

NSW LAND AND HOUSING CORPORATION

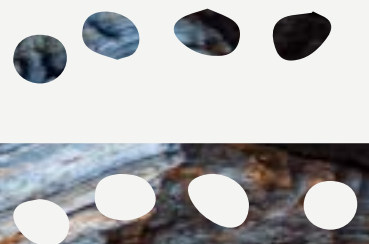


WATERLOO ESTATE

CONNECTING WITH COUNTRY
FRAMEWORK

MURAWIN

NOVEMBER 2023





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Acknowledgment of Country

We acknowledge Country and pay respects to the Gadigal people as the Traditional Owners and Custodians of the land and waters on which Waterloo Estate is situated and connected to via a broader cultural landscape.

We recognise their continued connection to Country and that this connection can be seen through stories of place and cultural practices such as art, songs, dances, storytelling and caring for the natural and cultural landscape of the area.

We also recognise the continuing living culture of Aboriginal people.

We recognise the contemporary stories of displacement and the cultural significance of Waterloo Renewal in the continued journey of self-determination in Australia.

We acknowledge all the people who have and will contribute their stories of the Gadigal people and their connection to this place.

We recognise the importance of telling the First Story, first. All other stories of place come from and are woven into the First Story.

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Purpose of this Document

The vision for Waterloo Estate is to enhance the strength and diversity of Waterloo, a unique home to many on Gadigal Land. The renewal will deliver new homes, community places, and green spaces which prioritise the health and well-being of social housing residents and sustainable mixed communities.

The renewal is being led by the NSW Land and Housing Corporation (LAHC), in collaboration with the Department of Communities and Justice (DCJ).

The renewal is a long-term project and will be led by the NSW Government in collaboration with a renewal partner over the next 20-30 years, with the initial stage of Waterloo South Renewal is scheduled to be delivered over the next 10-15 years.

Connecting with Country: Realising Aboriginal Outcomes at Waterloo

A key objective of the renewal is to prioritise outcomes for the Redfern-Waterloo Aboriginal Community through planning, delivery and operations.

Murawin has been engaged by LAHC to assist in the development of a holistic Connecting with Country framework, which will guide the delivery of positive outcomes for Aboriginal communities throughout the life of the renewal.

This principles-based framework provides a solid foundation for government and stakeholders to develop initiatives for optimal environmental, economic, social and governance outcomes for Aboriginal communities as a result of the renewal.

The principles outlined in this document have been developed to promote reconciliation, self-determination, and integration of Connection with Country into the renewal, whilst demonstrating cultural respect and responsiveness.

The framework is a starting point for government and the renewal partner to work with the local Aboriginal community to identify aspirational actions and initiatives that encompass:

- Opportunities to reflect cultural heritage and values in site and built form design.
- Opportunities to raise awareness of cultural heritage and values associated with Waterloo.

- Economic empowerment, workforce participation, enterprise and innovation.

- Opportunities to support housing outcomes for Aboriginal communities including culturally safe tenancy management, and planning and delivery of social and health services, now, during and after the development is complete.

- Consultation and co-design with Aboriginal communities, representatives, and Aboriginal Community Controlled Organisations.

The principles included in this document reflect the opportunity created by the unique scale, history and complexity of this site, with an eye to achieving the best possible outcomes for Aboriginal communities.

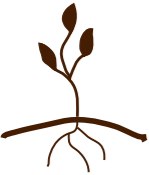
Connecting with Country Framework

HOW TO USE THIS DOCUMENT

The user of this document will begin the journey with the introductory section: **BUILDING UNDERSTANDING** - because as a first step we must understand Country.

The Connecting with Country Framework for Waterloo is a balance of four parts, in respect to the four types of Country, sitting within the Continuum of Country.

The Framework is not a linear process, but a holistic picture viewed in full. Each of the four parts of this Framework represent a part of the place strategy:



Foundations

These are the facts about people and place that ground this project.



Guiding Principles

These are the philosophic ideals that flow through the project.



