).

2. Justice Reinvestment
   a. First identify communities with a high concentration of offenders
   b. Assess the particular socio-economic issues facing these communities
   c. Discover, map and connect community and network assets and opportunities – on a practical level this means providing local funding and support in front-end crime prevention initiatives rather than increasing incarcerations as the solution.

3. Collective Impact
   a. A common agenda – joint approach through agreed upon actions
   b. Collection of data and measurement – of results across the partner groups
   c. Plan of Action – defines and coordinates agreed upon collaborative strategies
   d. Open and continuous communication – across the partners
   e. A “backbone” organisation – to constructively coordinate operations
6.7 PHASES OF CONSULTATION ROLL-OUT

The Olabud Doogethu Project consultancy process was undertaken in three comprehensive stages in order to establish the exact youth needs of each individual location, to prioritise these needs in accordance to importance, and finally to nominate sustainable community-led strategies to address these needs.

The Project is faithful to the Asset Based Community Development, Justice Reinvestment and Collective Impact schools of thought.

6.7.1 Phase One:

In the initial phase, the Shire of Halls Creek engaged each of the above locations and target groups in a series of community forums that were promoted through both electronic and physical means. The forums were presented as a means for community members to take leadership in the realm of youth development and attain ownership over future youth programs in the Shire of Halls Creek.

These forums took place in each respective location, with the team from the Shire travelling to each to engage community members face to face. This allowed for open discussion in an informal and comfortable setting. Sub-group meetings took place in Halls Creek, with forum members identifying their home location. Throughout this stage, the priorities and needs of youth were identified by community members by discussing the following points;

- What is working?
- What is not working?
- What needs improvement?
- What does this community need?
- What has worked before?
- What can you contribute?

From these discussions, it was apparent that community members were frustrated with previous program delivery and advocated for new Indigenous-led approaches. Among the major discussion points from each location was the need to counter existing problems with alternative solutions. This was particularly evident during conversations around youth justice, education, employment and health. Despite different and unique ideas in each location on how to solve a problem, community members were unanimous in their passion for creating a positive future for their youth.

After analysing and breaking down discussions from the information provided in the forums, the following priorities were identified;

- Alternative Education
- Community Order Options
- Stronger Families
- Community/Neighbourhood Building Initiatives
- Youth Health Initiatives
- Employment with Australian Defence Force
- Youth Employment Initiatives
- Boarding School Support
- Youth Recreation
- Suicide Prevention
- Youth Safety
- Leadership/Capacity Building

These priorities became the backbone of future consultation phases.

From this consultation phase, the Shire of Halls Creek also asked community members what principles they believed were core to the success of the youth project - and the operational realities of the youth environ-
Community members also discussed the existing assets, organisations and services that could contribute to the project and what the final outcomes were aimed towards. The communities were also compelled to name the project based on local language and culture.

### 6.7.2 Phase Two:

With the priorities and hopeful outcomes of the project established, the Shire of Halls Creek and Bank of I.D.E.A.S undertook the second phase of the consultation, focusing on determining the three top priorities for each respective location. These three priorities were designed to serve as the initial focus for each community upon initiation of the project.

This phase took place in July 2018 and once again comprised of visiting the respective locations and sub-groups through advertised public forum meetings. This phase utilised a method of selection which allowed community members to vote for their most important priorities of the 12 identified. Participants were given six votes each, and were able to put up to two of these votes on any one priority. Participants found this process inclusive and led to furthermore conversation on how these priorities could be achieved.

For sub-groups, participants identified their geographic residence in order to allow their vote to contribute to their community’s tally.

Each community identified the following as their top three priorities:

<table>
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<tr>
<th>COMMUNITY</th>
<th>TOP THREE PRIORITIES</th>
</tr>
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<tbody>
<tr>
<td>Balgo:</td>
<td>1) Suicide Prevention</td>
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6.7.3 Phase Three:

The third phase of consultation was conducted by the Shire of Halls Creek from August to January 2019. This phase consisted of visiting communities for a third series of forums in order to develop a personalised ‘Community Profile’. These profiles included the nominated three priorities, the nomination of concrete strategies on how each would be achieved, and what agencies, groups and individuals was responsible for ensuring they are achieved.

These profiles were completed during a third series of community forums. At this point, investment from community members in the project was well and truly established, with the Community Profiles serving as a plan of action into the who, what, when, where and why of each priority and the structure in which it would be approached.

Once completed, these plans were signed off by nominated community leaders to become the starting point for the Olabud Doogethu Project in each location - completing the initial three-phased consultation process. [See Appendix for example of the Yardgee Plan].

6.8 POLICY DIRECTIONS AND GOVERNANCE

Both the community and private sectors will be recruited to collaboratively participate in the further roll-out of the [OD] project. Typically, these sectors have rigid boundaries and work separately but this innovative approach is founded on the essential need for a co-operative and integrated approach across a broad range of participating government and non-government stakeholders and community organisation for full impact and effectiveness.

A Steering Committee made up of HSC representatives and elected Councillors as well as a number of partner organisations highly invested in the [OD] project and key Halls Creek Indigenous leaders will hold primary governance responsibilities.

6.9 SERVICE TYPE AND ACTIVITIES

The establishment of the Olabud Doogethu Centre (July to December 2019) is planned as an operational headquarters and will be undertaken by the SHC [OD] Team responsible for initiating the project. This Centre will function jointly as an operational base and Youth Centre for the [OD] project rollout and development and will provide for:

- Head-quarters for the operational team of the [OD] project or ‘Backbone’ organisation led by senior HCS staff (and seconded personnel) tasked to provide for facilitate:

  - Adherence to and support for [OD] community PLAN initiatives across all the participating communities
  - Divisionary youth recreational activities and creation of a Youth Recreation Program
  - A number of alternative community order options
  - Development of a ‘Families as First Providers’ program
  - Initiation of a ‘Community Builder’ Program
  - An alternative Education model focused around “on Country’ learning
- Boarding school attendance openings and support options to increase rates of school completion
- Potential creation of a ‘Norforce’ (North West Mobile Force) Unit in collaboration with the Australian Defence Force
- A monthly meeting place for the Halls Creek Community Yarning Group which will provide cultural insights and wisdom from local Aboriginal leaders
- A forum for cultural community development and professional development workshops and training initiatives
- Resilience enhancement and vocationally/socially aligned training options for young people residing in the SHC.

