



MURU MITTIGAR

PATHWAY TO FRIENDS

Sydney Zoo

Aboriginal cultural experience strategy

Final Report
05/11/2018



Contents

Executive Summary	4
The approval process for Sydney Zoo.....	5
The Sydney Zoo development	7
The role of Muru Mittigar in Sydney Zoo	10
Development of this strategy report.....	10
Aboriginal training and employment at Sydney Zoo	11
Sydney Zoo – the Aboriginal heritage experience strategy.....	12
Aboriginal cultural signage and interpretation at Sydney Zoo	12
Role of Aboriginal Rangers and Cultural Educators	13
Sydney Zoo and Muru Mittigar – the Darug Cultural Experience	14
The Darug program at Sydney Zoo	14
Comments received from Registered Aboriginal Parties	15
Consolidated comments by category and RAP group	17
Response to comments from Registered Aboriginal Parties.....	18
Written response by Sydney Zoo to RAP groups for comments received.....	18
Changes or improvements to the strategy following RAP comments.....	18
Summary of Aboriginal cultural experience commitments	19
Aboriginal Advisory Group for Sydney Zoo.....	19
The Darug Cultural Experience	19
Pre-employment program and paid traineeships	19
Aboriginal identified positions at Sydney Zoo	19
Aboriginal interpretation and education program at Sydney Zoo	19
Appendices	20
Muru Mittigar letter of support to Sydney Zoo.....	21
Email to RAP groups on 24/07/2018.....	23
Extension of comments for RAPS to 27/08/2018	24
Letter received from DCAC for the Aboriginal cultural strategy for Sydney Zoo.....	25

List of Figures

Figure 1: Sydney Zoo study area (Eco Logical Australia 2017)	8
Figure 2: Layout of Sydney Zoo exhibits (https://www.sydneyzoo.com/downloads/SydneyZoo17.pdf)	8
Figure 3: Australian precinct stopping points for Aboriginal guides.....	9
Figure 5: Sydney Zoo launch	11
Figure 6: Darug artwork	12

List of Tables

Table 1: RAP groups for Sydney Zoo approval 16
Table 2: Comments from RAPs and response 17

Executive Summary

The NSW Planning Assessment Commission - as the delegate for the Minister for Planning - approved the development application (State Significant Development – SSD 7228) for Sydney Zoo on the 14th of September 2017.

As part of that approval, Muru Mittigar has collaborated with Sydney Zoo to prepare an Aboriginal cultural experience strategy for the development. It includes infrastructure, signage and other exhibitions to integrate Australian native animals with the presentation of Aboriginal heritage. The strategy outlines how direct contact with native animals will enhance Aboriginal cultural education. Finally, it demonstrates how Aboriginal people will have an ongoing participatory role in the overall experience.

Muru Mittigar has worked closely with Sydney Zoo staff to develop a Darug Cultural Experience that addresses these consent requirements and is fully integrated with the planned operations for the Zoo. Signage will be developed that focuses on key Darug and Aboriginal culture themes that are integrated with land, plant and animal species in Western Sydney. Visitors to the Zoo will be introduced to other Aboriginal cultural features and concepts including the dreamtime, songlines, traditional Aboriginal astronomy and the Darug seasonal character. Darug culture will feature through a range of interpretative media including art, dance, song, and stories.

Importantly for the operation of Zoo and its Aboriginal culture offerings, Aboriginal Rangers, cultural educators and contractors will deliver an interactive visitor experience. Muru Mittigar, in partnership with Sydney Zoo and the Western Sydney Institute of TAFE will commence a pre-employment program, and then paid traineeships to support the training and employment of full time Aboriginal positions at the Zoo. Muru Mittigar will oversee Certificate III level traineeships that will commence prior to the planned Zoo opening and then will directly employ Aboriginal Rangers, cultural educators and cultural performers under a commercial contract with Sydney Zoo. It should be noted that all training and employment will be undertaken by Muru Mittigar under a transparent, open and merit-based system for all people of Aboriginal descent.

This strategy report therefore outlines the Darug Cultural Experience, the pre-employment and traineeship program and the structure for Muru Mittigar Aboriginal staff who will be appointed to positions at Sydney Zoo. Comment has been sought from Registered Aboriginal Parties to the Sydney Zoo EIS and associated Aboriginal cultural heritage assessments, in relation to the summary of commitments to the overall Aboriginal cultural experience as outlined in this report. Consultation has been undertaken in line with the *Aboriginal Consultation Requirements for Proponents 2010* guidelines for NSW. (<http://www.environment.nsw.gov.au/resources/cultureheritage/commconsultation/09781ACHconsultreq.pdf>). One set of comments were received from the Darug Custodians Aboriginal Corporation (DCAC) on 23/08/2018.

These comments have been included in this report and Muru Mittigar has addressed these comments on behalf of Sydney Zoo to the satisfaction of the DCAC. The final strategy report will be provided to the NSW Department of Planning, and then made publicly available on the Sydney Zoo website as part of final consent conditions for Sydney Zoo.

The primary author for this report is John Beattie. Invaluable contributions to this report have come from Peter Chia, Leanne Watson, Erin Wilkins and Sheryn Brown from Muru Mittigar; Aunty Julie Moore from Koorimunication; and Jake Burgess, David Kirschner and Chris Rivett from Sydney Zoo.