Catalysts

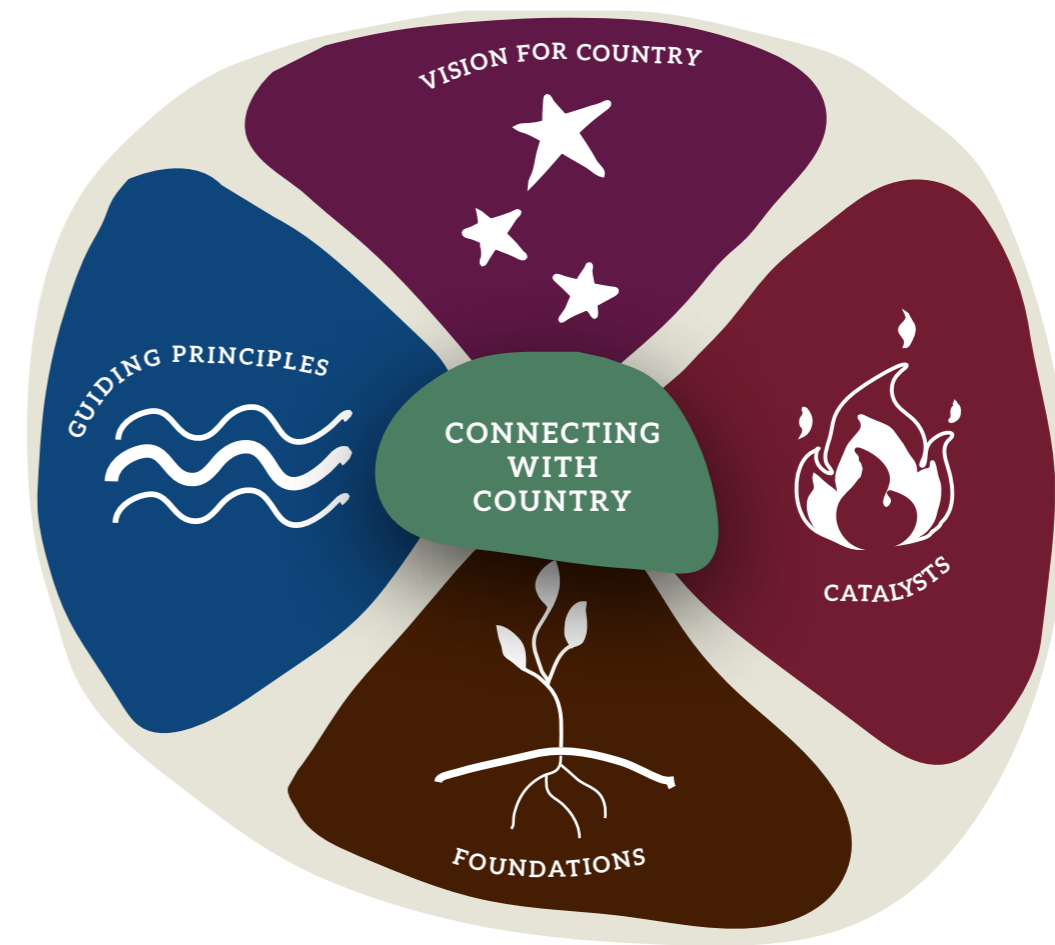
These are the tangible and intangible actions and activations that will bring elements of Country to life in this project.



Vision For Country

This is the overarching ambition for Waterloo to achieve, in order to Connect with Country.

Each of these sections build upon each other to come to a complete Connecting with Country Framework at the end of this document.



This Connecting with Country Framework is a truth based and vision led process, a way to guide and transform development in order to heal Country and sustain Country.

This document will introduce ways of thinking about Country for Waterloo, and guide how to care for and connect to this Country on a continuum of time.

Building Understanding

WHAT IS COUNTRY?

To understand this Framework, we must first understand what Aboriginal people mean by 'Country'.

When Aboriginal people use the English word 'Country' it is meant in a special way. Culture, nature and land are all linked, and this connection is based on distinct tradition and lore.

Country is a collective holistic identity that is all-encompassing. It is at the core of Aboriginal identity – an identity that stems from deep time connections to a continual Living Culture. Country is deep and multifaceted, it is a connection between people, time and place

Through recognising the full context of Country we can begin to form a path forward for Waterloo.