- A temporary base for other Youth development personnel from Halls Creek or visiting communities

### 6.10 PARTNERSHIPS

A wide range of community organisations and service providers are sought as potential partners and collaborators such as Social Reinvestment WA, WA Police Dept.; Dept. Health; CAHMS; East Kimberley Job Pathways; North Regional TAFE; Department of Education; Dept. Corrective Services; Wunan; Yura Yungi; DCPFS; Clontarf; Dept. of Defence; WAPOL: Jungarni-Jutiya: Aboriginal Legal Service WA (this list is not complete and does not exclude any other body or organisation interested in Justice Reinvestment collaboration). It is appreciated that agencies and community groups working together produces the most positive outcome.
7. PRODUCTS OF THE CO-DESIGN AND EXISTING INITIATIVES

The unique consultation process of the Olabud Doogethu Project ensures that all voices with a vested interest in youth are reached; thus, providing a comprehensive insight into youth issues, the priorities and the potential realistic solutions. The execution of the goals of the Project have ensured initiatives are approached collectively and cohesively, with the Project recognising that input and drive from the local Aboriginal community is paramount.

The key result of the co-design process is the plans detailed in the document *Olabud Doogethu- Smart Justice in the Heart of the Kimberley*. This includes the Shire wide OD Outcomes Framework, and detailed individual community plans.

Some aspects of this plan are already underway, and being enacted, including some successful existing programs which have been incorporated into the OD framework.

The ground-work for the project and investment from community members has been immense - with successes apparent in all realms. The current programming on the ground comprises of initiatives that are part of a larger holistic approach to counter-acting Indigenous youth disadvantage, with each program complementing the next. For instance, whilst Intensive Case Management may assist referred clientele in the area of providing strategies preventing their night street presence and anti-social behaviours, the Youth Engagement Night Officer patrol acts as the physical circuit breaker. With further intervention from the embedded parental support and Learning on Country initiatives, the Olabud offers an all-encompassing approach to youth intervention through supporting the young person and their families in both proactive and reactionary aspects.

Some of the success of these initiatives can be immediately measured and have been apparent, particularly in the programs that have operated over longer terms.

7.1 OLABUD DOOGETHU INTENSIVE CASE MANAGEMENT

The Intensive Case Management Program has engaged over 100 youth since its inception in 2013. From this number, only one individual client has received custodial sentencing in adulthood, with the remainder of clients who are now aged over 18 avoiding incarceration. Further to the success of the Intensive Case Management Program, four former clients have since been employed as staff or trainees within the Olabud Doogethu Project.

Olabud Doogethu [OD] Intensive Case Management [ICM] is under the umbrella of the Shire of Halls Creek and hosts a unique service for ‘youth at risk’ who have been referred to this program from supporting agencies such as the Western Australian Police Force, the Department of Corrections and the Department of Child Protection and Family Support. Youth are engaged in the program through a series of pro-social activities aimed at redirecting adverse behaviours and providing young people with an alternative to negative personal environments.

The link between child abuse and neglect leading to offending behaviour is now well established (Bollinger et al., 2017; Cashmore, 2011; Hurren et al., 2017) and offending trajectories of juvenile offenders shows that assignment of severe punishments for early criminal behaviour can result in greater recidivism with increased uptake of crime and imprisonment (Lynch, Buckman & Krenske, 2003). The effects of child maltreatment often increase exponentially over time, highlighting the importance of early identification and intervention. Exposure to all forms of abuse can be seen as a significant precursor to juvenile criminal behaviour and highlights the necessity for early intervention and prevention (Campbell & Thompson, 2015).
Typically, Halls Creek has one reported FDV incident per week, which is already high for the number of residents but with the influx of Royalty money local consumption of alcohol increases and last Saturday there was a jump of 5-6 reported FDV events”. (Statement by Noel Mason, CEO Shire of Halls Creek, 25th March, 2019).

Data published by the Australian Institute of Health and Welfare (AIHW, 2018) shows that Indigenous children continue to be clearly over-represented in child protection systems, with:

- rates of care and protection orders more than seven times higher for Indigenous children
- Indigenous children are more than five times more likely than non-Indigenous children to be the subject of a child protection substantiation
- rates of out-of-home care are over eight times higher for Indigenous children than for other children

The Shire of Halls Creek is home to a large extremely young population with many young people suffering from the damaging effects of entrenched poverty, poor health, mental illness, homelessness, incarceration, FASD and suicide. Chronic underfunding of municipal Youth Services through a combination of inflexible, insecure service agreements with external funding agencies, a low rate payer base, and a steady reduction of Federal Assistance Grants have all compounded to disrupt, and, in many cases, cease youth services operations in this region. This is not good enough. Sadly, this Shire has not been able to claim exception to the marked over-representation of Indigenous children in the child protection and criminal justice systems (Tsantefski, et al., 2018), and a consistent and relevant way forward must be achieved.

The Department of Youth and Community Development, SHC, looked to address the continuing raft of disadvantage complexity outlined above and set out to investigate opportunities for promoting positive attachment, self-worth, resilience, capability and opportunity enhancements for the youth of the Shire.

Resilience Theory and Attachment Theory have played key roles in informing the ICM. Resilient children often have at least one important non-related adult in their lives (Rhodes et al., 2002). In the midst of negativity, a mature and caring figure may represent structure and encouragement. The theory strongly supports mentoring, as mentoring can act as a crucial component for positive development in adolescents.) Positive attached relationships are thought to be the foundation of what gives an adolescent a sense of worth and in turn, those with positive perceptions of self-worth are found to be less at-risk and engage less in risky behaviour (Satchwell, 2006).

Here in Halls Creek and satellite communities, a long-term intense case management and mentoring initiative founded on principles of attachment and resilience enhancement and guided by best practice. Intense case management work fits with the ‘Closing the Gap’ strategy and works to strengthen social norms, enhance youth & family wellbeing, address AOD and FASD exposure for subsequent generations and provides both safer in-home and out-of-home care for at-risk young people.
The OD ICM deliver brokerage and case management and include assessment, referral, care planning and casework to address the income, health, mental health, social support, housing, justice, education, employment and training needs of engaged young clients. The Shire Olabud Doogethu targets only 10-17 and 18-25-year-old cohorts in separate diversion activities- engaging young offenders in a series of ‘camps-on-country,’ and in the design and delivery of their own diversionary activity with ongoing support and assistance from Youth Development Officers.

“I received some feedback from Youth Justice that they have seen noticeable change in a young person since he started working with me. His attitude is a bit more positive towards them and he talks a lot about spending time with me.” “I enjoy giving back to my community”. (Written comment by Arron Little, Indigenous Youth Engagement Officer, 26th June, 2019).

The program offers:

- intensive case management support
- directed peer support
- developing plans with young people that identify goals and actions for their health and wellbeing, community participation, education and training, and pathways to employment
- partnerships with schools, training providers, local businesses and employers
- information sessions on health and wellbeing and education and training

7.2 COMMUNITY SAFETY: YOUTH ENGAGEMENT NIGHT OFFICERS PROGRAM

The Youth Engagement Night Officer patrol initiative has seen a drastic reduction in crime and the youth street present at night and in the early hours of the morning. As a consequence, this has had positive impacts for local Police, due to a significant portion of their workload in engaging with this street presence being redirected to local Indigenous people. This initiative, alongside the Family Justice Panel Coordinator position, are empowering the local community in dealing with anti-social behaviours amongst youth through alternative and innovative means.