The approval process for Sydney Zoo

Sydney Zoo was approved by the Planning Assessment Commission on 14/09/2017 as a State Significant Development under Section 89E of the Environmental Planning and Assessment Act 1979. Sydney Zoo is currently being built on Lot 11 in Lot 101, DP 1195067 - a 16.5 hectare section of Western Sydney Parkland at Bungaribee (**Figure 1**). This followed the Western Sydney Parkland Trust releasing an EOI in November 2015 “requesting proposals for an outdoor entertainment, leisure or tourism facility”. (NSW Planning and Assessment Panel Determination Report for SSD 7228, at page 11).

Under consent conditions (marked in **bold text** below), Sydney Zoo has undertaken a strategy to develop an Aboriginal cultural experience with responses (marked in *italic text*) below.

The Applicant is to collaborate with Muru Mittigar and Registered Aboriginal Parties consulted within the EIS to the satisfaction of the Secretary to establish a detailed Aboriginal Heritage Experience Strategy in conjunction with the display of Australian native animals, to the satisfaction of the Secretary.

Response: Sydney Zoo has undertaken a cultural and commercial collaboration with Muru Mittigar Ltd to undertake the development and then implementation of an Aboriginal Heritage Experience Strategy. The overall approach will be characterised as the Darug Cultural Experience and will take an interactive approach with the interpretation and display of Australian native animals (see Section **Aboriginal cultural signage and interpretation at Sydney Zoo** in this report). This report is being provided to Registered Aboriginal Parties to provide comments as part of the overall consultation process. Comments from Parties will be incorporated into this report and the overall Aboriginal Heritage Experience Strategy will be finalised in the Section **Summary of Aboriginal cultural experience commitments**.

This strategy will form part of the OEMP in Condition D4 and shall:

a) be prepared by a suitably qualified and experienced heritage consultant;

Response: This strategy has been prepared by John Beattie, an experienced heritage consultant with more than 20 years of Aboriginal Cultural Heritage (ACH) and Natural Resource Management (NRM) experience in NSW. He is particularly experienced in the appropriate use of sensitive Aboriginal information and knowledge as it relates to the representation of ACH and NRM by Aboriginal people in NSW.

As a senior manager in the National Parks & Wildlife Service and the Office of Environment and Heritage within the NSW government, John developed and then managed the Aboriginal Heritage Information Management System (AHIMS), the statutory site register for NSW, from 1999 until 2012. He further designed and implemented the NSW Aboriginal Heritage Conservation Program from 2008 until 2011. He oversaw the NSW Repatriation Program returning Aboriginal ancestral remains and sacred objects back to the Aboriginal community (from 2004 until 2007) and directed large scale Aboriginal NRM projects across NSW, including the “Aboriginal knowledge and cultural values in NRM program” with Catchment Management Authorities from 2007 to 2009.

John founded and managed the Cultural Heritage business unit at Eco Logical Australia from 2013 until 2016 during which time he managed a number of large Aboriginal and historic heritage projects across NSW. In 2017 he joined Muru Mittigar as its Business Development Manager and has led the implementation of a commercial partnership between Sydney Zoo and Muru Mittigar Ltd since late 2017.

- b) include detail of infrastructure, signage and various other materials to ensure the Australian native animal exhibits of the Development are fully integrated with the presentation of Aboriginal heritage;**

Response: *Infrastructure and signage in the Australiana section of Sydney Zoo will be fully integrated to ensure that Australian native animal exhibits are integrated with the presentation of Aboriginal heritage.*

*Ten key areas have been chosen as main stopping points for Aboriginal cultural educators leading guided tours (see **Figure 3**). Each of these stopping points will give the cultural educator an opportunity to highlight a different Aboriginal cultural theme, such as resource use, totems, dreamtime stories, songlines, traditional Darug astronomy and seasons, associated with the animal at the stopping point. Some of the stopping points may also have native plant species nearby for discussion about edible plants or other plant uses.*

The stopping points will feature a graphic around which the cultural educator may choose to base their interpretive talk. These graphics will also allow for visitors to do a self-guided tour, albeit with less detail, and this may encourage them to explore further by taking a guided tour. Stories and artwork included within the graphics themselves will be generic, so the knowledge and personal stories of Elders and the broader Aboriginal community are not directly reproduced but can only be passed on to visitors by the cultural educator after permission is sought from, and bestowed by, Elders and other knowledge holders.

*The Infrastructure and signage plans are provided in Section **Aboriginal cultural signage and interpretation at Sydney Zoo** and in **Figure 3** of this report to illustrate the layout of interpretative signage.*

- c) outline how the experience will increase cultural awareness and education outcomes in relation to Aboriginal heritage;**

Response: *The experience is being developed by Muru Mittigar which has more than 20 year's experience in the development of cultural awareness, tourism, and Aboriginal cultural education as indicated in Section **The role of Muru Mittigar in Sydney Zoo** in this report.*

- d) demonstrate how direct contact with Australian native animals will enhance the education of Aboriginal culture; and**

Response: *The interpretation of Australian native animals will enhance the education of Aboriginal culture through an interactive approach with Aboriginal cultural educators who will consider the traditional use and observance of native animals, for example as totem or resource use species (**Figure 3**). See Section **Role of Aboriginal Rangers and Cultural Educators** in this report.*

- e) demonstrate how Aboriginal people will have an ongoing participatory role in the experience.**

Response: *Aboriginal people will be trained and employed to develop the Darug Cultural Experience (See Section **Sydney Zoo and Muru Mittigar – the Darug Cultural Experience**) and will be employed to deliver an interactive and Aboriginal education experience to Sydney Zoo visitors (See Section **Role of Aboriginal Rangers and Cultural Educators**).*

The Sydney Zoo development

Sydney Zoo is planned to become one of Australia's major family attractions and will exhibit a wide range of iconic animal species. It will be built to a modern exhibit design, with advanced behavioural enrichment methods, technology, water features and elevated boardwalks. Sydney Zoo will offer the highest standards of animal welfare, while offering an immersive, safari-like experience for visitors (<https://www.sydneyzoo.com/downloads/SydneyZoo17.pdf>).

