

**ATTACHMENT B**

**PUBLIC EXHIBITION REPORT – FINDINGS  
AND RESPONSE – EORA JOURNEY  
ECONOMIC DEVELOPMENT PLAN**



# Public Exhibition report for Eora Journey Economic Development Plan

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## Executive Summary

The City of Sydney's draft Eora Journey Economic Development Plan is the City's first economic action plan focused specifically on Aboriginal and Torres Strait Islander employment and enterprise.

It forms a central pillar of the City's Eora Journey initiative, seeking to ensure that the celebration of culture through arts and events is aligned with Aboriginal and Torres Strait Islander economic sustainability in Sydney.

On 16 May 2016, Council resolved unanimously to place the draft action plan on public exhibition. The eight-week exhibition period (23 May to 18 July 2016) presented an opportunity for organisations and communities to review the plan and provide feedback.

A range of approaches and activities were undertaken to promote the public exhibition and invite feedback from stakeholders, including events, media advertising, printed materials, media releases, social media and the website [sydneyoursay.com.au](http://sydneyoursay.com.au).

The feedback received during the public exhibition period demonstrated strong endorsement for the approach taken to develop the action plan, the themes, and the actions. A total of twenty three responses were received via formal email submissions and online survey returns. Organisations which demonstrated support included: Aboriginal Affairs NSW, Destination NSW, Office of Environment and Heritage NSW, Moreton Consulting, Urban Growth, Indigenous Business Australia, Supply Nation and Yarn'n Aboriginal Employment Services.

This report details the public exhibition objectives and activities, the feedback received from stakeholders, and the City's responses to this feedback. Changes to the action plan based on feedback received during the public exhibition process are outlined. These include an additional action to support business representatives groups, further clarifying the City's role in housing and affordability, and providing more detail about the implementation of projects under the action plan.

# 1. Introduction

The Council of the City of Sydney endorsed the Eora Journey Economic Development Plan for public exhibition on 16 May 2016.

The plan is the City's first economic action plan to focus on Aboriginal and Torres Strait Islander entrepreneurship, employment and education. It aligns with, and supports the delivery of, the City's *Reconciliation Action Plan 2015 – 2017* and *Eora Journey* projects to acknowledge and celebrate living culture of the Aboriginal and Torres Strait Islander peoples.

The public exhibition period occurred from 23 May 2016 to 18 July 2016 (56 days). During this time period the Eora Journey Economic Development Plan was placed on exhibition in both designed and accessible formats, along with a standalone supporting Executive Summary document.

The development of the plan involved working with Aboriginal and Torres Strait Islander consultant experts to undertake comprehensive consultation with organisations and communities across Sydney.

This significant engagement process has informed the structure and focus of the plan. The public exhibition period presented an opportunity for partners and communities to review the plan.

## 1.1 Public exhibition objectives

- Publicly exhibit the document for a period of more than 40 days supported by the Sydney Your Say digital platform;
- Ensure stakeholders were aware of the draft plan and were provided an opportunity to access, review and comment on the draft plan;
- Receive submissions on the approach taken in the development of the plan and on the proposed focus and actions under each theme;
- Provide an executive summary explaining the vision and guiding principles and the four main themes;
- Provide a broad range of ways for individuals and stakeholders to have their say; and
- Provide a face-to-face presence at the City's NAIDOC in the City event (4 July) to increase awareness and opportunities for community engagement.

## 1.2 Public exhibition activities

A range of approaches and activities were undertaken to promote the public exhibition and invite feedback. This included activities to raise awareness of the draft plan, and activities to provide opportunities for stakeholders to review and provide comments on the draft plan.

The City's [www.sydneyoursay.com.au](http://www.sydneyoursay.com.au) site was utilised and a specific web page was developed including supporting information.

The broad range of engagement activities included:

- Dedicated portal on Sydney Your Say website developed to provide a focus for the public exhibition, (<http://sydneyyoursay.com.au/eora-journey-economic-development-plan>), providing:
  - access to designed and accessible versions of the document, and the executive summary document;
  - a survey / guided submission designed to assess the level of support for the City's intended areas of action;
  - supporting information such as Frequently Asked Questions, engagement video, background information on how the plan was developed through consultation with Aboriginal and Torres Strait Islander stakeholders, timeline, contact details and Advisory Panel information.
- Formal direct communication with key stakeholders, including:
  - Letter from CEO posted to 112 key organisational partners with details of engagement and hard-copies of the documents;
  - Letter from CEO to all members of the City's Aboriginal and Torres Strait Islander advisory panel (past and present);
  - Email communication and follow-up to 124 organisational partners with details of engagement and links to Sydney Your Say site;
  - Detailed discussion with the City's Aboriginal and Torres Strait Advisory Panel on 31 May 2016 on the exhibition process.
- Information on plan and exhibition period included in e-newsletters, including:
  - City Business email newsletter (1) distributed (1,600 subscribers) (28.06.16);
  - Sydney Your Say email newsletters (2) (3,800 subscribers) (7.06.16 & 1.07.16);
  - Tourism & Transport Forum Weekly Circular newsletter (1)(15.06.16).
- Targeted press advertising:
  - Quarter-page advertisements in Southern Courier, Inner West Courier, Wentworth Courier, City Hub, and Koori Mail during June 2016;
  - Online advertising in NIT.com.au for one week during June 2016.
- Printed copies available in the One Stop Shop, Redfern Community Centre, x4 Neighbourhood Service Centres and Customs House;
- Targeted media release;
- Targeted social media utilising City of Sydney twitter account (158,000 followers) and Sydney Your Say twitter account (2,333 followers); and
- Exhibition of document within the Eora Journey tent at the City's NAIDOC in the City event in Hyde Park on 4 July 2016. This included distribution of the draft plan and executive summary, and opportunity for City staff to discuss the plan with community members.

## 2. Feedback

A total of 23 submissions were received by the City during the public exhibition period.

The Sydney Your Say platform traffic recorded over 400 page visits indicating strong awareness with over 100 visitors downloading documents.

Social media through twitter reflected positive awareness with the top Sydney Your Say tweet for July a tweet requesting followers take the online survey with 3,959 impressions.

Submissions methods included formal submissions via email (9) and online surveys (14).

### 2.1 Formal submissions

Formal submission were received from the following organisations:

- Aboriginal Affairs NSW- i) Director Policy and ii) Reform Principal Policy Officer (Economics)
- Destination NSW
- Office of Environment and Heritage NSW
- Moreton Consulting Pty Ltd
- Urban Growth Development Corporation NSW
- Indigenous Business Australia
- Supply Nation
- Yarn'n Aboriginal Employment Services

All formal submissions were supportive of the draft Eora Journey Economic Development Plan, and commended the City on its commitment to support Aboriginal and Torres Strait Islander economic development as evidenced through the plan. The submissions also provided further feedback on specific elements of activity within the plan.

#### Analysis of formal submissions

Submission content has been analysed and coded into the following feedback themes;

- General Support
- Approach
- Deliverability
- Organisational capability
- Business support activity
- Employment support activity
- Tourism sector activity
- Retail sector activity
- Housing and affordability

The following tables provide details of relevant verbatim feedback from respondents (grouped by theme for analysis purposes).