“I would like to implement a late-night patrol, putting local (Aboriginal) people walking the streets 10pm to 2-3am recording names of youngsters out and about and following up, involving appropriate services. Currently the youngsters rule Halls Creek after midnight. I have had rocks thrown at me by children as young as 7-8 years at 3am (there can be up to 60 kids out late at night); we have a real sub-culture that needs to be turned around. Dean Bailey, Halls Creek Police Chief is all for what the Shire is now trying to achieve”. (Emailed to Howard Pedersen [Dept. Premier & Cabinet] by Noel Mason, CEO Shire of Halls Creek, 25th March 2019).

“With the number of juvenile crimes occurring and 40-50 youths roaming the streets at night, it is at crisis level. We do all we can to keep the youngsters from offending and then when they appear before the magistrate, they are given no consequences so the cycle continues”. (Verbal account by Dean Bailey, Halls Creek Police Officer in Charge, in a meeting with Margaret Glass, Director Youth & Community Development SHC, 19th March 2019).

“A gang of youths had us (police officers) cornered in a house and were all pelting rocks, they don’t listen to the Police. It wasn’t until I went and got a local (Aboriginal) leader (Dean Mosquito) who spoke to the youngsters and sent them off the streets and to their homes that the ruckus died down”. (Verbal account by Dean Bailey, Halls Creek Police Officer in Charge, Justice Reinvestment FORUM, Building Communities Not Prisons, 15th May, 2019).
The Shire of Halls Creek, through the Olabud Doogethu Project, has employed a team of Youth Engagement Night Officers to provide monitoring and safety for Halls Creek youth and community members during the late evening and early morning hours.

The presence of capable guardians offers hope to deter individuals from offending, particularly high “risk-taking” individuals such as adolescents. Guardianship can be the physical presence of a respected and influential adult or mentor who is able to act in a protective manner and is perceived to have status and command respect (Siegel and McCormick, 2006; Cunneen & White, 2011). Such an available and visible guardian can reduce the opportunity for unsupervised children and adolescents to gather and perpetrate street crime and break-in, which in turn, significantly lessens the opportunity for them to perform anti-social acts night-after-night in an increasingly habitual manner.

The team is sourced from respected members of the local community. The team works during the hours of 9pm-4am nightly and patrols the main business district of Halls Creek, engaging youth who may be on the streets during these hours. The Officers aim towards redirecting youth to a safe environment and then home whilst having conversations with the youth around the reasoning behind their street presence. In this way, Youth Engagement Night Officers can identify every child on the streets late into the night.

The Youth Engagement Night Officers provide feedback to other local service providers whom share a direct interest in the prevailing issues impacting this demographic at night. These other service providers include the Police and the Department of Child Protection and Family Support.

“We don’t chase or yell at the kids as we walk the streets, we talk to them and tell them to go home. If they go off somewhere else, we just come over to them again so they don’t get the chance to do crime and get up to mischief so they stop coming out after a while”. (Verbal account by Dean Mosquito, senior Youth Engagement Night Officer, Justice Reinvestment FORUM, Building Communities Not Prisons, 15th May, 2019).

“The Youth Engagement Night Officer team, wholly made up of local (Aboriginal) people, has also achieved significant success in the last few months. Their work has been noticed by all services and has encouraged other locals to be more community minded. We’ve had quite a number of enquiries about joining the Night Patrol”. (Verbal account by Edem Edusei, Case Interventions Officer, 26th June, 2019).

This Youth Engagement Night Officer initiative has been met with great support and success - directly contributing to lower youth presence on the streets of Halls Creek at night and subsequent lower levels of youth crime, now stable at a 70% reduction in crime over 3 months, equating to 100 less charges laid per month. The initiative has had a remarkably positive reception from the wider community and interest from other remote Shires.

“Since their guardianship on our streets commenced on 22nd April, directly as a consequence of the excellent work of the Youth Engagement Night Officers, the crime rate has dropped by 73% in May 2019. Children and youth are not entering the cycle of juvenile offending and the savings to the community in asset protection is in the hundreds of thousands annually”. (Verbal account by Noel Mason, CEO Shire of Halls Creek at a meeting of District Leadership Group meeting on 27th June 2019).

AIMS AND OUTCOMES:

- Fully actioned by employed Aboriginal Youth Engagement Night Officers recruited by the Shire
- To minimise youth street presence at night and take away the thrill of misbehaving
- Keep residents safer and town assets protected
• Allow Aboriginal Youth Engagement Night Officers to implement and demonstrate appropriate boundaries to youngsters, parents and caregivers as an all-of-community stance to show the way for safer streets and community
• Identify young people at potential higher risk, engaging and referring as appropriate
• Limiting the opportunity for young people to practice and normalise anti-social behaviours
• Heighten local youth community safety

7.3 Programs focused on connection to culture and building local capacity

The Olabud Doogethu Project has established an ever-growing Indigenous workforce within the Shire of Halls Creek local government area. Many of these staff have initiated their employment due to a belief in the communal approach of the Project, or their own previous experiences witnessing previous Olabud successes. The Indigenous workforce ensures culturally relevant and competent service delivery in addition to creating positive employment outcomes for the greater community. Furthermore, the Project has created and promoted a series of locally based traineeships designed to target young Indigenous school leavers. These traineeships have been met with a positive local reception with ongoing commitment from the Shire of Halls Creek to ensure the project continues.

Connection to culture is at the forefront of many of the existing initiatives in the Olabud Doogethu Project. The Project recognises the importance of learning on country and cultural resiliency in the way of implementing Learning on Country Coordinators for both Halls Creek and the remote satellite communities. This ensures local Indigenous people are given opportunities to promote and continue traditions, stories and customs. These positions also ensure local people are employed for their cultural knowledge and are able to make a living from their skillsets. This effectively counters the ‘volunteer fatigue’ phenomenon, in which cultural leaders are often called upon for their services on a volunteer basis.

7.3.1 Parent Support Day Program

“One of our Indigenous Parent Support personnel (Jean Malay) is doing some vital work with a young mother who said she had “given-up on her child”. Jean is helping her sort out housing, income support and health challenges and offering mentoring and now there is a noticeable change in the mother’s attitude; she’s getting involved as a parent again”. (Verbal account by Edem Edusei, Case Intervention Officer, 26th June, 2019).

The Olabud Doogethu Project advocates for the empowerment of the familial structure as a means to provide positive solutions for youth issues such as street presence at night, youth offending and establishing positive peer influences. The Olabud Doogethu program employs a team of Youth Engagement Day Officers to ensure this empowerment can be achieved. Youth Engagement Day staff work in collaboration with the night team to identify those individuals whose night presence and anti-social street behaviour fall into a critical category. The Day Officers comprise of a team of 2 staff - a male and a female from the local community.