Each precinct and zoning will be used to highlight issues specific to the region, and then within each region, we will use ambassador species to highlight specific issues and foster engagement from the general public. The Sydney Zoo proposal includes approximately 30 exhibits and a variety of animal species such as highly popular exotic and Australian animals.

Sydney Zoo is currently developing an integrated Aboriginal and natural heritage program throughout its Australiana exhibit (Figure 2) in partnership with Muru Mittigar.

- A unique experience delivered through both guided tours and phone-based app technology
- Focus on the local Darug people of Western Sydney
- Education programs on Sydney's Aboriginal heritage
- Education programs on Sydney's natural heritage
- Sydney Zoo has committed to a 10% full time equivalent Aboriginal employment target

The Zoo's Aboriginal Ranger program will cover:

- Cultural awareness
- Animal welfare
- Native planting and bush care

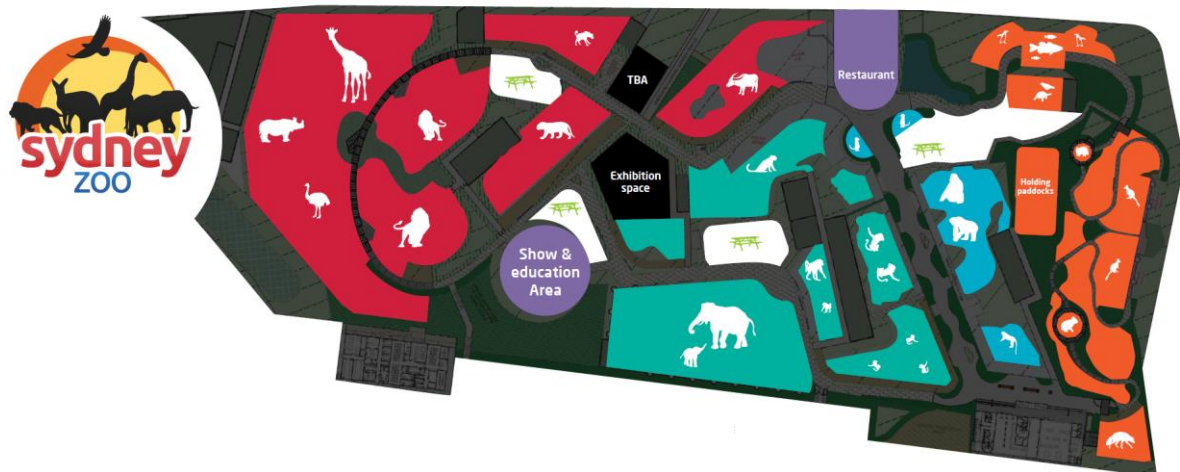
Sydney Zoo will complement other local attractions and work with them to contribute to growing the emerging tourism cluster of Western Sydney. It will open to the public in early 2019.

Sydney Zoo – Aboriginal cultural experience strategy

Figure 1: Sydney Zoo study area (Eco Logical Australia 2017)



Figure 2: Layout of Sydney Zoo exhibits (<https://www.sydneyzoo.com/downloads/SydneyZoo17.pdf>)



Australian precinct stopping points for Aboriginal guides
and placement of Aboriginal themed graphics for non-guided tours