**GENERAL SUPPORT**

Aboriginal Affairs NSW *The Plan's four main themes (Aboriginal business, employment, tertiary opportunity, and growing key economic sectors) aligns favourably with OCHRE, the NSW Government's community focussed plan for Aboriginal affairs.*

Moreton Consulting Pty Ltd *The Plan is comprehensive and ambitious. It is clear from the developmental process and the plan that the City of Sydney (CoS) is seriously committed to actively supporting Aboriginal and Torres Strait Islander people to work towards prosperity.*

Office of Heritage and Environment *I would like to congratulate the City of Sydney on their development of the Eora Journey Economic Development Plan, and their commitment to the economic, social and cultural advancement of Aboriginal and Torres Strait Islander people within the city and its surrounds*

UrbanGrowth NSW *UrbanGrowth NSW supports the Plan, its key themes and actions. UrbanGrowth NSW supports the development of the Plan and the potential to collaborate with the City to help deliver its intent.*

Supply Nation *Supply Nation commends the City's Eora Journey Economic Development Plan which sets an agenda to engage with and benefit Aboriginal and Torres Strait Islander communities over the next 10 years.*

Yarn'n Aboriginal Employment Services *I would like to thank Council for taking this fantastic initiative. As an Aboriginal person, I am grateful for everyone's efforts to support Aboriginal people to recognise and achieve our aspirations.*

**APPROACH**

Indigenous Business Australia *The City of Sydney is to be commended on co-ordinating and developing a comprehensive plan that is underpinned by stakeholder input and research.*

Moreton Consulting Pty Ltd *The developmental and consultation process was extensive and this is reflected in the quality of the plan. The plan recognises the different and unique perspectives of Aboriginal and Torres Strait Islander people and is tailored to and reflects their input. CoS are congratulated for taking a strength based, rather than deficit focus approach.*

Office of Environment and Heritage NSW *I would like to congratulate the City of Sydney on putting together a plan that was developed through thorough consultation, engagement and collaboration. The result is a plan that has clearly focused actions and outcomes.*

*I note the importance of highlighting that this is a long term strategic plan that is a living document and will be revisited and adjusted as change occurs across the City.*

**DELIVERABILITY**

Aboriginal Affairs NSW *Actions within the Plan could include specific quantitative targets for outcomes in the areas of employment of Aboriginal people, of mentoring and coaching for Aboriginal employees as retention and career development activities, of increased numbers of tertiary scholarships for Aboriginal students, and of procurement from Aboriginal-owned businesses.*

Moreton Consulting Pty Ltd *The approach to time: Ongoing; Now; Next; Later is practical given that the CoS operating environment, like any business, is constantly changing. However it means that there is limited transparency and accountability on performance. Will CoS be reporting to the CoS Advisory Panel annually on the internal work plan which will be required to implement the actions and activities? What will the CoS do to make this plan live? The plan is extensive and the scope of it is ambitious. How will the actions and measurable outcomes be tracked and reported?*



Yarn'n Aboriginal Employment Services	<i>There are a lot of big picture statements in the plan with limited detail. I am hoping the plan is a strategic document which will be underpinned by an annual action plan, with clear and measurable actions for which key members of Council, Council staff (and hopefully business and other key stakeholders, such as Yarn'n) accountable for achievement.</i>
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### ORGANISATIONAL CAPABILITY

Moreton Consulting Pty Ltd	<i>We noticed little discussion in the plan about the importance of cultural proficiency in the work place. This is not only about cultural awareness, which is referenced a few times. Cultural proficiency needs to be reflected in multiple aspects of organisational life – job design, work processes, organisational culture and workplace practices.</i>
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### BUSINESS SUPPORT ACTIVITY

Indigenous Business Australia	<i>It is also important to note that the Indigenous business sector is diverse and varied across many industries and includes businesses that are not embedded in culture. Examples can include smash repair, fitness centres, graphic designers, information media and communication businesses and transport. Access to relevant business supports, skills, advice and mentoring is important. The Plan outlines some key areas for successful growth of the business sector. IBA would suggest considering matching the support services to the relevant stages of the business life cycle, for example, start-up, stabilisation, growth and maturity. IBA would be interested to know more details about how the business hub will work and how Indigenous businesses can access the hub.</i>
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Supply Nation	<i>Supply Nation applauds the City's interest in developing networking opportunities, tools and resources which will assist Indigenous businesses navigate procurement processes, and become an integral part of the City's first-tier and second-tier spend. Additionally as part of the Plan, Supply Nation would like to see the City positioned as a leader, champion and promoter of supplier diversity not only within NSW Local Government councils, but within other Local Government Councils across the nation. In addition, Supply Nation would like to support the City to be an advocate of supplier diversity in the corporate world by leveraging its relations and influence with the many businesses headquartered or operating in its area of coverage.</i>
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### EMPLOYMENT SUPPORT ACTIVITY

Indigenous Business Australia	<i>Indigenous businesses are more likely to employ Indigenous employees. We are aware that some businesses experience difficulties in recruiting appropriately skilled employees. This highlights the importance of education and training.</i>
Moreton Consulting Pty Ltd	<i>CoS could implement a Mutual Mentoring program. Mentoring is referred to in various points throughout the plan, however it is by implication one way mentoring and focused on deficit. Mutual mentoring recognises the knowledge and lived experience of both mentoring partners and can lead to a richer knowledge sharing experience for both people. It also disrupts the power relationship and is a practical step to genuine relationship building and understanding which leads to real change.</i>
UrbanGrowth NSW	<i>Economic growth and job creation are key components. We have established targets including specifically related to the Eora Journey – five percent of all apprentices or those in formal training being Indigenous Australians.</i>
Yarn'n Aboriginal Employment Services	<i>The plan mentions the business community and the Council's extensive connection to businesses except in the section where it really matters and that is in providing local jobs for local people. I think local Aboriginal people as well as those wanting to work in cosmopolitan Sydney, would greatly benefit from creating a suite of initiatives which directly link businesses/jobs/Aboriginal people looking for work</i>

**KEY SECTOR ACTIVITY (GENERAL)**

Supply Nation	<i>Supply Nation recommends that the City considers partnering with relevant industry associations and peak bodies in the Finance and Professional Services; Creative and Digital; Tourism; and Retail sectors to build strong partnerships that can support the growth of Indigenous businesses in these key sectors.</i>
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**TOURISM SECTOR ACTIVITY**

Indigenous Business Australia	<i>Indigenous Tourism businesses have a great opportunity in Sydney to offer a unique product or experience to a large international and domestic tourism market</i>
Office of Heritage and Environment	<i>I believe that tourism is an industry that not only has the potential to lead to increased economic development and employment opportunities, but also contributes to raising the awareness, appreciation and understanding of Aboriginal culture</i>

**RETAIL SECTOR ACTIVITY**

Indigenous Business Australia	<i>As part of protecting the unique and culturally authentic Indigenous products it might be relevant for some businesses to consider intellectual property rights.</i>
Aboriginal Affairs NSW	<i>Actions within the Plan could refer to increased standards of cultural authenticity within the tourism and retail sectors being achieved through greater numbers of Aboriginal-owned businesses operating in tourism and retail, employing higher number of Aboriginal frontline staff.</i>