Each Day Officer works intensely with two clients and their families. This means 12 hours per client, per week. These Officers employ mentorship and intervention techniques with the client, whilst providing families with strategies and support in curbing the anti-social behaviours of the young person. This can include support with seeking welfare payments, arranging family bonding trips, organising boarding school placements, liaising with other service providers and assisting with referrals to
other support programs. The model involves working with the young person and family separately on occasions, and then together for group-based action.

AIMS AND OBJECTIVES:
- Enhance parental/familial involvement and positive attachment with their ‘at-risk’ adolescent (and vice-versa) to reduce and manage risk factors
- Support parent/familial coping of day-to-day challenges (health/social/emotional/financial) to allow opportunity for more positive involvement with their ‘at-risk’ adolescent
- Guide and mentor parental/familial parenting skills and strategies
- Enhance parental/familial expectations of being able to manage as parental figures

7.3.2 Appointment of a Family Justice Panel Coordinator

The Olabud Doogethu Project has recently employed a Family Justice Panel Coordinator to design, develop and implement community-led solutions to traditional youth justice issues. This Coordinator works directly with the young offender, and a panel comprised of both community members and family. The panel works towards establishing a set of restorative outcomes that are directly proportionate to the offence committed. This project is designed to be an alternative to custodial sentencing and a means for a young offender to establish a greater sense of belonging in their community. Outcomes may include community service work, cultural engagement, victim remediation, or social and emotional interventions.

The program was inspired from conversations with community members during the consultation phase of the Olabud Doogethu Project around seeking alternate ways to engage young offenders in which the community could manage the issue. Custodial sentencing often contributes to disengaging youth further from their peer networks and separates them from familial and cultural connections.

AIMS AND OUTCOMES:
- Provide a local community led alternative to youth custodial sentencing
- Involve the young offender, significant community members, family members and related organisations in determining a set of restorative outcomes proportionate to the offence committed
- Respond to the wishes of community members expressed during the [OD] Consultative process for improved youth engagement as opposed to punitive approaches that are known to increase alienation and retaliative responses from young offenders

7.3.3 Indigenous Traineeships for School Leavers

“Providing the 10 traineeships to the young people to work within the Shire and gain the knowledge, skills and opportunity for job pathways has provided credibility to the Shire within the community in terms of providing support and job opportunities......also encouraging and supporting young people to set and achieve goals, empowering themselves.” (Written comment by Tamara Richie, [OD] Case Intervention Officer, 26th June, 2019).

“In 2013, I started as a client referred to the program (Olabud Doogethu Intense Case Management) and now I am employed as a trainee of the program mentoring other young people in need”. (Verbal account by McPhee Stretch, Olabud Doogethu Trainee and winner of the 2015 Young Indigenous Person of the Year Award, 26th June, 2019).
Increased employment opportunities in Aboriginal communities could assist in developing social norms and behaviours that lead to positive social engagement. The lack of genuine employment opportunities for Aboriginal people generally, and young people in particular, is manifest. There are no clear pathways to post-school employment in many regional communities. (The North Australian Aboriginal Justice Agency (NAAJA), *submission 15*, p. 156, *Doing Time – Time for Doing*).

To create a viable pathway to employment and through a partnership with North Regional TAFE, the Olabud Doogethu Project and Kimberley Group Training, the Shire of Halls Creek is offering up to ten youth traineeships per annum. These traineeships are designed to provide comprehensive skill-sets, relevant work experience and a recognised qualification for Halls Creek Aboriginal school leavers.

Traditionally, many school leavers have been compelled to leave Halls Creek seeking employment in other regions. This is fundamentally due to the lack of pathways provided in the town and the greater Kimberley region. This initiative aims to provide a legitimate career option for this demographic - providing school leavers with a 12-month period of employment that is paid, whilst completing an industry relevant vocational qualification.

Trainees choose their preferred career pathway, of which the Shire offers many. This includes youth development, sport and recreation, land care, maintenance and landscaping, information technology, business, and tourism. Trainees will be sponsored to complete a certificate II or III in their chosen pathway whilst simultaneously gaining the practical experience required through employment.

The Shire of Halls Creek has accepted its first round of trainees in 2019, with the project to be maintained into the future. (see Appendix for SHC Trainee Recruitment Advertisement).

**AIMS AND OUTCOMES:**
- Provide school leavers with a local constructive skills-based pathway to employment
- Provide the opportunity for school leavers to have a reason to be optimistic about future opportunities
- Provide school leavers with the opportunity to stay in the area and invest in supporting and sustaining their community
- Provide local Indigenous and non-Indigenous businesses, organisations, NFP, learning institutions with involvement in training and up-skilling school leavers
- Set standards of commitment in other towards trainees and bring service providers to the table
- Where they choose, after the traineeship, helping trainees to find local or regional employment with other organisations

**7.3.4 Youth Engagement Workers for Remote Communities**

The Olabud Doogethu Project employs a team of six Youth Engagement Officers in the remote communities of Mulan, Ringer Soak and Billiluna. This team is comprised of local Indigenous staff with knowledge of their community. The role of the Youth Engagement Worker is to provide recreational leisure activities to the youth demographic within their specific community. These workers complete 25 hours weekly each and work on an activity schedule determined by the needs and wants of the youth in that location. Due to the lack of employment opportunities in these communities, many of these staff are in this role as their first foray into employment - to which the Olabud Doogethu Project supports them with a wide variety of training and mentorship opportunities.
The Youth Engagement Workers have a secondary role in assisting the Learning on Country Coordinators with logistical help in establishing cultural programs. Many of these cultural programs have cross-over into the recreational realm, such as multi-day camps and day trips on country, thus both roles work together on specific outcomes.

Boredom is often attributed to youth crime in the Halls Creek LGA - with such recreation initiatives directly combating this issue.

AIMS AND OUTCOMES:

- Support community designed and driven activities
- Reduce young crime associated with pro-social activity scarcity & boredom
- Promote local community employment opportunities in satellite communities
- Provide pro-social and health promoting recreational & leisure activities located on community

7.3.5 Learning on Country Coordinators Reconnecting Youth to Culture

The Shire of Halls Creek’s Olabud Doogethu program is directly responding to the need for cultural based learning in Halls Creek and its satellite remote communities through the employment of a team of place-based Learning on Country Coordinators (LoC). The LoC team are employed from the local Aboriginal communities through a process that includes consulting fellow community members on who the correct person for the role may be.

The role includes the creation and implementation of cultural based activities specific to the location and language group in which the Coordinator is employed. These activities may include, but are not limited to, bush skills, art, dance, traditions and camping.

At present, the Olabud Doogethu Project has positions in Yardgee, Billiluna and Mulan communities, with hopes to expand the role elsewhere. The LoC team work closely with the Shire of Halls Creek’s Youth Engagement Workers, who serve the recreational needs of youth in remote communities and in select communities of the Halls Creek township.