“Country is Water, Fire, Earth, Sky, and Heart.”

While land is Country, Country is far more than land alone. When approaching connecting with Country we must look, feel and think broadly.

Country is everything.

She holds everything within the landscape – land, water, sky, and universe. Country is people, animals, plants, rocks earth, water, stars, and air. Country is a collective holistic identity that is all-encompassing.

Country is sacred. Country is us.

She is the fundamental source of life and core for Aboriginal identity – an identity that stems from deep time connections to a continual Living Culture.

“Country is the permanent gift of Culture!”

She is the ephemeral spirit that sustains survival.

“We see it differently. You see it as stone, we see it as Country.”

Country is alive, she is continuing and she holds the stories of place. When approaching connecting with Country we must know how to listen.

Country is a keeper of secrets. She shares her secrets if you know how to listen. Her lore is memorialised in Caring for Country through Songlines, Stories, Art, Dance and Ceremonies that have been continuously shared by Aboriginal people since time immemorial.

Her purpose, meaning and movements are chanted across the Songlines and absorbed into the well-trodden murus (pathways) lined by the family of trees and deep memories of Aboriginal people. Her many languages speak of sophisticated, and deeply integrated knowledge systems.

If you listen to Aboriginal people, you can learn to listen to and hear Country.

“It's not just what we see with our eyes.”

“
PEOPLE NEED TO
KNOW COUNTRY.
”

Quotes attributed to numerous clan groups across Greater Sydney through collaboration with Murawin

“Country needs to speak, Country is still here.”

Country holds knowledge to share, she is a teacher. When connecting with Country we must be open to listen to, hear, & learn ideas that may be different for us.

Country is sustainability. Listening to and learning from her will enable sustainable futures for all through Caring for Country.

She sings in seasons. She breathes in the ways of the winds. She builds in colours that intricately balance the lives of flora and fauna and all other beings.

She breathes life into objects and shapeshifts her way through the contours and crescents that meander. She is malleable and soft, yet resilient.

In this Country, innovations are woven through the formation of all living and non-living structures.

Country represents strength, but she is vulnerable to disruption. Even when she has been damaged, dug-up, disrespected and deformed, her lessons are always there to be remembered. These are the Truths of Country.

“Where you come from is core to the identity of people.”

It is important to know whose Country you are working on and who are the Knowledge-Holders are for Country. Not everyone is entitled to speak for Country.

This area is on the lands of the Gadigal people. They have sustained deep time connections to their Country and, importantly, they preserve cultural values and hold the memories and knowledge of specific sites of Country.

The Gadi or Cadi People hold the responsibility of custodianship over the majority of the bay area down to what is now Sydney Harbour. This stretches from Port Jackson of Sydney Harbour from South Head to around what is now known as Petersham. To the south, the Cooks River and what is now called the Alexandria canal once formed a natural boundary. The Wangal people hold the same responsibility for much of the west and southwest of Sydney's CBD.

Working effectively on and with Country requires a deep understanding of the cultural and historical terrain. This requires connecting with the Traditional Custodians of this place.

“People need to know Country.”



Building Understanding

EVOLVING CONCEPTS OF CONNECTING WITH COUNTRY

Although Country is a deep and timeless knowledge, the concept of Connecting with Country in a modern built environment is relatively new.

LAHC is at the forefront of enabling ways to Connect with Country. This Framework is one outcome of that endeavour which will bring new ways to benefit both our First Nations people and all people in the Waterloo area.

First Nations people are the Traditional Custodians of this land and this is an ongoing responsibility. Through Connecting with Country we are invited to share in the responsibility to Care for Country and her sustainable futures.