**HOUSING AND AFFORDABILITY**

Aboriginal Affairs NSW	<p><i>The Plan would be strengthened with more discussion of the increasing housing pressures facing Aboriginal people in the City, and the inclusion of strategies to address these pressures – particularly, Aboriginal tenants of social housing who face short and medium term pressures due to gentrification, infrastructure and social housing renewal.</i></p> <p><i>The Plan could also include reference to greater Aboriginal home ownership rates and greater stability of long term accommodation and housing as both an indicator of and contributor to improved economic prosperity.</i></p> <p><i>Redfern and Waterloo are on the cusp of major change again, now that Waterloo has been earmarked for the SW Rail Line southern Sydney Railway station. There is talk about demolishing the public housing towers and other buildings that house Sydney city Aboriginal people. It is not clear where these people will go, and how many of them will be resettled back in the area. While this is primarily a state government issue, the Plan does not explicitly address it, or outline how it will respond to these major changes</i></p>
Indigenous Business Australia	<i>Supporting Indigenous Australians to become home owners is an important part of a holistic approach to Indigenous economic development.</i>

## 2.2 Survey/guided submissions

Twelve individuals and two organisations participated in the online survey on Sydney Your Say.

The majority of participants were aged 30-39 and five identified as Aboriginal and Torres Strait Islander people.

Two indicated they were residents in the City of Sydney LGA, five as working in the LGA and one as a student in the LGA.

### Analysis of formal submissions

#### Level of agreement with the proposed actions and priorities (Q's 1 and 2)

Respondents were firstly asked to prioritise from 1 to 5 indicating their level of agreement with the proposed actions and priorities (Q1):

- Supporting business owners and entrepreneurs
- Supporting job-seekers and employees
- Supporting students and tertiary education
- Supporting important sectors of the economy

The ranking in order of importance from survey participants was (in order):

1. Supporting important sectors of the economy
2. Supporting students and tertiary education
3. Supporting business owners and entrepreneurs
4. Supporting job-seekers and employees

The verbatim comments given to accompany this question (Q2) were as follows (shown with coding for analysis purposes):

<i>Empowering cultural expression as an economic driver</i>	<b>CULTURAL ACTIVITY</b>
<i>Research indicates that majority of Indigenous business owners employ Indigenous people. Therefore I have chosen support for Indigenous entrepreneurs as the first priority.</i>	<b>BUSINESS SUPPORT</b>
<i>The City can and should encourage business to support its strategy. This can be done through things like tenders for city of Sydney contracts - e.g. encouraging indigenous employment or support to indigenous community programs / initiatives. The City can also play a role in proactive procurement policies to encourage spend with Indigenous business.</i>	<b>BUSINESS SUPPORT</b>
<i>Housing and community facilities in light of the plans to relocate public housing residents in Waterloo.</i>	<b>HOUSING</b>
<i>Building business and entrepreneurs will impact the other three key areas.</i>	<b>BUSINESS SUPPORT</b>
<i>I believe all souvenir shop should at least have minimum of one Aboriginal people in these shops CBD area. Which would include markets @ haymarket vendors</i>	<b>TOURISM / RETAIL</b>
<i>Local government targets for procurement from Aboriginal owned businesses &amp; greater cultural authenticity in tourism &amp; retail (eg locations selling Aboriginal artefacts owned/managed by Aboriginal people).</i>	<b>BUSINESS SUPPORT / TOURISM / RETAIL</b>

Respondents were then asked to indicate their level of agreement that the priorities and actions in the plan would support greater prosperity within Aboriginal and Torres Strait Islander communities (Q3).

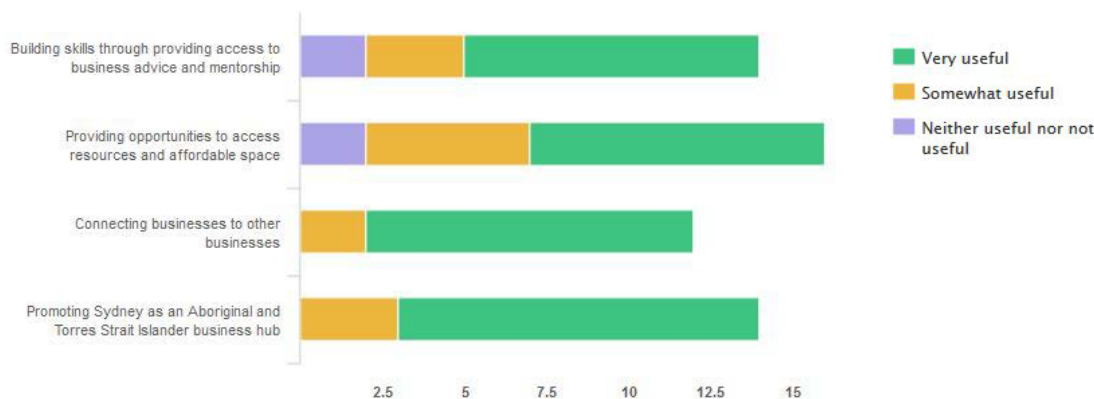
Seven respondents strongly agreed and five agreed reflecting good support. Two additional comments to this question were stated (shown with coding for analysis purposes);

<i>Only in total consultation.</i>	<b>APPROACH</b>
<i>Building stronger partnership and awareness to community including areas that make up Eora Area and 29 clans groups. Yes it motivate and educate our people who want to change their life.</i>	<b>APPROACH</b>

### Priority Theme 1: Create an economic hub through supporting business owners and prospective entrepreneurs

Respondents were asked to consider (Q4) - *How useful did they think the following actions will be in supporting and growing Aboriginal and Torres Strait Islander business in Sydney?*

- Building skills through providing access to business advice and mentorship  
Responses: 9 very useful / 3 somewhat useful
- Providing opportunities to access resources and affordable space  
Responses: 9 very useful / 5 somewhat useful
- Connecting businesses to other businesses  
Responses: 10 very useful / 2 somewhat useful
- Promoting Sydney as an Aboriginal and Torres Strait Islander business hub  
Responses: 11 very useful / 3 somewhat useful



The verbatim feedback on (Q5) priorities and activities to support Aboriginal and Torres Strait Islander business owners and entrepreneurs in Sydney (shown with coding for analysis purposes):

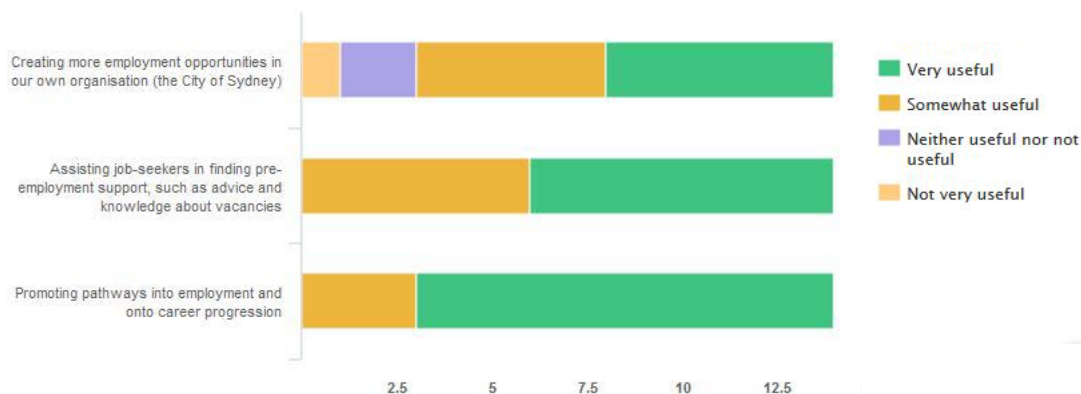
<i>Business advice and mentorship would be my highest recommended priority</i>	<b>BUSINESS SUPPORT (Mentorship)</b>
<i>It's great!</i>	<b>GENERAL SUPPORT</b>
<i>Money - direct grants - which the government can oversee regularly but not control</i>	<b>BUSINESS SUPPORT (Grants)</b>