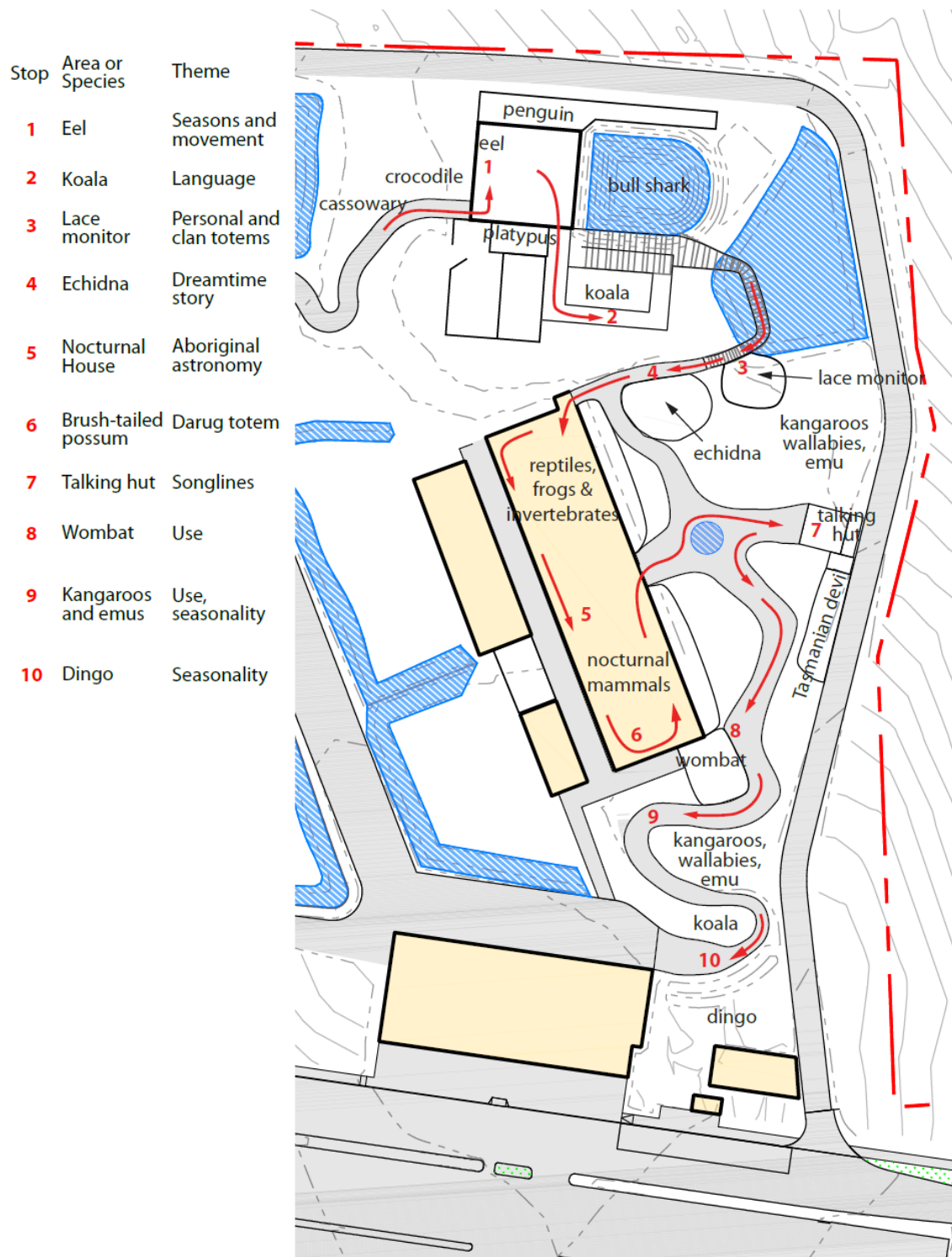


Figure 3: Australian precinct stopping points for Aboriginal guides

The role of Muru Mittigar in Sydney Zoo

Muru Mittigar Aboriginal Cultural and Education Centre (Muru Mittigar) was established within the Penrith Lakes Scheme in December 1998 and was officially opened as a meeting place for sharing cultures in November 1999 at Castlereagh on Penrith Lakes.

Castlereagh (Penrith Lakes Scheme and its adjacent environs) is a special place for the Darug Aboriginal people. The Darug, in particular the 'Mulgoa clan', occupied this land for thousands of years and for generations they hunted game, fished and gathered plant food. For the Darug, Castlereagh was also a 'special meeting place', a 'pathway to friends' (of the Darug) and other Aboriginal tribal groups. The Darug remain the Traditional Custodians of the Castlereagh and take great pride in their rich cultural history, particularly evidenced in the abundant archaeological artefacts which continue to be found in the area.

Muru Mittigar seeks to advance Aboriginal culture, and in particular Darug culture, improving well-being and economic independence of Aboriginal people. We achieve this social impact by doing business with buyers and customers through our industry-leading products and services to create social change and Close the Gap.

Muru Mittigar has successfully operated from its beginnings at Penrith Lakes in 1998 for over 20 years. Our business model is based on three clear areas of Aboriginal service delivery:

- Country – our land management commercial business
- Culture – showcasing Darug Aboriginal culture
- Community – financial and other services to people in need

Muru Mittigar has become a familiar and crucial institution in Western Sydney. We proudly represent a dynamic and flourishing Darug and broader inclusive Aboriginal culture in the region and continue to be one of the largest not-for-profit employers of Aboriginal people in Sydney. The following link shows some of the great work that we do. (<https://www.youtube.com/watch?reload=9&v=-IFirW2hQok&feature=youtu.be>).

Muru Mittigar is currently finalising a commercial contract with Sydney Zoo to train and employ an Aboriginal team to provide a range of Aboriginal cultural experience services to the Zoo. These services will be guided by this final strategy report.

Muru Mittigar is also consulting and engaging with a range of Aboriginal people in Western Sydney in relation to Sydney Zoo. Muru Mittigar holds regular Elder lunches for Darug and other Aboriginal residents in Western Sydney and will establish an Aboriginal Advisory Group to assist with broader Aboriginal input into the final Sydney Zoo design and the Aboriginal cultural experience.

Development of this strategy report

This strategy has been developed by Muru Mittigar Ltd in partnership with Sydney Zoo and in keeping with our strong support for the Sydney Zoo development (**Muru Mittigar letter of support to Sydney Zoo**).

Muru Mittigar has taken an integrated cultural and commercial approach to establishing an Aboriginal cultural (i.e. Darug) experience at Sydney Zoo. The key feature for this approach is the training and of Aboriginal rangers, cultural educators and contractors who will provide Sydney Zoo with a unique and inspiring interactive visitor experience, i.e. via the telling of the Darug Cultural Experience. All Aboriginal training, recruitment and employment for Sydney Zoo will be open, transparent and merit based for all people of Aboriginal descent.

