



UWU FIRST NATIONS COMMUNICATIONS AND PROTOCOLS

CW: This report may contain images and names of people who have passed away.



This guide has been put together to help all members and officials at United Workers Union to adopt consistent and appropriate language when referring to First Nations members and peoples. It also summarises appropriate use of cultural protocols (such as Acknowledgement of Country).

The work builds on UWU reconciliation and learning resources that are available for all employees and members to access, and can be found at www.unitedworkers.org.au/reconciliationresources.



CONTENTS

- 03 REFERRING TO PEOPLE
- 04 LANGUAGE
- 05 UWU OFFICE PLACE NAMES
- 06 NAMES OF MAJOR GROUPS
- 07 AVOIDING APPROPRIATION
- 08 APPLYING CULTURAL PROTOCOLS WITHIN UWU

REFERRING TO PEOPLE

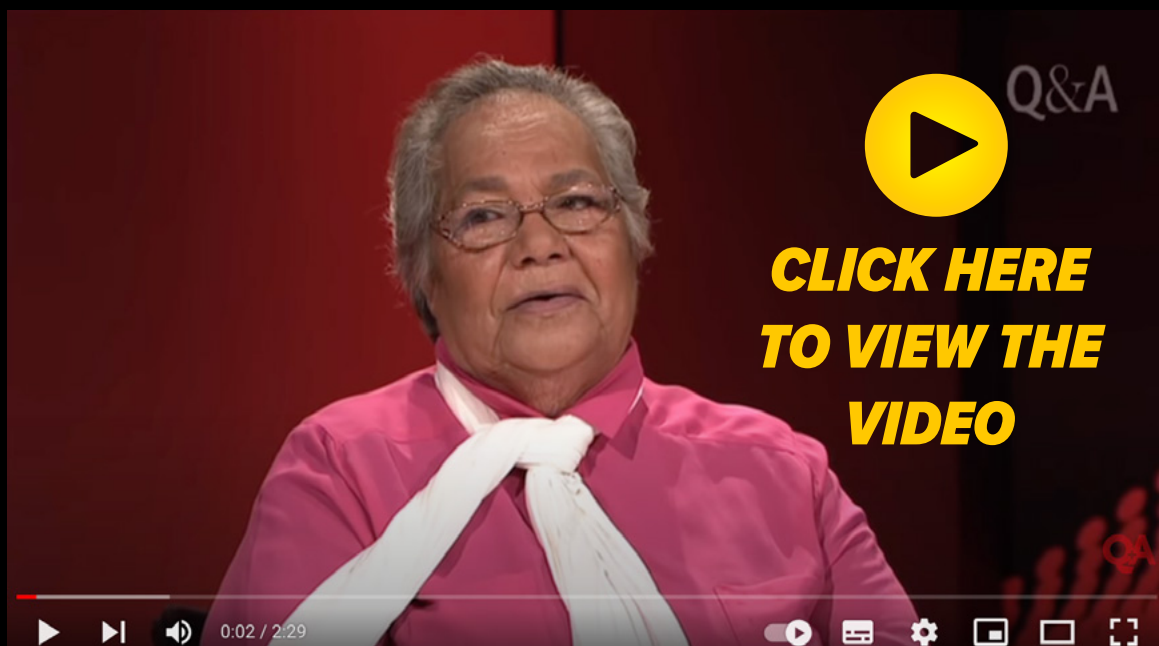
First Nations peoples come from many different nations across Australia.

We were not given a name derived from place, and our own names for ourselves and for our places were largely ignored. We were given not a name as such, but rather a classification, 'aboriginal', 'natives', 'indigenous', much in the same way as flora and fauna are.

<https://indigenousx.com.au/appropriate-terminology-for-aboriginal-and-torres-strait-islander-people-its-complicated/>

Watch this powerful video of Rosalie Kunoth-Monks.

https://www.youtube.com/watch?v=birnA3_tm5E



I am not an Aboriginal or, indeed, Indigenous. I am Arrernte, Alyawarre, First Nations person, a sovereign person from this country.