<i>Give them media coverage - wide, mainstream, positive, media coverage. Present them at town talks, open days, market stalls, front of town hall presence, hyper link on the city of Sydney websites, tourism pages etc. Put up a formal info stall at tourist spots, at business hubs like martin place, in council buildings etc.</i>	<b>BUSINESS SUPPORT (Marketing)</b>
<i>Research conducted by UTS and CSU indicates that mentor support is not as effective for start ups as it is for more established businesses. Starts ups have issues with accessing resources including finance and I feel would benefit more from connections with other indigenous businesses.</i>	<b>BUSINESS SUPPORT (Mentorship)</b>
<i>Marketing is not our strength and our mindset if you look of tradition taking what you need and but supporting others give sense of community</i>	<b>BUSINESS SUPPORT (Marketing)</b>

## Priority Theme 2: Maximise employment outcomes through ensuring access to opportunities offered by the economy for Aboriginal and Torres Strait Islander job-seekers and employees

Respondents were asked to (Q6) - *How useful did they think the following actions will be in supporting and growing Aboriginal and Torres Strait Islander business in Sydney?*

- Creating more employment opportunities in our own organisation (the City of Sydney)  
Responses: 9 very useful / 3 somewhat useful
- Assisting job-seekers in finding pre-employment support, such as advice and knowledge about vacancies  
Responses: 8 very useful / 6 somewhat useful
- Promoting pathways into employment and onto career progression  
Responses: 11 very useful / 3 somewhat useful



The verbatim feedback (Q7) on priorities and activities to support Aboriginal and Torres Strait Islander job-seekers and employees in Sydney (shown with coding for analysis purposes):

<i>The assisting for job-seekers in finding pre-employment support is my highest priority.</i>	<b>EMPLOYMENT</b>
<i>Getting jobs where they can be with other members of their community - racism is real and debilitating - feeling marginalized adds more despair</i>	<b>EMPLOYMENT</b>
<i>It's all about follow through</i>	<b>APPROACH/ EMPLOYMENT</b>
<i>There are enough government jobs for indigenous Australians. Encourage private sector employers to take more action.</i>	<b>EMPLOYMENT</b>

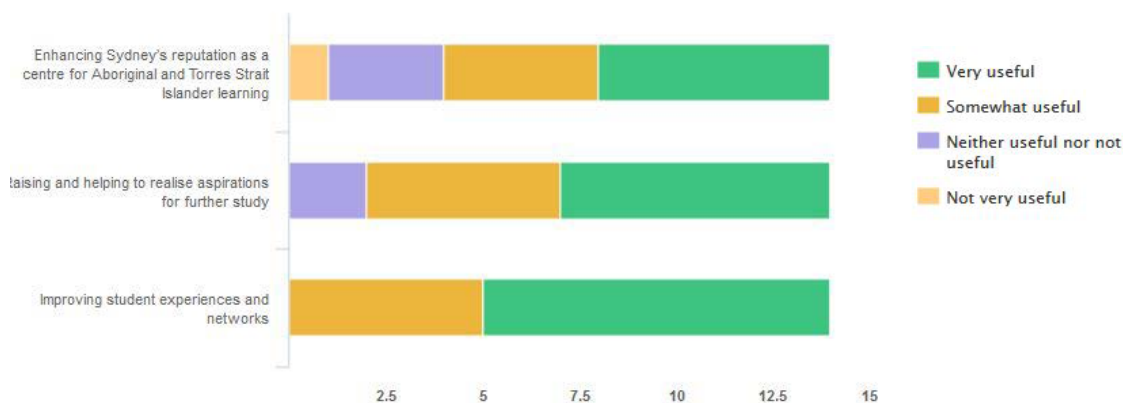
*Traineeships to promote leadership or skills e.g. tree surgeon looking after country. Discuss what does a people need and good at.*

**EMPLOYMENT**

### Priority Theme 3: Enhancing tertiary opportunities to support Aboriginal and Torres Strait Islander students.

Respondents were asked (Q8) - *How useful did they think the following actions will be in supporting and growing Aboriginal and Torres Strait Islander job-seekers and employees in Sydney?*

- Enhancing Sydney's reputation as a centre for Aboriginal and Torres Strait Islander learning  
Responses: 6 very useful / 4 somewhat useful
- Raising and helping to realise aspirations for further study  
Responses: 7 very useful / 5 somewhat useful
- Improving student experiences and networks  
Responses: 9 very useful / 5 somewhat useful



The verbatim (Q9) feedback on priorities and activities to support Aboriginal and Torres Strait Islander tertiary education in Sydney (shown with coding for analysis purposes):

*By appreciating their talents and recognizing empowering them in cultural activities is an important driver in tourism and be recompensed for their activities. A tax given to aboriginal communities for their own self-determination.*

**TOURISM**

*They then need help getting placement in their field.*

**EMPLOYMENT**

*We need the uni's to provide more housing. Perhaps the City could provide housing options for students. UTS is a shining example.*

**HOUSING**

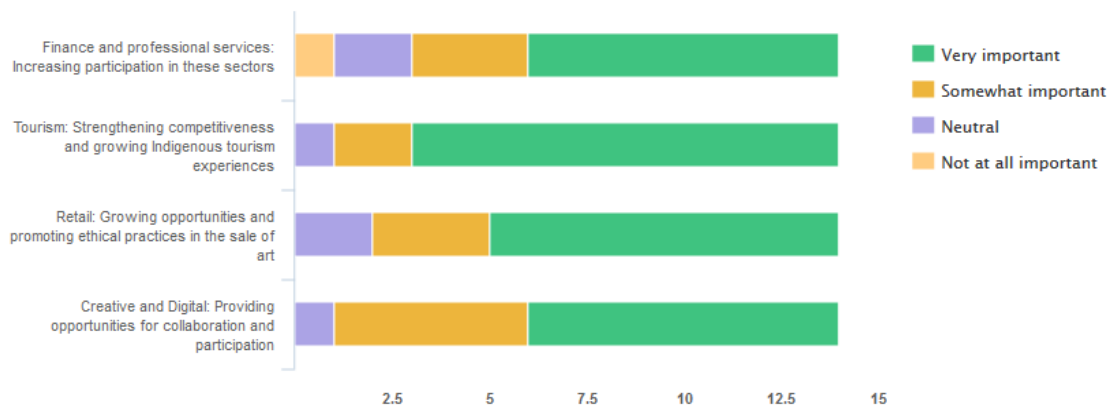
*Giving sense of confidence, and support in activities. Research how many Aboriginal in professional industry in LGA.*