AIMS AND OUTCOMES:

- Creation and implementation of culturally based activities specific for location and language groups for each participating community
- Promote localised employment opportunities in satellite communities
- Foster and support community driven recruitment of Learning on Country Coordinators

7.3.6 Camp on Country Initiatives

The Olabud Doogethu Project has embarked on a series of camps on country over the last 24 months designed to engage youth at risk in structured activity around cultural, interpersonal and social resilience. These camps have been conducted at the former Yulumbu Station in the Kimberley Tablelands, with guidance from Halls Creek community elders. These camps include a variety of skill building activities such as fence building, cooking, fitness and hiking - in addition to learning a variety of bush skills from accompanying staff and Aboriginal volunteers.

These Yulumbu camps have traditionally targeted those youth engaged in court supervision orders.
or are required to complete community service hours. These hours are completed whilst on camp through a variety of means. Feedback from the participants, community and service providers has been positive in this regard.

At present, the Olabud Doogethu Project is collaborating with the Milba Community to conduct a series of school holiday camps engaging Halls Creek youth. Milba is situated 7kms from Halls Creek, and provides a convenient opportunity to deliver cultural content in a close proximity the town. These camps will be designed by local community members and in addition to cultural activities will include a series of social and emotional wellbeing initiatives.

7.4 PROGRAMS WHICH PROMOTE PRO-SOCIAL RECREATION
The Olabud Doogethu Project recognises the importance of recreational activities as a diversion to anti-social behaviour. The Project has directly supported this through the employment of Youth Engagement Workers, the establish of junior football initiatives and the co-funding of the Wunan Youth Hub. These initiatives ensure youth are actively engaged in pro-social initiatives, thus lessening their likelihood to engage in adverse behaviours. Free access to the Halls Creek Aquatic and Recreation Centre conforms to this school of thought. The recreation space creates a social beacon for youth and their families alike, with activities and events now a regular occurrence, all of which are free and accessible to all. These recreation initiatives are collectively engaging on average over 150 youth daily during school periods and over 250 during school holidays and have become remarkably important to creating a positive milieu in the Halls Creek region.

7.4.1 Junior Football Funding for Local Teams
The Shire of Halls Creek, with assistance from the West Australian Football Commission, have partnered with the two Halls Creek based football clubs, the Yardgee Dockers and the Halls Creek Hawks, to provide a junior football initiative to Halls Creek youth under the age of 15. Both clubs hold junior football training on Monday and Wednesday - with games being played Saturday morning before the East Kimberley Football League fixtures.

On 10th April, 2019 the Shire of Halls Creek organized to contribute an ongoing $250.00 per week to each adult football club (Yardgee Dockers & Halls Creek Hawks) to be utilised as ‘best on field’ player awards in exchange for players from each club making themselves available to provide regular weeknight training for the young people of Halls Creek.

This relatively minor financial contribution to provide prize money from the Shire for the clubs has had a major positive impact. Adult players are motivated to secure this funding and have grasped this opportunity to get involved and provide regular coaching for the town youngsters. Once the word spread that training was available, young people demonstrated their interest by attending in great number – sometime numbering close to 100 attendees per session. Seeing the youngsters out in great number on the oval all participating in this pro-social communal activity with parents and relatives often watching from the sidelines is a heart-warming experience and speaks to the success of community provided initiatives for their youngsters. The volunteer football trainers also gain opportunities to act as mentors and develop skills in designing and managing youth coaching activities.

In addition, the Shire is contributing an additional $75.00 to each club per community safety volunteer each home game. These volunteers promote pro-social behaviour at home games, ensuring alcohol is not consumed on ground and facilities are clean and tidy.
The WA Football Commission has contributed $2500 per club to be utilised on equipment and healthy food items during youth games. The Commission has also donated a number of footballs and training items for the initiative. The funding comes from their Night Fields program - designed to curb antiso-
cial behaviours through positive engagement in football.

The funding ensures many youth are focused, engaged and occupied in an activity to promote positive socialisation and physical activity.

AIMS AND OUTCOMES

- Create regular organized and supervised football training opportunities (boys and girls)
- Promote general community wellbeing enhancement through collective involvement & par-
ticipation
- Provide opportunities for young people to be mentored by Aboriginal older adolescents and
  adults in a pro-social activity
- Provide opportunities for Aboriginal older adolescents and adults to guide and support their
  young in a pro-social activity
- Respond to the request from young people for sports and training opportunities to reduce
  boredom
- Reduce youth crime by engaging young people in constructive activity
- Promote pro-social behaviour at football games managed by community safety volunteers

7.4.2 Free Entry to the Halls Creek Aquatic and Recreation Centre

Multiple research studies have substantiated a link between municipal swimming pool use and posi-
tive health benefits in remote Indigenous communities including health and wellbeing benefits such
as skin, eye and ear health (reduction of infections), pro-social community activity, opportunity for
safe and supervised exercise, access to stimulating activities to reduce boredom and potential
improved school attendance (Hendrick et al., 2016).

Recognising these significant health benefits, the Shire of Halls Creek encourage use of the municipal
pool by offering free entry to the Aquatic and Recreation Centre across all hours of operation for all
members of the public. This opportunity was created by a shift to solar electricity at the Aquatic Centre
which reduced electricity expenses by approximately $40k per annum. In light of this saving, the Shire
has eliminated entry fees, which generated approx. $18k per annum.

Free entry has resulted in a significantly higher patronage from the community, and patronage is par-
ticularly higher in the school holiday period in which the Centre is open daily. The Shire of Halls Creek
hopes that the initiative will encourage higher levels of participation from families.

The Centre hosts an array of activities to complement general swimming. These include dry side access
to basketball courts, free BBQ facilities, regular discos and pool parties, sporting events and lap swim-
mimg. These events all occur with no cost.

The Centre also provides training and employment opportunities for local Indigenous staff interested
in working as a lifeguard. Twenty Four youth completed Bronze Medallion qualification over the sum-
mer of 2018/2019 and it is hoped that this will be the pool of youth from which summer Life Guards
will be drawn.

Universal access to such an important youth facility aims to create a pride in shared community
spaces, whilst providing safe and social activities in a controlled environment.
AIMS AND OUTCOMES

- Increase patronage across the community
- Improve health outcomes for Aquatic & Rec Centre attendees
- Improve wellbeing outcomes for Aquatic & Rec Centre attendees
- Conduct supervised, healthy pro-social activities and sports events
- Provide lifeguard training and work for local Aboriginal residents
- Promote civic pride and communal safe participation

7.4.3 Co-Funding the Wunan Youth Hub

Wunan, the Shire of Halls Creek and the Olabud Doogethu Project have entered a Memorandum of Understanding [MOU] to ensure an ongoing commitment to youth recreation in Halls Creek through the continued service provision of a youth Centre facility. The Youth Hub is operated by Wunan, with a contribution of $10,000 annually from the Shire of Halls Creek to fund Centre hire costs.