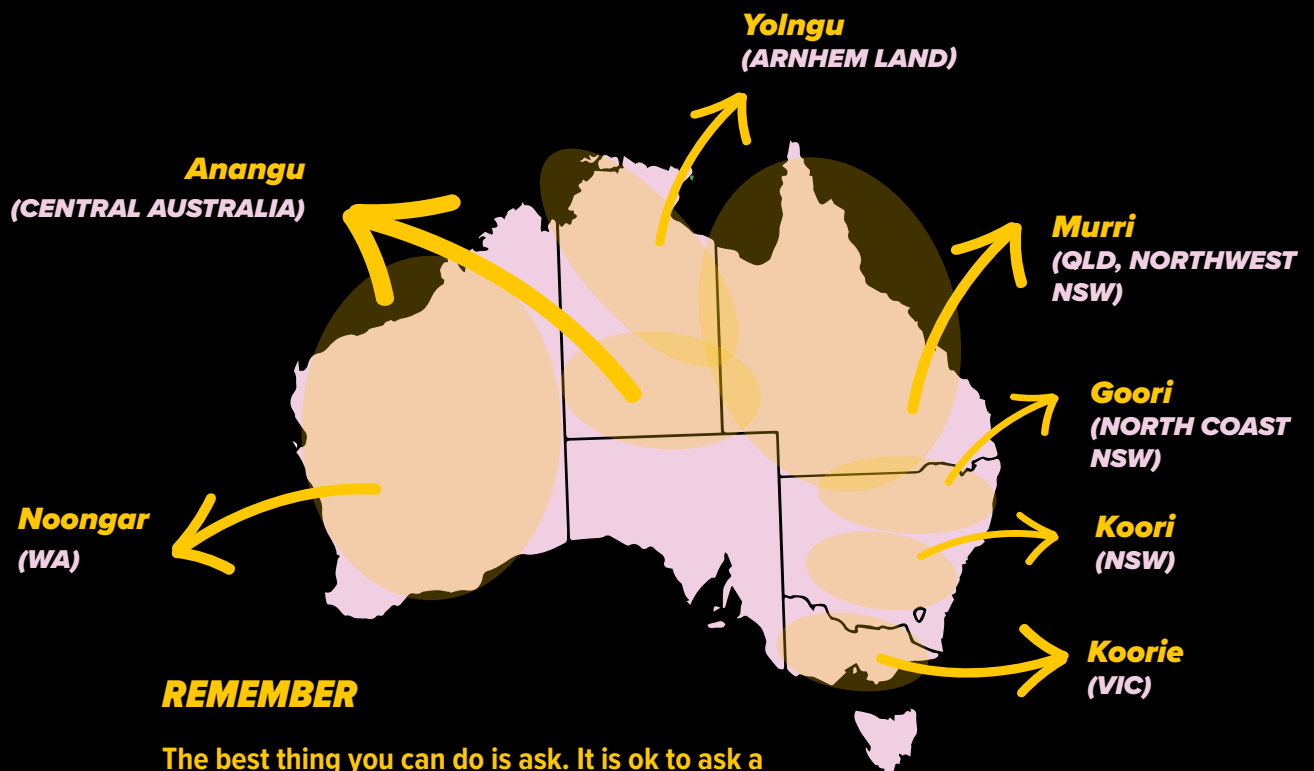
LANGUAGE

PREFERRED IN UWU	WHEN TO USE	DON'T USE
First Nations peoples and First Nations members. <i>Note the use of peoples, which reflects the hundreds of First Nations Communities.</i>	✓ Internal communications ✓ External communications	✗ FN members – you should not abbreviate First Nations ✗ First Australians. “Our” when referring to First Nations members. Use of “our” implies ownership and possession. Using UWU First Nations members is OK.
Aboriginal and/or Torres Strait Islander peoples <i>Note the preferred use of and/or rather than simply “and”</i>	✓ To accurately reflect the occupation or title of someone, Example <i>Aboriginal Health Worker Torres Strait Islander Teacher Aide Aboriginal Education Assistant</i> ✓ To accurately reflect the name of an organisation/ group. Example <i>ACTU Aboriginal and Torres Strait Islander Committee</i> ✓ Where member/s prefer to be referred to as Aboriginal and/or Torres Strait Islander. This can be confirmed with them.	✗ ATSI – it is considered insulting to abbreviate. ✗ Aborigines ✗ Aboriginal Australian ✗ Torres Strait Islander Australian ✗ Australian Aboriginal ✗ Australian Torres Strait Islander ✗ Our first peoples These terms may be used by Aboriginal and/or Torres Strait Islander peoples to refer to themselves, or where they may have historical meaning. And it is always OK to ask someone how they prefer to be referred to.
Indigenous	✓ Where it is the name of a group or organisation. Example Labor Indigenous Network Australian Institute of Health and Welfare Indigenous report	✗ Indigenous members (because we use First Nations) Never use lower case “I”. Indigenous is a proper noun
Elders Country/Countries Traditional Owners Communities	✓ These words are capitalised because they are they are part of identity and therefore a proper noun.	