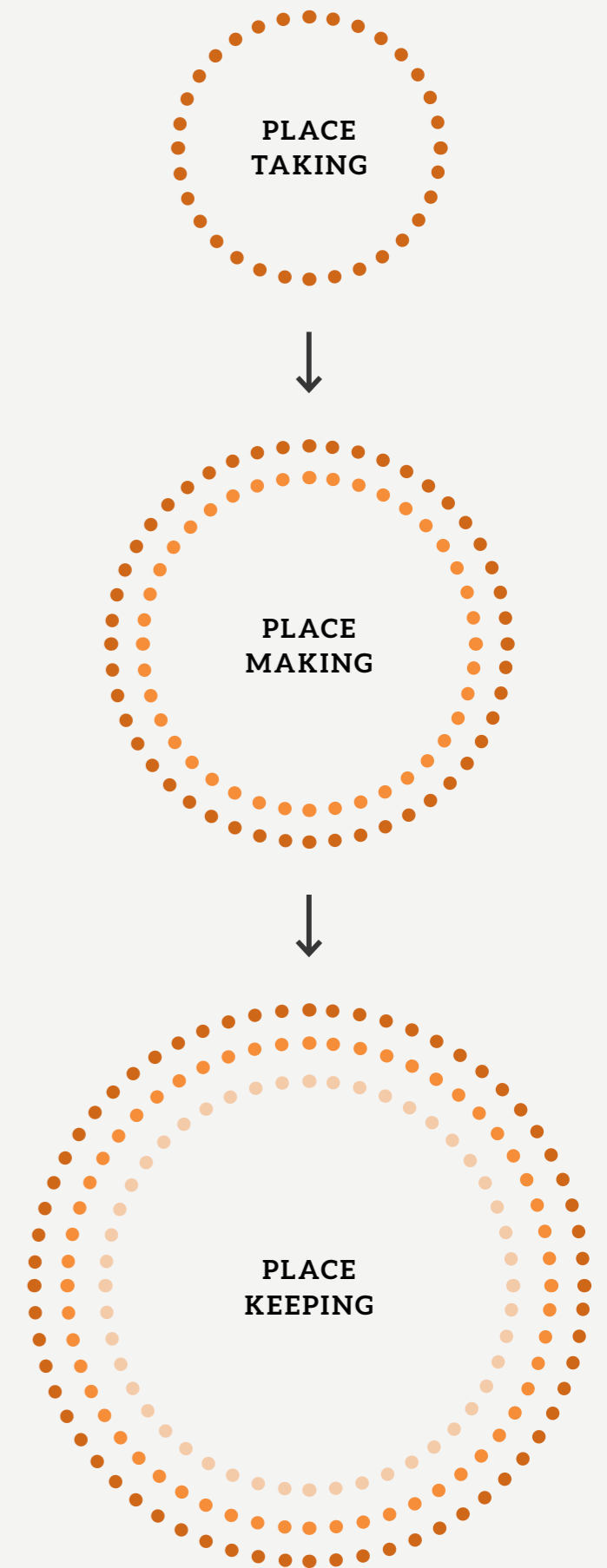
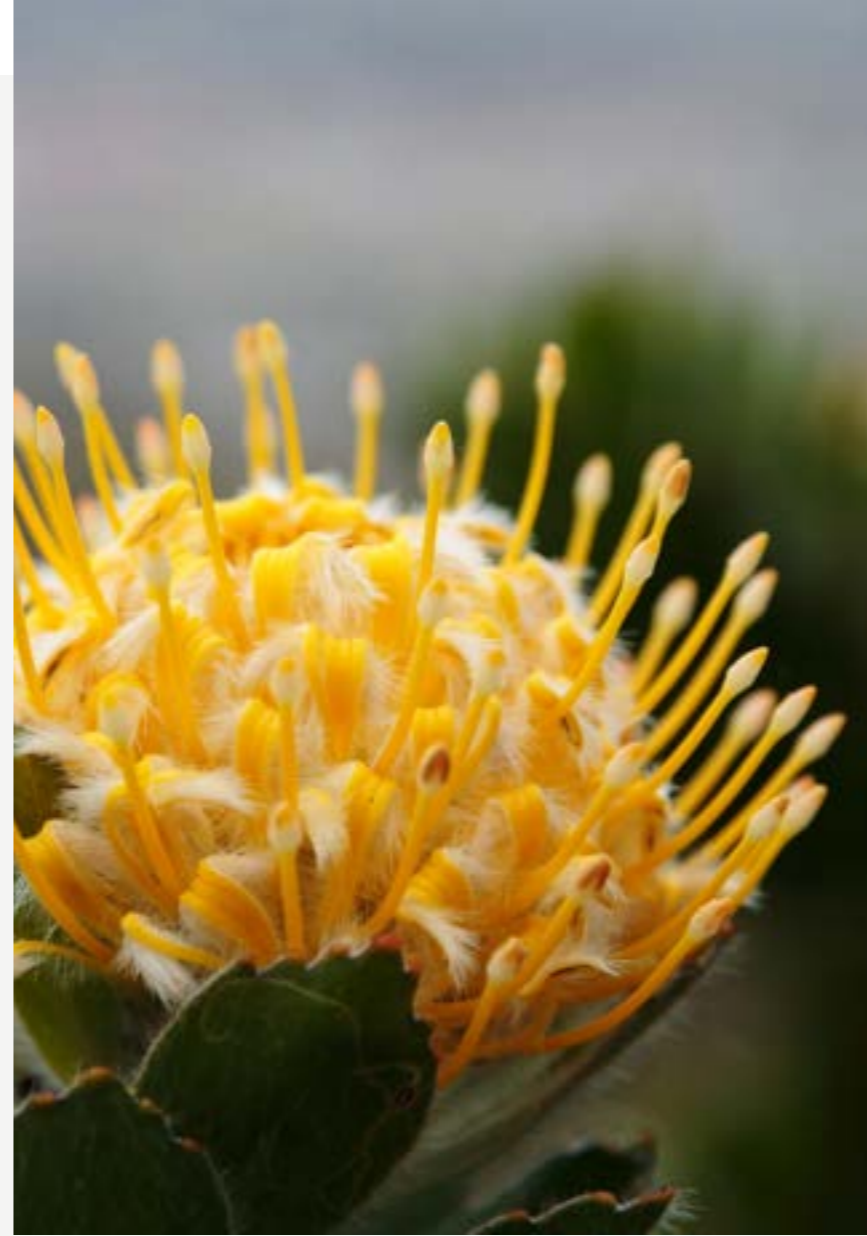
This is an opportunity for **sharing, education and growth** for all visitors to Waterloo.