Aboriginal training and employment at Sydney Zoo

Muru Mittigar will oversee an Aboriginal training and employment initiative with Sydney Zoo and the Western Sydney Institute (WSI) of TAFE. Features of this plan for Sydney Zoo include:

- Muru Mittigar and WSI TAFE are currently finalising a 6 week pre-employment program for Aboriginal job seekers for Sydney Zoo positions.
- To support fully qualified Aboriginal trainees for future Sydney Zoo positions, 12 to 18 month traineeships in Certificate III level qualifications will be established. Certificate III courses will incorporate Aboriginal cultural subjects with Tour Guiding, Captive Animal and Indigenous Land Management units.
- It is estimated that up to 40% of initial positions will be traineeship based to ensure that we upskill Aboriginal job applicants into full time permanent work rather than more temporary and casual forms of employment that are common for Aboriginal job seekers.
- From discussions with Sydney Zoo management and employment projections at opening, Muru Mittigar estimates that at least 10 full time Aboriginal positions will be required at Sydney Zoo. Over a period of time it is projected that this number will grow in line with other Sydney Zoo offerings.

The following positions will be established under provisions in Section 14 of the *NSW Anti-Discrimination Act 1977* for identifying Aboriginal positions where Aboriginality is an essential requirement for a position:

- Cultural Education Coordinator (CEC)
- Cultural Educators (CE)
- Cultural Contractors (CC)
- Animal care and landscape maintenance
- Aboriginal trainees and entry level positions

Figure 4: Sydney Zoo launch



Sydney Zoo – the Aboriginal heritage experience strategy

As part of Development Consent for Sydney Zoo, a requirement was that the Zoo established a “*detailed Aboriginal heritage experience strategy*” (Condition C21) to the satisfaction of the Secretary (NSW Department of Planning). Elsewhere in the Development Consent (Condition D5(c) in the Operational Environmental Management Plan) this requirement is listed as an “*Aboriginal cultural experience*”. This is a unique consent condition for a development approval but is in keeping with the strong Aboriginal culture commitment from Sydney Zoo to the Planning Assessment Commission and the Aboriginal community of Western Sydney.

As indicated Muru Mittigar has experience in providing cultural education services to the public with a particular focus on the delivery of our Aboriginal cultural education program to NSW schools. We also provide a range of cultural tourism services, primarily from our Cultural Education Centre at Rouse Hill Regional Park.

On that basis Muru Mittigar has been commissioned by Sydney Zoo to practically scope out how this (visitor based) Aboriginal experience will be applied at the zoo and additionally write this draft strategy report for comment from Registered Aboriginal Parties (RAPs) to the Sydney Zoo EIS and associated Aboriginal cultural heritage assessment.



Figure 5: Darug artwork

Aboriginal cultural signage and interpretation at Sydney Zoo

Muru Mittigar Aboriginal educator staff are currently working with the Sydney Zoo Manager of Interpretation and Graphics to integrate thematic Darug artwork into the broader interpretation strategy for the Zoo. The planned location of this interpretative signage is show in **Figure 3**. Many of these artworks and related graphics will link Aboriginal stories to plants and animals that will be displayed at the Zoo, for example by totem or resource species. However, the specific stories for the various Darug artworks will not be reproduced, rather they will be transmitted by Aboriginal cultural educators to be employed at Sydney Zoo. This will ensure that the knowledge and personal stories of Elders and the broader Aboriginal community are not directly reproduced but can be passed on to visitors by the direct permissions bestowed by Elders and other knowledge holders to cultural educators.

Sydney Zoo – Aboriginal cultural experience strategy

A general list of interpretation themes is shown below:

- Darug name for precinct/language throughout the precinct
- Welcome to Country at the entrance
- Sydney Nations and Clan map
- Acknowledge mobs from “all over” that live here
- Darug connections (ancestral and to Country)
- Aboriginal Flag
- Aboriginal community mural at prominent Zoo location
- Art reflecting the Aboriginal stories and the cultural connections in the land and sky
- The dreamtime and the dreaming stories – art with oral stories
- Songlines
- Seasonal/animal connections
- Darug plant use
- Traditional history of Sydney
- Colonisation and effects on all Aboriginal people
- Our people around colonisation- Pemulwuy, Bennelong, Colibee, Bolong’uia, Barangaroo etc
- True history as seen from an Aboriginal experience
- Mission life - the “good and the bad”
- Time line – Aboriginal historic timeline compared to other cultures and civilisations
- Art in pathways
- Art installations – Gunya and family, tools, rock shelter with art, grinding stones

Role of Aboriginal Rangers and Cultural Educators

Muru Mittigar delivers Aboriginal Cultural experiences through excursions and incursions, for all schools ages ranging from early childhood to high school. Our school programs have been designed and developed to create a unique opportunity for our local schools and their students to participate in an interactive and hands on experience with members of the local Aboriginal community through educational and cultural programs. Our cultural officers introduce various aspects of the Aboriginal culture, history, heritage, traditions and protocols.

Sydney Zoo and Muru Mittigar – the Darug Cultural Experience

The Darug Cultural experience is a complete Aboriginal Cultural package where visitors to the Sydney Zoo receive a premium and authentic delivery of in depth and interactive Cultural awareness explicit to the Darug people, the traditional Aboriginal peoples of the Sydney Basin.