**EMPLOYMENT**

### Priority Theme 4: Growing key sectors of the economy.

Respondents were asked to (Q10) - *How important do you think supporting the following sectors will be in developing Aboriginal and Torres Strait Islander business ownership and employment opportunities?*

- Finance and professional services: Increasing participation in these sectors  
Responses: 8 very useful / 3 somewhat useful
- Tourism: Strengthening competitiveness and growing Indigenous tourism experiences  
Responses: 11 very useful / 2 somewhat useful
- Retail: Growing opportunities and promoting ethical practices in the sale of art  
Responses: 9 very useful / 3 somewhat useful
- Creative and Digital: Providing opportunities for collaboration and participation  
Responses: 8 very useful / 5 somewhat useful



The verbatim (Q11) feedback on priorities and activities to support Aboriginal and Torres Strait Islander employment and enterprise within key sectors of the economy in Sydney (shown with coding for analysis purposes):

<i>Finance, Professional Services would be my lowest priorities as I think these groups/individuals would be in the minority and I think they would be more creative and great in hospitality/tourism.</i>	<b>TOURISM</b>
<i>Again not crap jobs - jobs that engage their heritage and its worth</i>	<b>EMPLOYMENT</b>
<i>Providing a hub for Aboriginal people for business and whatever happened to play @ Darling Harbour.</i>	<b>BUSINESS SUPPORT</b>

### Other comments

Respondents were asked as a final question (Q12) - Did they have any further comments on the City of Sydney's draft Eora Journey Economic Development Plan? The verbatim (Q11) feedback to this question is below (shown with coding for analysis purposes):

<i>Can you have a focus on education and training/development targeting women also? Can you prioritise women in your plan and any support/assistance towards this group if you haven't already?</i>	<b>EMPLOYMENT</b>
<i>Yeah get off your backsides and ask them best of luck</i>	<b>APPROACH GENERAL SUPPORT</b>
<i>The city should be commended for this report. Now let's take action...and quickly!</i>	<b>GENERAL SUPPORT</b>
<i>If a place was @ Darling Harbour where people to meet not only community see art, dance, stories, Ceremony and the thing like campfire similar to war memorial perpetual flame.</i>	<b>BUILT ENVIRONMENT</b>

*"Areas we will measure over time" - need to be overtly reported with quantitative measures applied to track progress; Need to expand on 'recent improvements' noted in Exec Summary.*

**DELIVERABILITY**



### 3. Summary of Feedback and Responses

Overall, feedback provided during the public exhibition was positive and in support of the draft Eora Journey Economic Development Plan.

The approach taken to develop the plan was commended by a majority of respondents, and there was broad agreement to the priorities and action areas identified within the plan.

A summary of themes that have been identified from public exhibition feedback, with suggested City response to this feedback, is as follows:

#### Theme - General Support

##### Feedback Summary

Broad level of general support received from respondents during public exhibition of the draft Eora Journey Economic Development Plan.

##### Suggested City response/ change to Action Plan

- N/A

#### Theme – Approach

##### Feedback Summary

City was commended on the approach taken to developing the Plan. In particular respondents noted that significant research and engagement has guided the development of the plan. Positive feedback noted the long term timeframe of the document and the strengths based approach taken with the framing of the document.

##### Suggested City response/ change to Action Plan

- N/A

Respondent feedback highlighted the need to ensure future project activity under the Plan be developed with community engagement and involvement.

- The principles underpinning all activity under the plan (p.18) will seek to ensure that activity reflects and responds to community needs at all times.

#### Theme – Deliverability

##### Feedback Summary

Some respondents sought further certainty and details in regards project activity and commitment to delivery under the actions. It was suggested that the City's commitment could be strengthened by the introduction of targets, and the creation of a yearly implementation plan detailing project activity.

##### Suggested City response/ change to Action Plan

- The City will create a yearly implementation plan, primarily for internal use, to document agreed projects, implementation activity and outcomes that will guide delivery under the plan. The action plan text to be updated to emphasise this approach.

Respondents sought further quantitative reporting on delivery and evaluation.

- To deliver on action i.2 the City will undertake further research into Aboriginal and Torres Strait Islander business activity in Sydney, and report findings on a regular basis.

## Theme – Organisational Capability

### Feedback Summary

A respondent suggested that the plan should place further focus on the City's organisational cultural proficiency.

### Suggested City response/ change to Action Plan

- Action 2.1 - *'Implement a City of Sydney Aboriginal and Torres Strait Islander employment strategy.'* Delivery of this action will include focus on the City's organisational cultural proficiency.

The City's RAP includes actions to support employment, recruitment and professional development.

## Theme – Business Support Activity

### Feedback Summary

Respondents suggested greater emphasis be placed in the plan on the diversity of Aboriginal businesses in terms of sectors and size.

Respondents suggested a focus is added to the plan examining the business life cycle and tailoring support based on specific stages.

Respondents suggested the role of public-sector procurement policies in supporting business be emphasised.

Respondents emphasised the importance of assisting Aboriginal business owners through access to mentoring, provision of a business hub, access to grants, making connections, and assistance with marketing skills.

### Suggested City response/ change to Action Plan

- To deliver on action i.2 the City will undertake further research into Aboriginal and Torres Strait Islander business activity in Sydney, and report findings in terms of sectors, size and diversity.

- Action 1.3 – *'Build capacity within Aboriginal and Torres Strait Islander business owners through supporting activity that enhance entrepreneurial skills, business knowledge, and access to networks.'* Delivery of this action will include exploring how to tailor support for businesses at different stages of development.

- Actions 1.13 and 1.14 – *'Increase the City's procurement spend with Aboriginal and Torres Strait Islander businesses.'* and *'Assist Aboriginal and Torres Strait Islander businesses in understanding and navigating public sector procurement processes'* relate to the importance of public sector procurement. The City's RAP includes goals to explore and increase the procurement of the goods and services

- Actions under *'Theme 1 – Create an Economic Hub through supporting business owners and prospective entrepreneurs'* contain activities to assist Aboriginal business owners in these areas.

## Theme – Employment Support Activity

**Feedback Summary****Suggested City response/  
change to Action Plan**

Actions to support employment were supported broadly by respondents.

- N/A

A respondent suggested exploration of employment targets would be useful.

- Action 2.1 - '*Implement a City of Sydney Aboriginal and Torres Strait Islander employment strategy.*'  
Delivery of this action will include exploration of the suitability/ applicability of employment targets.

A respondent suggested the plan should place specific focus on employment, education and training for Aboriginal and Torres Strait Islander women.

- Delivery of individual actions will explore relevancy for particular target groups.

Traineeships and placements for graduates were suggested as a key areas of activity under this theme.

- Action 3.10 '*Provide internship and work experience opportunities for Aboriginal and Torres Strait Islander students and recent graduates*' relates to this suggestion. The City's RAP includes actions to support employment, recruitment and professional development.

Facilitating private sector activity to create employment activity was suggested as a key area of activity under this theme

- Action 2.7 and actions under Theme 4 seek to facilitate employment opportunities in the private sector.