How we think about, care for and manage land has evolved - from our First People's ways of Caring for Country - to a 'western' style approach of land ownership & boundary - to broader thinking about open spaces. We can now travel this shared journey together as we consider how we can all benefit by Connecting with Country.

Connecting with Country will take us from the time of Place Taking and through the Place Making process to enable sustainable Place Keeping.

Bringing these changes to the dedicated open spaces of this area will bring new ways of place making as we experience the enrichment of Connecting with Country, together.

These Connecting with Country Guidelines will explain how to go from Place Taking to Place Making and to sustainable Place Keeping for Waterloo.



Building Understanding

BACKGROUND DOCUMENTS

As the starting point for this process Murawin reviewed a range of documents relevant to Waterloo Estate and Aboriginal people. These documents are highlighted below:

The key points across all engagement/consultation reports were that:

- The Aboriginal community wants to be included throughout the project
- Ensuring their culture/presence is represented throughout the Estate is critical
- Residents are extremely concerned about being moved on (even just temporarily)
- Maintaining the social fabric of the community is integral.



Waterloo Placemaking Framework, NSW LAHC, November 2017



Waterloo Placemaking Strategy, NSW LAHC, April 2018



Waterloo South Aboriginal Cultural Heritage Study, NSW LAHC March 2020



Waterloo Estate (South) Planning Proposal, NSW DPE, Feb 2020



Waterloo Estate (South) Heritage Study, NSW DPE, November 2021



Let's Talk Waterloo, DoFaCS, February 2019



Social Baseline Report, NSW LAHC, March 2020



Draft Connecting with Country, Government Architect NSW, 2020



Aboriginal Procurement Policy, NSW Treasury, January 2021



NSW Aboriginal Well-being Framework, Aboriginal Health and Medical Council of NSW



Closing the Gap Report, Australian Government, 2020



State of Reconciliation in Australia, Reconciliation Australia, 2021



Uluru Statement from the Heart, 2022

“MAKE WATERLOO ABOUT THE PEOPLE. ALL THE AMAZING CHARACTERS MAKE THIS PLACE.”