The Youth Hub operates from the Halls Creek Aquatic and Recreation Centre, 3 - 4 sessions per week from 3pm to 10pm. The Hub offers an array of activities for youth between the ages of 10- and 17-years including basketball, video games, movies and bush trips. The Hub also provides a dinner service to those youth attending. After closure of the facility, youth are dropped to their homes to ensure Hub operation does not have adverse effects on night youth presence on the streets.

The Hub has a team of trained Wunan Staff and endeavor to partner with other service providers in delivering a unique and varied schedule of activities in order to keep Halls Creek youth engaged and occupied in positive and social activities, thus reducing the likelihood of any adverse contact with the criminal justice system.

AIMS AND OUTCOMES

- Reduce crime associated with young hunger (children & adolescents)
- Reduce crime associated with limited pro-social activity options and resultant boredom
- Provide a safe, supervised venue youth centric centre for young people to gather
- Provide a range of activities responsive to popular request to ensure uptake

7.4.4 Tidy Community Campaigns

The Shire of Halls Creek and the Olabud Doogethu Project consistently are working with individual communities to create greater sense of pride, character and communal identity through and array of simple and effect initiatives in an effort to lower youth offending and anti-social behaviour that results from lack of belonging.

- ‘Cans for Cash’ Initiative with Halls Creek Police:

Halls Creek Police, with funding from the Shire of Halls Creek and the Olabud Doogethu Project, are undertaking an environmental initiative that aims to benefit both the cleanliness of the Halls Creek township and Police engagement with youth.

Halls Creek Youth are encouraged to visit Halls Creek Police Station where they can receive a garbage bag that can be utilised for aluminium can collection. Upon filling the garbage bag, individuals can claim a $5.00 food voucher from Police. This is part of a series of community based policing initiatives that have a youth focus - including Blue Light Discos, Police led movie nights and the appointment of youth focused liaison officers.
The ‘cash for cans’ program also directly addresses the crime causation factor of young hunger. Young people are encouraged to use their money from the collection to buy food. Many of the youth crimes in Halls Creek are driven by a search for food and drink - causing a large degree of damage to property and theft.

- Rubbish clean-up and removal:

Recently, the Project and the Shire worked with Yardgee community to conduct a collaborative street and home clean-up. This initiative was all-inclusive and enabled the community to work together in achieving a common goal. The goal of a clean community enabled residents to take great pride in their homes and streets whilst achieving a sense of togetherness and shared identity.

AIMS AND OUTCOMES
- Promote civic pride
- Enhance town presentation and cleanliness
- Improve community rapport with Police
- Reduce potential crime associated with young hunger (children & adolescents)

7.4.5 Partnership with Australian Defence Force

The Shire of Halls Creek and the Olabud Doogethu Project has entered into a Memorandum of Understanding with the Australian Defence Force, specifically the NORFORCE Kimberley Squadron. This partnership involves staff of the Olabud Doogethu Project mentoring and assisting local youth in attaining the physical, mental and educational levels required for entry into the Australian Army.

This includes assistance with physical fitness, attaining the appropriate identifications, completing medicals, practicing LLN components and travelling to Darwin or Broome for inductions. Recruits have conducted strenuous training, conducted local patrols and have assisted in local ANZAC and Remembrance Day Services.

The program has been successful since its inception in 2017, with 13 young Indigenous people from the Shire of Halls Creek enlisting into the Australian Army. The benefits of such a career are numerous including paid training opportunities, tax-free work, physical health and the ability to work in the local natural environment.

The Project looks to continue supporting this initiative into the future with the eventual goal being the establishment of a Halls Creek NORFORCE Depot.
8. CONCLUSION

The Olabud Doogethu Project is the culmination of the many community voices within the Shire of Halls Creek and their direct response to their shared overwhelming desire to tackle Indigenous youth disadvantage through innovative and contemporary means. The Olabud Doogethu Project is ambitious in its reach, but grounded in the knowledge, skillset and commitment of communities, organisations and individuals, all of whom envision a meaningful and fulfilling life for future generations. Ultimately, the Olabud Doogethu Project is designed by the community, for the benefit of the community, and delivered by the community. The residents of the Shire of Halls Creek believe long-term commitment is fundamental to project success, as opposed to the plethora of previously funded programs with limited financial shelf life and lack of community input.

Our goal is to implement a sustainable, community-driven series of initiatives designed to create groundbreaking outcomes for youth that could not exist due to the top-down led approach of historical program frameworks. The largest existing asset that the Olabud Doogethu Project possesses is that it is driven by local people based on their own identifiable needs for the youth. The Project aims to continue this revolutionary change well into the future, positioning the Halls Creek region as a trailblazer in Western Australia in the space of successful Indigenous youth programming.
REFERENCES

The following reference list also includes references in Appendix 1: Strategies

- Campbell, A. M., & Thompson, S.L. (2015). The emotional maltreatment of children in domestically violent homes: Identifying gaps in education and addressing common misconceptions. The risk of harm to

eBook ISBN9781843927341


ISSN: 0817-8542, Sept., 2003.


better education outcomes for indigenous students through positive relationships between schools and indigenous communities, teacher development and recognition, and improved student attendance.

- improving the transition for education to the workforce through initiatives such as increasing the uptake of indigenous apprentices and ensuring young people in remote and regional areas to obtain driving licences.

- improving interpreting and legal services for indigenous youth.

- cultural awareness and diversion training for police and increased indigenous employment with police.

- alternative sentencing options and pre-court conferencing.

- parliamentary indigenous representation and an indigenous law and justice advisory body.

- building indigenous capacity in program development and delivery.

- expanding data collection, improving government policy and coordination, and sustained and flexible funding of indigenous offender programs.

WHAT HAPPENS NEXT?

The Committee has tabled the report in the House of Representatives. Most of the recommendations in the report were to the Commonwealth Government to take action.

Such action is the responsibility of the Executive Government rather than the Parliament.

The government will respond to the Committee report by way of a written statement to the House of Representatives. The 43rd Parliament introduced a 6-month Government response timeframe to which every report should be responded to by the Executive Government.

The Government may accept, or partially accept, the Committee’s recommendations, and announce its intention to take certain action. Some recommendations may be rejected and the Government may announce that it wishes to give further consideration to others. The Government may implement recommendations made by the Committee through changes in legislation or government administration or policy without publishing a formal response.

The government response will be published on the Committee’s website.

FURTHER INFORMATION

For more information regarding the House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs and the inquiry into Indigenous youth in the criminal justice system please contact:

Committee Secretary
House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs
PO Box 1621
Parliament House
Canberra ACT 2600
Australia
Phone: 02 6277 4339
Fax: 02 6277 4927
Email: asia reps@aph.gov.au

A full copy of the report is available on the web at

This pamphlet provides an overview of the process and the findings from the inquiry into the high level of involvement of Indigenous juveniles and young adults in the criminal justice system.