A respondent suggested that an action to develop an internal mutual mentoring program be considered by the City.

- Action 2.1 - '*Implement a City of Sydney Aboriginal and Torres Strait Islander employment strategy.*'  
Delivery of this action will include exploration of internal mutual mentoring programs for staff.

**Theme – Key Sector Activity (General)****Feedback Summary****Suggested City response/  
change to Action Plan**

- Greater focus on peak bodies and industry associations for key sectors was highlighted by respondents as a potential area of focus.

- Further action to be added to Theme 1A – '*Work with peak bodies and industry associations to increase opportunities for Aboriginal and Torres Strait Islander entrepreneurship and employment.*'

**Theme – Tourism Sector Activity****Feedback Summary****Suggested City response/  
change to Action Plan**

- The Tourism sector was highlighted by a number of respondents as being of central importance to Aboriginal and Torres Strait Islander economic development.

- Actions under Theme 4 seek to facilitate opportunities in the tourism sector.

- Action 4.7 '*Work with partners to explore initiatives that respond to the*

- Respondents suggested that the City develop actions to ensure greater cultural authenticity within tourism products sold within Sydney.

*impact of non-authentic products and services*' will focus on promoting ethical practices in retail and tourism.

- Respondents suggested an action to ensure visitor facing retail establishments support Indigenous employment opportunities.

- Action 2.7 and actions under Theme 4 seek to facilitate employment opportunities in the retail sector.

### Theme – Retail Sector Activity

#### Feedback Summary

- The importance of ensuring cultural authenticity in products sold in Sydney was a principal area of feedback.

#### Suggested City response/ change to Action Plan

Action 4.7 '*Work with partners to explore initiatives that respond to the impact of non-authentic products and services*' will focus on promoting ethical practices in retail and tourism.

### Theme – Housing and Affordability

#### Feedback Summary

- Respondents noted that the document does not contain focus on Aboriginal and Torres Strait Islander housing pressures. It was suggested that this was an important aspect of Aboriginal and Torres Strait Islander economic development.

#### Suggested City response/ change to Action Plan

- The City recognises that housing and affordability is an important issue for communities in our local area. The City is developing a Housing Policy to explore City activity in response to housing pressures (detailed on p. 19).

- Accommodation for university students was highlighted as a key area of priority.

- Action 3.1 seeks to bring together tertiary education institutions to meet and coordinate activity. Activity under this action will explore accommodation issues for Aboriginal and Torres Strait Islander students.

## 4. Recommendations

Following the exhibition period, it is recommended that the following updates are made to the draft Eora Journey Economic Development Plan prior to adoption.

Page	Update	Change to action plan
1	Public exhibition period has concluded so reference to Sydneyoursay.com.au to be removed	Updated text
6	Drafting error – “Aboriginal and Torres Strait people” to be corrected to “Aboriginal and Torres Strait Islander people.”	Updated text
19	Photo credit / Louise Hawson (incorrectly attributed in draft.)  <b>Housing and Affordability update</b> - Emphasising that the Eora Journey Economic Development Plan does not contain housing and affordability actions as the City’s forthcoming Housing Policy will respond to the need for diverse and accessible housing options for all communities.	Updated photo credit  Updated text
25	Include link between paid employment and self-determination.	Updated text
41	Photo credit - Change reference from ‘1885/ 48117’ to ‘1885/8925’	Updated photo credit
46	Drafting error – “how the city can supports” to be corrected to “how the city can support”	Updated text
48	Drafting errors– “a plan that has addresses” to be corrected to “a plan that addresses” and “takes into account of the” to “takes into account the”	Updated text
51	<b>Deliverability update</b> – Emphasising the City will to document agreed projects, implementation activity and outcomes on a yearly basis.	Updated text
55- 56	Change ‘NSW Dept. Aboriginal Affairs’ to ‘Aboriginal Affairs NSW.’	Updated text
56	<b>Supporting Business update</b> - Further action to be added to Theme 1A – ‘Work with peak bodies and industry associations to increase opportunities for Aboriginal and Torres Strait Islander entrepreneurship and employment.’	Action added
58	Drafting error – Removal of repeated text under action 2.1	Updated text

TRIM Document Number: 2016/385369

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Endorsed by:	Yvette Andrews, Strategic Community Consultation Manager	Date:	18.10.16

# APPENDICES

## Appendix A) Press advertising

- Example of quarter-page advertisement placed in Southern Courier, Inner West Courier, Wentworth Courier, City Hub, and Koori Mail during June 2016

**ETYORAJOURNEY**

**Eora Journey**  
Economic Development Plan

We invite your feedback on our first action plan supporting Aboriginal and Torres Strait Islander enterprise and employment.

The Eora Journey Economic Development Plan outlines how we can engage communities and businesses over the next 10 years to achieve prosperity. It includes steps to support business owners, entrepreneurs and jobseekers. It aims to strengthen career pathways, increase tertiary education opportunities and create more business opportunities.

We developed this plan in consultation with Aboriginal and Torres Strait Islander communities. The plan also includes ways we can work with the community, businesses and other levels of government.

View the plan at [sydneyoursay.com.au](http://sydneyoursay.com.au) or at:

- One Stop Shop (CBD);
- Redfern Neighbourhood Service Centre;
- Green Square Neighbourhood Service Centre;
- Glebe Neighbourhood Service Centre; and
- Kings Cross Neighbourhood Service Centre.

Submissions close 18 July 2016.

**City of Willoughby**

11171 Eora Journey Economic Development Plan CENTRAL 1581x129w DE2.indd 1 20/05/2016 10:55 am

- Koori Mail notification (15 June 2016)

# Honours for our people

## Medal for a true warrior

**C**OLIN Watego comes from a family of warriors. His grandfather, uncles and other family members all served with distinction in the military for their country.

And so has Warrant Officer Class One Watego. His 41-plus years of service have now been formally recognised with the award of the Medal of the Order of Australia (OAM) in the Queen's Birthday Honours List.

The soldier's soldier, who has Aboriginal (Bundjalung) and Torres Strait Islander blood in his veins, says he is proud and humbled by the award. "I joined the Army in 1974 and I've had a wonderful career," WO1 Watego told the *Koori Mail*. "It's an honour to be recognised like this for doing work that I love."

WO1 Watego has served around Australia as well as overseas in a variety of military roles.

He dies being appointed Corp Regimental Sergeant Major of the Royal Regiment of Australian Artillery as a career highlight.

But he's also very proud of his current role – senior Indigenous recruitment officer for the Australian Defence Force.

In that role, which he's held since 2008, WO1 Watego has helped many of his Indigenous brothers and sisters into Australian military careers.

WO1 Watego's OAM citation reads "... he is a highly valued and dedicated Defence member, with professional standards of the highest order, who has worked tirelessly to promote Indigenous recruitment and retention in the Australian Defence Force through the development and conduct of the ADF Indigenous Pre-Recruitment Course. WO1 Watego has been inspirational in his leadership, displaying selfless devotion to duty."



Warrant Officer Class One Colin Watego in full uniform. He now has an OAM to add to his impressive array of decorations.



TWO Bundjalung people have topped the awards for Indigenous people in the Queen's Birthday Honours List, released this week. Rhoda Roberts and Nyunggal Warren Mundine, who hail from northern NSW, each were named Officers in the

Order of Australia (OA), the second highest award.