This cultural knowledge can be seen and felt with major impact as soon as the visitor arrives to the zoo. The experience needs to be brought together using all tactile experiences (i.e. Visual, audio, touch, and taste). This experience can and should be inclusive of rangers, zoo and interpretive guides, designated key locations and resting spots dedicated to additional Darug cultural information and displays.

This cultural knowledge will be seen and felt with major impact as soon as the visitor arrives to the zoo. The experience will be brought together using all senses (i.e. visual, audio, touch and taste) and will include Aboriginal interpretive guides/rangers, designated key locations and additional static graphics for non-guided tours.

The experience will involve the true and unified historical recount beginning from pre-settlement through to modern day history and timelines of the Darug people. These historical recounts will include various mediums of delivery including art, language, interpretations, maps, and cultural presentations.

There will be an opportunity to carry out the Cultural infusion elsewhere into the zoo with special cultural demonstrations and shows performed in the Amphitheatre. These shows will include song and dance which may reflect the dreaming stories or knowledge the visitor has already encountered during their visit.

The Darug program at Sydney Zoo

Throughout the delivery of programs and information a high impact of local Darug knowledge needs to be addressed and relayed to all visitors. Stories and other information including cultural knowledge will be transmitted by Cultural educators to visitors, wherever possible

The foremost delivery will be inclusive of guided options throughout the zoo either self-led or tour-led

1. School groups or longer staying tour groups are offered a cultural presentation with the use of maps, tools and weaponry.
2. As the visitors weave themselves throughout the Australiana precinct they can be meet by roaming Aboriginal Zoo/Cultural guides, where they can ask passing questions during a self-guided visit or immerse themselves in a guided tour with one of our interpretive zoo packages.

Comments received from Registered Aboriginal Parties

Consultation has been undertaken in line with the *Aboriginal Consultation Requirements for Proponents 2010* policy in NSW.

(<http://www.environment.nsw.gov.au/resources/cultureheritage/commconsultation/09781ACHconsultreq.pdf>).

The draft Sydney Zoo Aboriginal cultural heritage strategy report was provided by email on 24/07/2018 (**Email to RAP groups on 24/07/2018**) for the consideration and comment of RAPs that have registered for the Sydney Zoo EIS and associated Aboriginal cultural heritage assessment. The comment period was more than 28 days as allowed for in the Aboriginal consultation policy.

On 20/07/2018 a reminder email with the attached draft report (**Extension of comments for RAPS to 27/08/2018**) was sent to all RAPs for Sydney Zoo with an extension of the comment period to Monday 27/08/2018

A list of Registered Aboriginal Parties for the Sydney Zoo approval is provided in **Table 1: RAP groups for Sydney Zoo approval**.

One set of comments were received from Justine Coplin of the Darug Custodians Aboriginal Corporation on 23/08/2018 (**Letter received from DCAC for the Aboriginal cultural strategy for Sydney Zoo**). These comments are outlined in **Table 2: Comments from RAPs and response**.

Sydney Zoo – Aboriginal cultural experience strategy

Table 1: RAP groups for Sydney Zoo approval

RAP number	RAP organisation name	Response to draft report by 27/08/2018 (Y/N)
1	Cullendulla	No
2	Gulaga	No
3	Murrin	No
4	Gulla Gunar Elders	No
5	Ngunawal	No
6	Gunjeewong Cultural Heritage Aboriginal Corporation	No
7	AAS/ Rane Consultants	No
8	HSB Consultants	No
9	Badu CHTS	No
10	Kawal Cultural Services	No
11	Biamanga	No
12	Kuringgai	No
13	Bidawal	No
14	Merrigarn Indigenous Corporation	No
15	Bilinga CHTS	No
16	Munyanga	No
17	Bulling Gang	No
18	Murramarang	No
19	Corroboree Aboriginal Corporation	No
20	Murri Bidgee	No
21	Mullangari Aboriginal Corporation	No
22	Cuwur Murre	No
23	Murrumbul	No
24	Daraug Aboriginal Cultural Heritage Assessments (DACHA)	No
25	Ngarigo	No
26	Darug Consultants and Archaeological Assessments (DCAA)	No
27	Nundagurri	No
28	Darug Custodian Aboriginal Corporation (DCAC)	Yes
29	Tharawal	No
30	Darug Land Observations (DLO)	No
31	Thauaira	No
32	Deerubbin Local Aboriginal Land Council	No
33	Walbunja	No
34	Dharug	No
35	Walbunja Elders	No
36	Djiringanji	No
37	Walgalu	No
38	Elouera	No
39	Wandandian	No
40	Eora	No
41	Wingikara CHTS	No
42	Gangangarra	No
43	Wullung	No
44	Golangaya Elders	No
45	Wurrumay Consultants	No
46	Goobah Developments	No
47	Yerramurra	No

RAP organisations are provided with 28 days for written comments to the draft report.

Written comments were provided to the Sydney Zoo Culture Coordinator at Muru Mittigar at email john.beattie@murumittigar.com.au.

These comments have been added to this section of the report and included in Table 2 below. Sydney Zoo and Muru Mittigar will then prepare a written response to all comments provided. Written comments and other letters will be added to the Appendices for this report.