June 2011
THE INQUIRY INTO
INDIGENOUS YOUTH IN THE
CRIMINAL JUSTICE SYSTEM

The Inquiry into Indigenous Youth in the Criminal Justice System was established by the House of Representatives Standing Committee on Aborigines and Torres Strait Islander Affairs in response to the rising rates of incarceration for Indigenous young people. The Inquiry aimed to examine the systemic issues affecting Indigenous youth in the justice system and make recommendations for their improvement.

The Inquiry was tasked with investigating and reporting on:

- the development of social norms and behaviors for Indigenous juveniles and young adults that can lead to positive social engagement;
- the impact of alcohol and other substance abuse on the levels of Indigenous juveniles and young adults' involvement in the criminal justice system and how health and justice authorities can work together to address this;
- any initiatives that would improve the effectiveness of the education system in contributing to reducing the levels of involvement of Indigenous juveniles and young adults with the criminal justice system;
- the effectiveness of arrangements for transitioning from education to work and how the effectiveness of the 'learn to earn' concept can be maximized;
- best practice examples of programs that support diversion of Indigenous people from juvenile detention centres and crime and provide support for those returning from such centres;
- the scope for clearer responsibilities within and between government jurisdictions to achieve better co-ordinated and targeted service provision for Indigenous juveniles and young adults in the justice system, and the extent to which current preventative programs across government jurisdictions are aligned against common goals to improve the health and emotional well-being of Indigenous adolescents, any gaps or duplication in effort and recommendations for their modification or enhancement.

RECEIVING EVIDENCE

Through the evidence gathered during the inquiry, the Committee became more informed about the structural issues, interdependencies and complexities affecting the high level of involvement of Indigenous youth in the criminal justice system.

The Committee received 110 submissions from a wide range of sources including Commonwealth, state and territory government departments, representatives of the judiciary, police, Indigenous legal services, non-profit organisations, Indigenous rights and advocacy groups, Indigenous representative organisations and academics.

The Committee conducted 18 public hearings in Canberra, Sydney, Adelaide, Cairns, Darwin, Brisbane, Fiji, Abu Dhabi, Perth and Melbourne. A transcript of evidence was taken at every public hearing and was published on the web.

During the inquiry, the Committee visited three detention centres – Junee Male Juvenile Detention Centre (Sydney, NSW), Orana Juvenile Justice Centre (Dubbo, NSW), and Bundanoon Youth Detention Centre (QLD) – and held discussions with staff, youth and visitors.

The Committee also attended a delegation to New Zealand and met with a range of people and representatives of organisations aiming to reduce the over-representation of Māori youth in the criminal justice system. Observations from this delegation will inform some of the Committee responses in the report.

A list of submissions, public hearings and transcripts of evidence can be accessed at:


FINDINGS AND RECOMMENDATIONS

The Committee was concerned to find that the over-representation of Indigenous juveniles and young adults is worse now than it was 20 years ago when the Royal Commission into Aboriginal Deaths in Custody report was published. This escalating problem has reached a crisis point and the Committee made 40 recommendations to government in key areas such as:

- a National Partnership Agreement, with specific justice targets, dedicated to the safe Communities Building Block under the Closing the Gap strategy;
- strengthening positive social norms through families, communities, measuring and sport and recreation;
- accommodation options for Indigenous youth, including those who have been granted bail;
- holistic health and wellbeing programs which involve family mentors and Indigenous leaders;
- addressing housing impairments amongst Indigenous youth;
- addressing alcohol and substance abuse and peer-led Alcohol Spectrum Disorder in Indigenous communities.
APPENDIX: Community Consultations Dec 17 – July 18 [Shire of Halls Creek, Bank of I.D.E.A.S and listed Communities with participation rates for each.

<table>
<thead>
<tr>
<th>CONSULTATION NUMBERS (Dec 17-July 18)</th>
<th>Participants</th>
<th>Indigenous %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Halls Creek</td>
<td>133</td>
<td>67%</td>
</tr>
<tr>
<td>Balgo</td>
<td>84</td>
<td>52%</td>
</tr>
<tr>
<td>Nicholson Block</td>
<td>69</td>
<td>100%</td>
</tr>
<tr>
<td>Red Hill</td>
<td>65</td>
<td>100%</td>
</tr>
<tr>
<td>Workshops</td>
<td>49</td>
<td>52%</td>
</tr>
<tr>
<td>Youth Engagement</td>
<td>62</td>
<td>100%</td>
</tr>
<tr>
<td>Billiluna</td>
<td>48</td>
<td>100%</td>
</tr>
<tr>
<td>Yardgee</td>
<td>42</td>
<td>100%</td>
</tr>
<tr>
<td>Yiyili</td>
<td>28</td>
<td>100%</td>
</tr>
<tr>
<td>Mulan</td>
<td>65</td>
<td>56%</td>
</tr>
<tr>
<td>Warmun</td>
<td>23</td>
<td>55%</td>
</tr>
<tr>
<td>Ringer Soak</td>
<td>17</td>
<td>100%</td>
</tr>
<tr>
<td>Stakeholder Meetings (Police/CPFS/DCS etc.)</td>
<td>31</td>
<td>3%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>636</strong></td>
<td><strong>90%</strong></td>
</tr>
</tbody>
</table>
APPENDIX: Social/Justice Reinvestment SNAPSHOT, Social Reinvestment WA

SOCIAL REINVESTMENT WA SNAPSHOT DATA

THE ISSUES

148%
WA’s Prison Population has almost doubled in the last decade but crime has not gone down.

78% ATSI kids
78% of all WA’s Prison Population are ATSI children.

40% ATSI men
40% of people in our prisons are ATSI moths.

65% ATSI women
65% of people in our prisons are ATSI women.

IMPRISONMENT

A day to lock up an adult.
A day to lock up an adult.
A day to lock up an child.
A day for a person to be supervised on community service or work order.

COST OF IMPRISONMENT

$50 or $91 or $40

THE CAUSES

COLONISATION
Since the First Fleet arrived, Aboriginal and Torres Straight Islander people have been dispossessed from their ancestral land, and still deprived of spiritual connections to Country.

STOLEN GENERATIONS
Between 1935 and 1970, Australian governments systematically removed Aboriginal and Torres Strait Islander children from loving families, in an assimilation process. They were forced to “broad the black.”

Alcohol Misuse
Indigenous peoples are more likely to experience alcohol problems:
- 15 times more likely to be sleeping rough
- 50% of the regional population

POVERTY

15% of ATSI families live in low socio-economic areas.

TRAUMA
ATSI children make up 5% of WA’s child population where they comprise 49.5% of all children in out-of-home care.

DISADVANTAGES

10% more likely to be hospitalised for mental health-related conditions

EDUCATIONAL DISADVANTAGES

26% rate of suicide

HEALTH

ALT="Far left column: 148% IMPRISONMENT
   - A day to lock up an adult.
   - A day to lock up an child.
   - A day for a person to be supervised on community service or work order.