UWU OFFICE PLACE NAMES

OFFICE NAME	TRADITIONAL PLACE NAME	FIRST PEOPLE/S	SUBURB	STATE
Darwin	Garramilla - White Stone	Larrakia Country	Darwin	NT
Cairns	Gimuy (slippery blue fig)	Gimuy Walubara Yidinji People	Cairns	QLD
Gold Coast	No Traditional Name	Kombumerri and Yugambah People	Mermaid Beach	QLD
Townsville	Thul Garrie Waja (Shooting star) and Gurrumbilbarra (Canoe people)	Bindal and Wulgurukaba People	South Townsville	QLD
Rockhampton	Randu (Rockhampton) - Tunuba (Fitzroy River) (Big River)	Darumbal People	Rockhampton	QLD
Bundaberg	Bundaburra	Taribelang Bunda	Bundaberg	QLD
Hobart	Nipaluna	Muwinina and Palawa People	Hobart	TAS
Bunbury (South WA)	Goomburrup	Warandi People of the Noongar Nation	Bunbury	WA
Glebe	Tjerruing (Black Wattle - not a wattle) Blackwattle Bay near	Gadigal people of the Eora Nation	Glebe	NSW
Parramatta	Burramattagal (place where the eel sit down)	Dharug People and the Burramattagal clan	Parramatta	NSW
ACT	Kamberra, Kghambury, Nganbra, Gnabra - meeting place	Ngunnawal People	Kingston	ACT
Adelaide	Karraundonga (red gum spear place)	Kurna Land	Henley Beach	SA
Melbourne	Narm	Wurundjeri People of the Kulin Nation	Docklands	VIC
Brisbane	Turrbal (Meanjin), Juggera (Magandjin), Kurilpa (Water Rat)	Turrbal and Juggera People	South Brisbane	QLD
Perth	Goongoongup	Whadjuk Nyoongar People	Perth	WA
Toowoomba	Toowoom (native melon)	Giabal, Jarowair and Western Wakka Wakka	Toowoomba	QLD

NAMES OF SOME MAJOR GROUPS



REMEMBER

The best thing you can do is ask. It is ok to ask a First Nations person how they would like to be referred to and it should never be assumed.

[source: www.indigenousliteracyfoundation.org.au]



AVOID APPROPRIATION

1 If using art, check with the Communications Team on any copyright or payment that might be required. United Workers Union ensures that First Nations members who provide artwork are paid for that work, and the Team also safeguards the use of images and stories to observe cultural protocols.

2 If using language be aware that many terms have cultural significance to First Nations peoples and it can be considered rude to use these terms without permission.

Some examples

- Mob
- Aunty or Uncle
- Tidda, Sis
- Deadly
- Yarning
- Bro

Where you have permission to use a term, be sure to acknowledge that and explain the cultural significance.

For example: We are holding a Yarning Circle today, and we do this with permission of First Nations members. A Yarning Circle has special significance for First Nations people as it is a way that they have connected and shared stories safely for tens of thousands of years. We thank members for teaching us and allowing us to learn from their culture.

3 Do not plan events/forums/training etc about First Nations issues without consultation with members and/or First Nations officials within the Union.

YOU MIGHT BE INTERESTED TO KNOW

The term cultural appropriation is described by historian George Lipitz as:

When an element of culture is adopted from a marginalized group without respect for its cultural meaning or significance or with the purpose of exploiting the culture for economic or social gain.

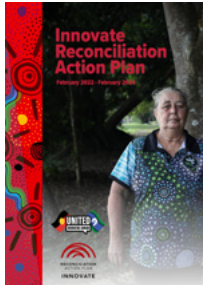
In Australia it involves taking elements of First Nations (or other) cultures and using them without permission, payment or respect.



As Arrernte and Luritja artist Michele Kerin said to Triple J's 'The Hack':

When non-Indigenous people appropriate our culture, it's taking away from the fact that we're up for grabs, and people can do whatever they want with our stuff.

APPLYING CULTURAL PROTOCOLS WITHIN UWU

DO	More Information / Resources
Open all meetings (big and small) with an Acknowledgement of Country. Invite a First Nations member or participant to provide the Acknowledgement if they wish to do so. Make an effort to learn about the country you are on, so you can refer to the Traditional Owners. This is better than making a generic statement.	Downloadable PDF NRW-AcknowledgementOfCountry_IM-v2.pdf (unitedworkers.org.au) Visual resource Welcome to Country - United Workers Union Map of Indigenous Australia AIATSIS
Invite Traditional Owners to provide a Welcome to Country at significant events.	A Welcome to Country is different to an Acknowledgement of Country. It is provided by a Traditional Owner, who welcomes participants to their country.
Encourage members to find out what lands they live on.	Map of Indigenous Australia AIATSIS
Familiarise yourself with UWU's Reconciliation Action Plan and additional steps you can take to participate and support cultural events and deepen protocols.	 Union Hub - 220815_first-nations_RAP_A4_booklet_print_IM_V3.pdf - All Documents (sharepoint.com)
Include an Acknowledgement in all submissions and reports lodged by UWU, and on websites or other communications material as appropriate.	We acknowledge and respect the continuing spirit, culture and contribution of Traditional Custodians on the lands where we work, and pay respects to Elders, past, present and emerging. We extend our respects to Traditional Custodians of all the places that United Workers Union members live and work around the country.
Include a statement in any publication or video that states it may contain names or images of people who have passed.	'This report / video may contain images and names of people who have passed away'.

*The artwork included in this booklet is painted by Tammy Thomas.
SA UWU First Nations Roundtable Member.*



UWU FIRST NATIONS COMMUNICATIONS AND PROTOCOLS

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