Ms Roberts is best known for her work in the arts and as an actor/producer and director in film, television and radio. Her citation reads for distinguished service to the performing arts through a range of leadership and advocacy roles in the development, promotion and presentation of contemporary Indigenous culture.

Mr Mundine, a regular *Koori Mail* writer, is a successful businessman and chairs the Prime Minister's Indigenous Advisory Council. His citation reads for distinguished service to the community as a leader in Indigenous affairs and advocate for enhancing economic and social public policy outcomes for Aboriginal and Torres Strait Islander people.

### Significant service

Suzanne Margaret (Auntie Sue) Blacklock, from Tingha in NSW, was made a Member of the Order of Australia (AM) for significant service to the Indigenous community through advocacy roles for improved child welfare, kinship care and cultural identity.

Also receiving the AM is Perth leader Dr Robert Isaacs OAM, for significant service to the Indigenous community through the advancement of social justice, education, health and housing initiatives, and to reconciliation.

Recipients of the Medal of the Order of Australia (OAM) included Cherry Wulumirr Daniels, of Ngukurr community, for service to the Indigenous community of the Northern Territory; Donald Rowlands, the ranger in charge at the Simpson Desert National Park, for service to conservation and the environment; Duncan Smith, of Canberra, for service to Indigenous youth, and to the community; and Geoffrey Wharton, of Toiba, north Queensland, for service to history preservation, and to Indigenous communities.

Philip Venables, of Brisbane, received the Public Service Medal for outstanding public service to remote Indigenous communities in Queensland.

**YOUNG REGIONAL ARTIST SCHOLARSHIPS**  
worth **\$10,000** each  
Applications close: **27 June 2016**  
Apply now at **www.arts.nsw.gov.au**

NSW GOVERNMENT | Arts NSW

**CITY OF SYDNEY**

**Eora Journey**  
Economic Development Plan

We invite your feedback on our first action plan supporting Aboriginal and Torres Strait Islander enterprise and employment.

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- Green Square Neighbourhood Service Centre;
- Glebe Neighbourhood Service Centre; and
- Kings Cross Neighbourhood Service Centre.

Submissions close 18 July 2016.  
For more information call 02 9265 9333.

Sydney YourSay.com.au

city of villages

National Indigenous Times notification (June 2016)





### Appendix B) Social Media examples

Use of Sydney Your Say and City of Sydney twitter accounts.

The image displays two screenshots of Twitter profiles. The top screenshot shows the profile for 'Sydney Your Say' (@SydneyYourSay) with 2,389 tweets, 1,717 following, 2,298 followers, 360 likes, and 4 lists. A tweet from June 7 reads: 'Take our survey on achieving prosperity for Aboriginal & Torres Strait Islander communities > [ow.ly/Jr9m3011Gac](https://ow.ly/Jr9m3011Gac)'. The tweet includes a photograph of an outdoor dining area at night with people seated at tables and a large mural on a wall. The bottom screenshot shows the profile for 'City of Sydney' (@cityofsydney) with 12.8K tweets, 852 following, 147K followers, and 1,183 likes. A retweeted tweet from June 7 by Sydney Your Say is visible, containing the same text and image as the tweet above.

## Appendix C) Survey/ Guided Submission

Survey developed for <http://sydneyyoursay.com.au/eora-journey-economic-development-plan> exhibition portal.

### Eora Journey Economic Development Plan

Sydney Your Say

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### Eora Journey Economic Development Plan

This is your opportunity to comment on our draft Eora Journey Economic Development Plan. Please answer the following questions. We encourage you to view the draft [Eora Journey Economic Development Plan](#) prior to completing this survey.

**We want to hear what you think are the priorities for achieving prosperity for Aboriginal and Torres Strait Islander communities in Sydney**

**1. Please tell us your priorities for Aboriginal and Torres Strait Islander economic development in Sydney, (1 is top priority to 5 as lowest priority)** (Rank each option)

(Required)

- \_\_\_\_\_ Supporting business owners and entrepreneurs
- \_\_\_\_\_ Supporting job-seekers and employees
- \_\_\_\_\_ Supporting students and tertiary education
- \_\_\_\_\_ Supporting important sectors of the economy
- \_\_\_\_\_ None of the above

**2. Any further comments:**

**3. Do you agree that the priorities and actions in the Eora Journey Economic Development Plan will support greater prosperity within Aboriginal and Torres Strait Islander communities in Sydney?** (Choose any one option) (Required)

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

## Eora Journey Economic Development Plan

### Sydney Your Say

---

Answer this question only if you have chosen "Strongly agree" for "4. 3. Do you agree that the priorities and actions in the Eora Journey Economic Development Plan will support greater prosperity within Aboriginal and Torres Strait Islander communities in Sydney?"

**Any further comments:**

Answer this question only if you have chosen "Agree" for "4. 3. Do you agree that the priorities and actions in the Eora Journey Economic Development Plan will support greater prosperity within Aboriginal and Torres Strait Islander communities in Sydney?"

**Any further comments:**

Answer this question only if you have chosen "Neither agree nor disagree" for "4. 3. Do you agree that the priorities and actions in the Eora Journey Economic Development Plan will support greater prosperity within Aboriginal and Torres Strait Islander communities in Sydney?"

**Any further comments:**

## Eora Journey Economic Development Plan

### Sydney Your Say

---

Answer this question only if you have chosen "Disagree" for "4. 3. Do you agree that the priorities and actions in the Eora Journey Economic Development Plan will support greater prosperity within Aboriginal and Torres Strait Islander communities in Sydney?"

**Any further comments:**

Answer this question only if you have chosen "Strongly disagree" for "4. 3. Do you agree that the priorities and actions in the Eora Journey Economic Development Plan will support greater prosperity within Aboriginal and Torres Strait Islander communities in Sydney?"

**Any further comments:**

**The Eora Journey Economic Development Plan identifies four priority themes to guide how the City will support Aboriginal and Torres Strait Islander economic development. We would like your feedback on these themes.**

**Theme 1: Create an economic hub through supporting business owners and prospective entrepreneurs**

## Eora Journey Economic Development Plan

Sydney Your Say

### 4. How useful do you think the following actions will be in supporting and growing Aboriginal and Torres Strait Islander businesses in Sydney? (Required)

Questions	Very useful	Somewhat useful	Neither useful nor not useful	Not very useful	Not at all useful
Building skills through providing access to business advice and mentorship					
Providing opportunities to access resources and affordable space					
Connecting businesses to other businesses					
Promoting Sydney as an Aboriginal and Torres Strait Islander business hub					

### 5. Please give us your feedback on priorities and activities to support Aboriginal and Torres Strait Islander business owners and entrepreneurs in Sydney.