Far right column: THE CAUSES
   - COLONISATION
     - Since the First Fleet arrived, Aboriginal and Torres Straight Islander people have been dispossessed from their ancestral land, and still deprived of spiritual connections to Country.
   - STOLEN GENERATIONS
     - Between 1935 and 1970, Australian governments systematically removed Aboriginal and Torres Strait Islander children from loving families, in an assimilation process. They were forced to “broad the black.”

Middle column: COST OF IMPRISONMENT
   - $50 or $91 or $40

Below: THE CAUSES
   - TRAUMA
     - ATSI children make up 5% of WA’s child population where they comprise 49.5% of all children in out-of-home care.
   - DISADVANTAGES
     - 10% more likely to be hospitalised for mental health-related conditions

Far right column: DISADVANTAGES
   - 10% more likely to be hospitalised for mental health-related conditions

Below: DISADVANTAGES
   - 10% more likely to be hospitalised for mental health-related conditions

Below: HEALTH
   - 26% rate of suicide

NOTE: The data and information presented in this snapshot are based on research and statistics obtained from various sources. The information is intended to highlight the challenges and disparities faced by ATSI communities in WA, emphasizing the need for social justice and investment in support programs. It is important to acknowledge the historical and ongoing issues that contribute to these disparities, and to work towards equitable solutions.

END NOTE"
# Yardgee Community Plan 08-10-2018

## Community Results

<table>
<thead>
<tr>
<th>Community Result</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment and Training Facilities</td>
<td>12%</td>
</tr>
<tr>
<td>Youth Safety</td>
<td>15%</td>
</tr>
<tr>
<td>Access to Health</td>
<td>20%</td>
</tr>
<tr>
<td>Community &amp; Neighbourhood Facilities</td>
<td>25%</td>
</tr>
<tr>
<td>Education</td>
<td>30%</td>
</tr>
<tr>
<td>Managerial Support</td>
<td>35%</td>
</tr>
<tr>
<td>Youth Engagement</td>
<td>40%</td>
</tr>
<tr>
<td>Incident Response</td>
<td>45%</td>
</tr>
<tr>
<td>Access to School Support</td>
<td>50%</td>
</tr>
<tr>
<td>Aboriginal Education</td>
<td>55%</td>
</tr>
<tr>
<td>Community Clean Ups</td>
<td>60%</td>
</tr>
<tr>
<td>Australian Citizenship</td>
<td>65%</td>
</tr>
</tbody>
</table>

## Community Snapshot

- People: 300
- Aboriginal and/or Torres Strait Islander people: 300
- Houses: 32
- Language Spoken: Kija, Jaru, Kriol

## Priority One – Employment Opportunities

- Transition program for school leavers into the workplace.
- Facilities/equipment: Using community members to repair existing facilities such as play equipment and BBQs.
- Community Office Space: Creation of a space where community members can access the internet, print and make telephone calls to services.
- Skills transfer program with elders: Employing community elders teach young people traditional bush skills.

## Priority Two – Youth Safety

- Fencing/infrastructure: Fencing around communal homes to prevent youth running onto roads and to prevent dog attacks.
- Rage cage: Seeking funding to create a ‘Rage Cage’ play equipment structure in the centre of Yardgee.
- Lighting-park, alleyway to make it easier to identify people at night and reduce crime.
- CCTV coverage of Yardgee.
- A sign identifying service providers, their roles and their best contact details, including emergency contacts.

## Priority Three – Youth Health

- Community Clean ups: Have community members schedule regular clean-up days in Yardgee as a community activity.
- Health Promotion: Encourage health promotion initiatives to include Yardgee.
- Seek funding/support for mental health training for elders/role models/trusted adults.

## Community Assets

- Family
- Trust
- Respect
- Communication
- Role models

## Partners

**Priority One**
- EKIP
- Clontarf
- SoHC
- Shooting Stars
- HCDHS

**Priority Two**
- SoHC
- EKIP
- Police
- DCPFS
- Yardgee Corporation

**Priority Three**
- SoHC
- EKIP
- Dept. Health

## Community Leader & Senior Partner

- Name: Rose Smoothy
- Signature: [Signature]
- Position: [Position]
- Date: 5/10/18
Shire of Halls Creek

WE'RE HIRING!

YOUTH ENGAGEMENT NIGHT OFFICERS

25 hours per week
9pm - 2am Tuesday to Saturday
6 months contract

For more information, visit https://www.halls creek.wa.gov.au/

Contact: Margaret Glass
Director Youth & Community Development
email: dycd@hcshire.wa.gov.au
Shire of Halls Creek

POSITION DESCRIPTION
Youth Engagement Night Officers

Job Title: Olabud Doogethu - Youth Engagement Night Officers

Responsible To: Olabud Doogethu - Regional Program Manager (Youth)

Location: Halls Creek

Responsible For: Work from 9pm to 2am with young people who are on the street, and regularly involved in crime, and get them on a better path.

Hours Required: 25 hours per week

9pm – 2am Monday to Friday

7 months contract

Specific Role: Engage with young people on the streets – talk to young people and encourage them to go home at night.

1. Work in partnership with WA Police to help encourage young people to return home.

2. Diffusing difficult situations in partnership with WA Police and regularly patrolling the community to support the safety and well-being of all residents is maintained.

3. Liaising and advising local police and Jungarni-Jutiya Night Patrol team on issues relevant to either service at night.

4. Data collection and recording – record the names of the young people you engage with and the reasons they state for being on the street at night. Record any other relevant information.

To Apply:

1. Collect application form from Shire Office or text Edem on 0497 157 561 to express your interest in the role.

2. Prepare a resume or come to the Shire office to get help in preparing one.

APPENDIX: Shire of Halls Creek Advertisement for TRAINEES

The Shire of Halls Creek will guarantee each year, for young adults completing Year 12 at HCDHS, a 12-month Traineeship.

Like working outside?
Want to work with people?
Have a creative streak and want to show the world?
Have a dream to open your own business in the future?
Want to work in an office environment?
Care about Culture and Country?
Love to Organise?

KICK START YOUR CAREER

Our Traineeships are your stepping stone between school and your future career.

Want work experience and a qualification in your chosen field? eg. Sport and Recreation, Tourism, Conservation and Land Management, Digital Media and IT, Business or Community Services.

Come and talk to us and we will walk you through the process of signing up for a traineeship.

2019 Traineeships starting soon

As a new program we will be looking to fill any vacant spots.

Come and see us if you:
- Finished School in the last 3 years and under 20 years old, or
- Have returned from boarding school

Shire of Halls Creek
7 Thomas Street, Halls Creek
PO Box 21 Halls Creek WA 6770
(08) 9168 8007
hcs@hcs.halls.creek.wa.gov.au
Monday to Friday, 8am - 4:00pm

Prepared and written for the Shire of Halls Creek, Department Youth and Community Development by Sally Nevill, Accredited Mental Health Social Worker, Master Social Work; Master Counselling; Grad. Dip (Counselling); Grad. Dip (Women’s Studies); Dip. Teaching.

JUNE 2019.