Consolidated comments by category and RAP group

Table 2: Comments from RAPs and response

Comment number	RAP organisation	Comment	Response to comment
1	DCAC	The Darug Custodian Aboriginal Corporation have received and reviewed the Sydney Zoo Aboriginal Cultural Experience Strategy Report	Draft report provided on 24/07/2018 and comments were received on 23/08/2018 at 5:54 AM
2	DCAC	We have been working closely on this project with Muru Mittigar as a few of our members and our Director Leanne Watson is working with Muru on the Aboriginal programming, Darug interpretive panels and the training for employment.	Confirmed and agreed
3	DCAC	As a community group we discuss the Darug content with our Darug community and have ensured all suggestions that have been made by community are included in the strategy. When reviewing the strategy the information listed from the Darug community has been included without amendments to the content.	Confirmed and agreed
4	DCAC	Our group is an inclusive group that works with all Darug communities and are open to all groups being included and having a say in the Darug story. The strategy report reflects that the project will be culturally appropriate and inclusive.	Confirmed and agreed

Response to comments from Registered Aboriginal Parties

Written response by Sydney Zoo to RAP groups for comments received

Responses to the report have been consolidated in Table 2. No written response was required to the comments received from DCAC. Justine Coplin confirmed by email that she was happy for DCAC comments to be made public as part of the final report.

Changes or improvements to the strategy following RAP comments

Based on the comments received by DCAC on 23/08/2018 no changes or improvements to the strategy were required.

Summary of Aboriginal cultural experience commitments

Aboriginal Advisory Group for Sydney Zoo

- Muru Mittigar will establish an Aboriginal Advisory Group for Sydney Zoo. This group will provide Muru Mittigar and Sydney Zoo with expert advice on the Darug Cultural Experience, cultural tourism, Aboriginal pre-employment, traineeship and employment opportunities

The Darug Cultural Experience

- The Darug Cultural Experience will be developed by Muru Mittigar to guide and direct the visitor experience at Sydney Zoo.
- Signage and graphical interpretation will be developed by Muru Mittigar in partnership with recognised Darug and other Aboriginal artists from Western Sydney.
- Darug and other Aboriginal stories and information will be imparted to a range of visitors (including school age, overseas, and local)

Pre-employment program and paid traineeships

- Muru Mittigar in partnership with Western Sydney Institute of TAFE will establish a pre-employment program that will support Aboriginal job seekers to be both job ready, and aware of culture and mainstream job opportunities at Sydney Zoo
- Muru Mittigar will establish a paid traineeship program for culture based work development at Sydney Zoo. This program will utilise Certificate III courses in Tour Guiding, Indigenous Land Management and Facilitation and Coordination

Aboriginal identified positions at Sydney Zoo

- Muru Mittigar will employ full time Cultural Educators and other Culture contractors at Sydney Zoo to deliver the Darug Cultural Experience and other culture based content at Sydney Zoo. All employment and contracting will be open and merit based
- Sydney Zoo also undertakes to employ qualified Aboriginal people in mainstream based positions utilising the Muru Mittigar/WSI TAFE pre employment program

Aboriginal interpretation and education program at Sydney Zoo

- Under the Darug Cultural Experience, Muru Mittigar will develop and then deliver an interactive cultural education program for a range of visitors at Sydney Zoo

Appendices

Muru Mittigar letter of support to Sydney Zoo



The Planning Assessment Commission
Level 3, 201 Elizabeth Street,
Sydney NSW 2000

Attn: David Way

26/7/2017

Dear Mr Way,

The Sydney Zoo - D440/16

I am writing in response to the call for further public submissions to the Planning Assessment Commission (PAC) regarding the Sydney Zoo development application.

I am the CEO of Muru Mittigar. Muru Mittigar is a leading Darug-owned Social Enterprise, established in 1998 providing 'real time' employment and training opportunities in the workplace. Muru seeks to advance Aboriginal culture, and in particular Darug culture, improving the well-being and economic independence of Aboriginal people. We are a fully self-funding market-driven business model achieving social impact while developing and delivering industry-leading products and services to create social change and help "Close the Gap".

Muru has assessed a long term partnership with Sydney Zoo for the last two years, to facilitate meeting key community and cultural objectives in our 2020 Strategic Plan.

I have read the social impact assessment developed by UTS IPPG and generally agree with the conclusions contained in the report. By providing a focus on Aboriginal culture in its Australiana exhibits, Sydney Zoo will make a significant contribution to advancing authentic and accessible Aboriginal culture, fast tracking the advancement of Aboriginal cultural tourism in our region and adding quantitative benefits to Muru's 90%+ success rate of new job seekers per annum, into full time employment in Western Sydney .

The partnership between Sydney Zoo and Muru Mittigar will assist Muru by;

- Establishing up to 7 jobs per shift on site and over 30 jobs off site in the souvenir supply chain pipeline for the retail product offering, meeting Authentic Australian Aboriginal (AAA rating guidelines)
- Harnessing the volume of visitors to build a much-needed higher-skilled Aboriginal workforce in the physical centre of the most densely populated Aboriginal community on earth, and benefit other operators and industry long term with a more appropriate quantity of staff
- Assisting our local and regional partner Aboriginal suppliers through jobs and entrepreneurship programs, willing communities include Tharawal, Gundungurra, Wiradjuri and Yuin mobs locally and retail supply partnerships such as the Arrente People in NT
- Understanding the local Darug culture as the original 'visitor gateway' to Australia and helping reconcile past history with sustainable reconciliation actions

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- Establishing a broader capacity to cater for rapidly-expanding school student NESA-accredited K-6 and high school student Aboriginal awareness and corporate awareness packages

Our current staff and aspiring school leaver trainees are also expressing continued interest over the last 12 to 18 months regarding the potential of the larger scale of successive employment pathways which will be available through Sydney Zoo and the broader tourism and hospitality industry in Western Sydney and Sydney metropolitan region generally.