**Theme 2: Maximise employment outcomes through ensuring access to opportunities offered by the economy for Aboriginal and Torres Strait Islander job-seekers and employees**

## Eora Journey Economic Development Plan

Sydney Your Say

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### 6. How useful do you think the following actions will be in supporting Aboriginal and Torres Strait Islander job-seekers and employees in Sydney? (Required)

Questions	Very useful	Somewhat useful	Neither useful nor not useful	Not very useful	Not at all useful
Creating more employment opportunities in our own organisation (the City of Sydney)					
Assisting job-seekers in finding pre-employment support, such as advice and knowledge about vacancies					
Promoting pathways into employment and onto career progression					

### 7. Please give us your feedback on priorities and activities to support Aboriginal and Torres Strait Islander jobseekers and employees in Sydney please provide further details below:

### Theme 3: Enhancing Tertiary Opportunities to support Aboriginal and Torres Strait Islander students

---

## Eora Journey Economic Development Plan

Sydney Your Say

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**8. How useful do you think the following actions will be in supporting Aboriginal and Torres Strait Islander students to access, complete and gain maximum benefits from tertiary education? (Required)**

Questions	Very useful	Somewhat useful	Neither useful nor not useful	Not very useful	Not at all useful
Enhancing Sydney's reputation as a centre for Aboriginal and Torres Strait Islander learning					
Raising and help to realise aspirations for further study					
Improving student experiences and networks					

**9. Please give us your feedback on priorities and activities to support Aboriginal and Torres Strait Islander tertiary education in Sydney please provide further details below:**

**Theme 4: Growing key sectors of the economy**

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## Eora Journey Economic Development Plan

Sydney Your Say

---

**10. How important do you think supporting the following sectors will be in developing Aboriginal and Torres Strait Islander business ownership and employment opportunities?** (Required)

Questions	Very important	Somewhat important	Neutral	Not very important	Not at all important
Finance and professional services: Increasing participation in these sectors					
Tourism: Strengthening competitiveness and growing indigenous tourism experiences					
Retail: Growing opportunities and promoting ethical practices in the sale of art and culture					
Creative and Digital: Providing opportunities for collaboration and participation					



## Eora Journey Economic Development Plan

Sydney Your Say

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Answer this question only if you have chosen "I am a resident in the City of Sydney Local Government Area" for "30. Which of the following best describes you?"

**Postcode:**

Answer this question only if you have chosen "I am a worker in the City of Sydney Local Government Area" for "30. Which of the following best describes you?"

**What type of organisation do you work for?** (Choose any one option)

- Small private business (1-19 employees)
- Medium size private business (20-199 employees)
- Large size private business (200+ employees)
- Not for profit organisation
- Government agency
- Educational institution
- Other

Answer this question only if you have chosen "Other" for "33. What type of organisation do you work for?"

**Please describe:**

Answer this question only if you have chosen "I am a business owner in the City of Sydney Local Government Area" for "30. Which of the following best describes you?"

**My business is:** (Choose any one option)

- Small business (1-19 employees)
- Medium size business (20-199 employees)
- Large size business (200+ employees)

Answer this question only if you have chosen "I am a student in the City of Sydney Local Government Area" for "30. Which of the following best describes you?"

**I am studying at:** (Choose any one option)

- Primary or Secondary school
- University - Bachelor degree
- University - Post graduate degree
- TAFE
- College
- Other

## Eora Journey Economic Development Plan

Sydney Your Say

---

**14. Gender - how do you identify your gender?** (Choose any one option) (Required)

- Male  
 Female  
 Transgender  
 Other  
 Prefer not to disclose

**15. Age - which of these age groups do you fit in to?** (Choose any one option) (Required)

- 0-19 years  
 20-29 years  
 30-39 years  
 40-49 years  
 50-59 years  
 60-69 years  
 70-79 years  
 80-89 years  
 90 years and over

**16. Do you identify as Aboriginal and/or Torres Strait Islander?** (Choose any one option) (Required)

- Aboriginal  
 Torres Strait Islander  
 Both Aboriginal and Torres Strait Islander  
 No  
 Prefer not to answer

Answer this question only if you have not chosen "No" for "29. 16. Do you identify as Aboriginal and/or Torres Strait Islander?"

**Which of the following best describes you?** (Choose all that apply) (Required)

- I am a resident in the City of Sydney Local Government Area  
 I am a worker in the City of Sydney Local Government Area  
 I am a business owner in the City of Sydney Local Government Area  
 I am a student in the City of Sydney Local Government Area  
 None of the above

Answer this question only if you have chosen "I am a resident in the City of Sydney Local Government Area" for "30. Which of the following best describes you?"

**Which suburb do you live in?**

## Eora Journey Economic Development Plan

### Sydney Your Say

---

Answer this question only if you have chosen "Other" for "36. I am studying at:"

**Please describe:**

Answer this question only if you have chosen "No" for "29. 16. Do you identify as Aboriginal and/or Torres Strait Islander?"

**Which of the following best describes you?** (Choose all that apply)

- I am a resident in the City of Sydney Local Government Area
- I am a worker in the City of Sydney Local Government Area
- I am a business owner in the City of Sydney Local Government Area
- I am a student in the City of Sydney Local Government Area
- None of the above

Answer this question only if you have chosen "I am a resident in the City of Sydney Local Government Area" for "38. Which of the following best describes you?"

**Which suburb do you live in?** (Required)

Answer this question only if you have chosen "I am a resident in the City of Sydney Local Government Area" for "38. Which of the following best describes you?"

**Postcode:** (Required)

Answer this question only if you have chosen "I am a worker in the City of Sydney Local Government Area" for "38. Which of the following best describes you?"

**What type of organisation do you work for?** (Choose any one option) (Required)

- Small private business (1-19 employees)
- Medium size private business (20-199 employees)
- Large size private business (200+ employees)
- Not for profit organisation
- Government agency
- Educational institution
- Other

## Eora Journey Economic Development Plan

Sydney Your Say

---

**11. Please give your feedback on priorities and activities to support Aboriginal and Torres Strait Islander employment and enterprise within key sectors of the economy**

**12. Do you have any further comments on the City of Sydney's draft Eora Journey Economic Development Plan?**

**Now, we want to hear about you**

This information helps us to understand our community profile better

**13. Are you answering this survey as an individual or on behalf of an organisation?**

(Choose any one option)

- Individual  
 Organisation

Answer this question only if you have chosen "Organisation" for "25. 13. Are you answering this survey as an individual or on behalf of an organisation? "

**What is the name of your organisation and its role?**

## Eora Journey Economic Development Plan

### Sydney Your Say

---

Answer this question only if you have chosen "Other" for "41. What type of organisation do you work for?"

**Please describe:**

Answer this question only if you have chosen "I am a business owner in the City of Sydney Local Government Area" for "38. Which of the following best describes you?"

**My business is :** (Choose any one option)

- Small business (1-19 employees)  
 Medium size business (20-199 employees)  
 Large size business (200+ employees)

Answer this question only if you have chosen "I am a student in the City of Sydney Local Government Area" for "38. Which of the following best describes you?"

**I am studying at :** (Choose any one option) (Required)

- Primary or Secondary school  
 University - Bachelor degree  
 University - Post graduate degree  
 TAFE  
 College  
 Other

Answer this question only if you have chosen "Other" for "44. I am studying at :"

**Please describe:**

**If you would like to stay informed about the City of Sydney's role in supporting Aboriginal and Torres Strait Islander economic development, please register for our SydneyYourSay newsletter.**

Note: Registration Data and certain other personal information about you is subject to our Privacy Policy. For more information, please see our full privacy policy at the bottom of the web page.