I sought some comments from our staff about what they thought of the prospect of the new Sydney Zoo opening and received below anecdotal feedback;

Josh – *"I'm grateful we've met the operators of the Sydney Zoo who seem committed to giving opportunities for us to share our culture and connection to the land and animals, I think it's really important that visitors from other places and locals in Sydney will learn more about our culture"*

Karl – *"Working at Muru Mittigar saved me from going down a very wrong path a few years ago and I support all the work they do and how we're able to share our knowledge from young kids to elderly people every day. Sydney Zoo will be a great place to keep doing this for our culture"*

Leanne – *"Sydney zoo brings numerous opportunities to western Sydney allowing the scope and workplace for training and knowledge sharing to broaden into a new and exciting place"*

In conclusion, and after seeking input from our regular stakeholders in Western Sydney, I believe that Sydney Zoo will be a significant step to promote Darug Aboriginal cultural knowledge by a strong community of Aboriginal people who call Western Sydney home. We support the approval of its development application.

Please do not hesitate to contact me at any time regarding this letter.

Yours Sincerely

A handwritten signature in black ink, appearing to read "Peter Chia", is written over a large, stylized, abstract scribble. The signature is positioned to the left of the text below it.

Peter Chia,
Chief Executive Officer
Muru Mittigar Ltd

Muru Mittigar Aboriginal Cultural & Education Centre

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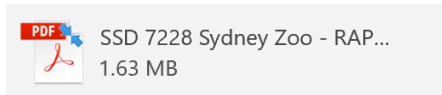
Email to RAP groups on 24/07/2018

Comments on Sydney Zoo report



John Beattie <John.Beattie@murumittigar.com.au>

2:13 PM



Dear Sydney Zoo registered Aboriginal party,

Please find a draft report on the Aboriginal cultural experience for the zoo for your consideration and comment.

Under the *Aboriginal Consultation Requirements for Proponents 2010* guidelines for NSW. (<http://www.environment.nsw.gov.au/resources/cultureheritage/commconsultation/09781ACHconsultreq.pdf>), you are provided with 28 days to provide written comments to this report. All comments will be added to the report and a response to comments will be provided

Comments on this report will close on **Friday the 24th of August 2018**

I thank you for your attention in this matter

Cheers

John
Muru Mittigar



Extension of comments for RAPS to 27/08/2018

From: John Beattie
Sent: Monday, 20 August 2018 9:43 AM
Subject: FW: Comments on Sydney Zoo report

Dear Sydney Zoo registered Aboriginal Party,

Just a reminder that as below the written comments on the attached draft report were due this **Friday the 24th of August 2018**

Under the *Aboriginal Consultation Requirements for Proponents 2010* guidelines for NSW. (<http://www.environment.nsw.gov.au/resources/cultureheritage/commconsultation/09781ACHconsultreq.pdf>), you are provided with 28 days to provide written comments to this report. All comments will be added to the report and a response to comments will be provided

Alternatively if you wish to discuss the attached Aboriginal cultural experience report I can call you on your preferred day time contact number at a convenient time. If you are interested in this offer please email me your details by COB Thursday the 23rd August 2018 and I will call you back as soon as I can (i.e. this week).

Understanding that you are all very busy I have extended the written comment time to COB **Monday 27th of August 2018**

Cheers

John
Muru Mittigar

Letter received from DCAC for the Aboriginal cultural strategy for Sydney Zoo



DARUG CUSTODIAN
ABORIGINAL
CORPORATION

PO BOX 81 WINDSOR 2756
PHONE: 0245775181 FAX: 0245775098
MOBILE: 0415770163 Leanne Watson
0414962766 Justine Coplin
EMAIL: justinecoplin@optusnet.com.au

Attention: Sydney Zoo

Subject: Sydney Zoo Aboriginal Cultural Experience Strategy Report

To Whom It May Concern,

The Darug Custodian Aboriginal Corporation have received and reviewed the Sydney Zoo Aboriginal Cultural Experience Strategy Report, we have been working closely on this project with Muru Mittigar as a few of our members and our Director Leanne Watson is working with Muru on the Aboriginal programming, Darug interpretive panels and the training for employment.

As a community group we discuss the Darug content with our Darug community and have ensured all suggestions that have been made by community are included in the strategy. When reviewing the strategy the information listed from the Darug community has been included without amendments to the content.

Our group is an inclusive group that works with all Darug communities and are open to all groups being included and having a say in the Darug story. The strategy report reflects that the project will be culturally appropriate and inclusive.

Please contact us with any further enquiries

Regards

Justine Coplin

Sydney Zoo



Justine Coplin <justinecoplin@optusnet.com.au>

23/08/2018 5:54 AM

To: John Beattie



Sydney Zoo.docx

83.36 KB

This email has been checked for viruses by AVG.

<https://www.avg.com>