LET'S TALK WATERLOO, RESIDENT QUOTE.



PART 1: FOUNDATIONS

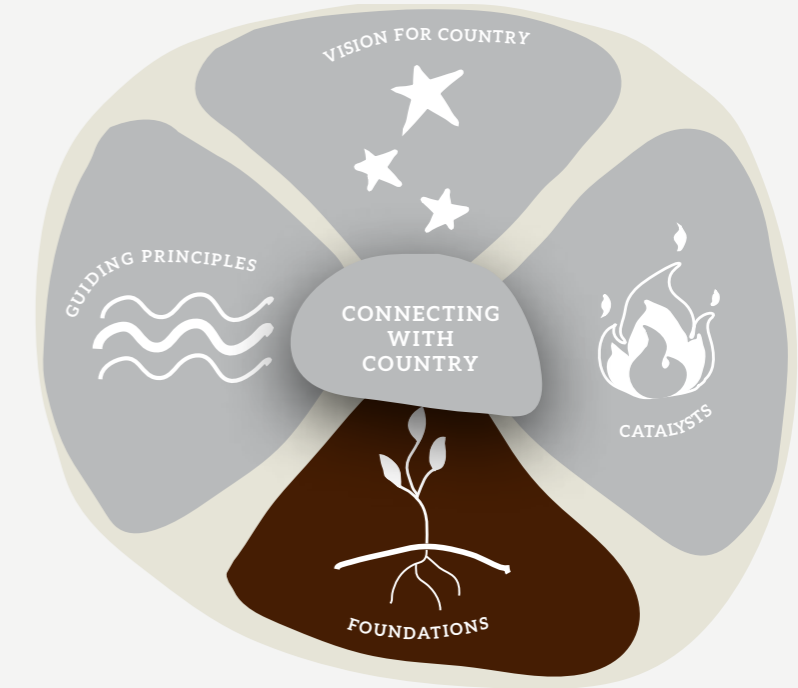


“

..Land is the starting point to where it all began. It's like picking up a piece of dirt and saying this is where I started and this is where I'll go...

”

**Knight S., 1996, Our Land Our Life, card,
Aboriginal and Torres Strait Islander
Commission, Canberra**



Foundations
are the truths about people, history
and context that ground this
project in Waterloo.

Connecting with Country begins with truth.

Truth grounds us, it contains the stories of Ancestors, it sustains future growth. It is our foundational roots, and helps us uncover the essence of a place.

How we do this is a balance of *Deep Listening to Stories of Place*. There are 4 key components to this report section:

1. **FIRST STORIES**
Looks to the deep history of Country.
2. **NEXT STORIES**
Is the contemporary changes to Country.
3. **TODAY'S STORY**
Is how we see Country today.
4. **THE STORY BEING WRITTEN**
Is the truth about how this project will shape Country.

Together these components build the Foundations that will inform the future directions for Waterloo Renewal, and ensure at it's core the specific character, outcomes and needs of the Country and Community that are already a part of this place today are always acknowledged.

First Stories



Before we knew this area as Waterloo, this was known as Illpah, this was and still is Gadigal Country.

The Gadigal are coastal people, saltwater people, who lived and moved around from the harbour, to grass plains and wetlands in the area. However freshwater was an essential part of life, and Illpah was important freshwater Country.

Illpah was an abundant pocket amongst freshwater wetlands and Eastern Banksia scrub.

Before site boundaries this Country was, and still is, connected to the broader natural landscape through the patterns and movement of nature and of her people.

Freshwater would flow down from War'ran (Sydney Cove) ridgelines in the

North, travel through the abundant sand dunes, into the wetland corridor, then continue the journey down to connect to Gamay (Botany Bay) and into the sea.

The flow of freshwater supported abundant life, from the Illpah wild raspberries, to water birds, wildlife and an array of flora that sustained through providing food and medicines, shelter, transport and art.

For millennia the Gadigal people lived in harmony with Country, they still are Country, and their ancestors are still in this place today. Gadigal looked after Country through careful land management and respect, and Country in turn looked after them.

Going forward we must continue this care for this beautiful place.

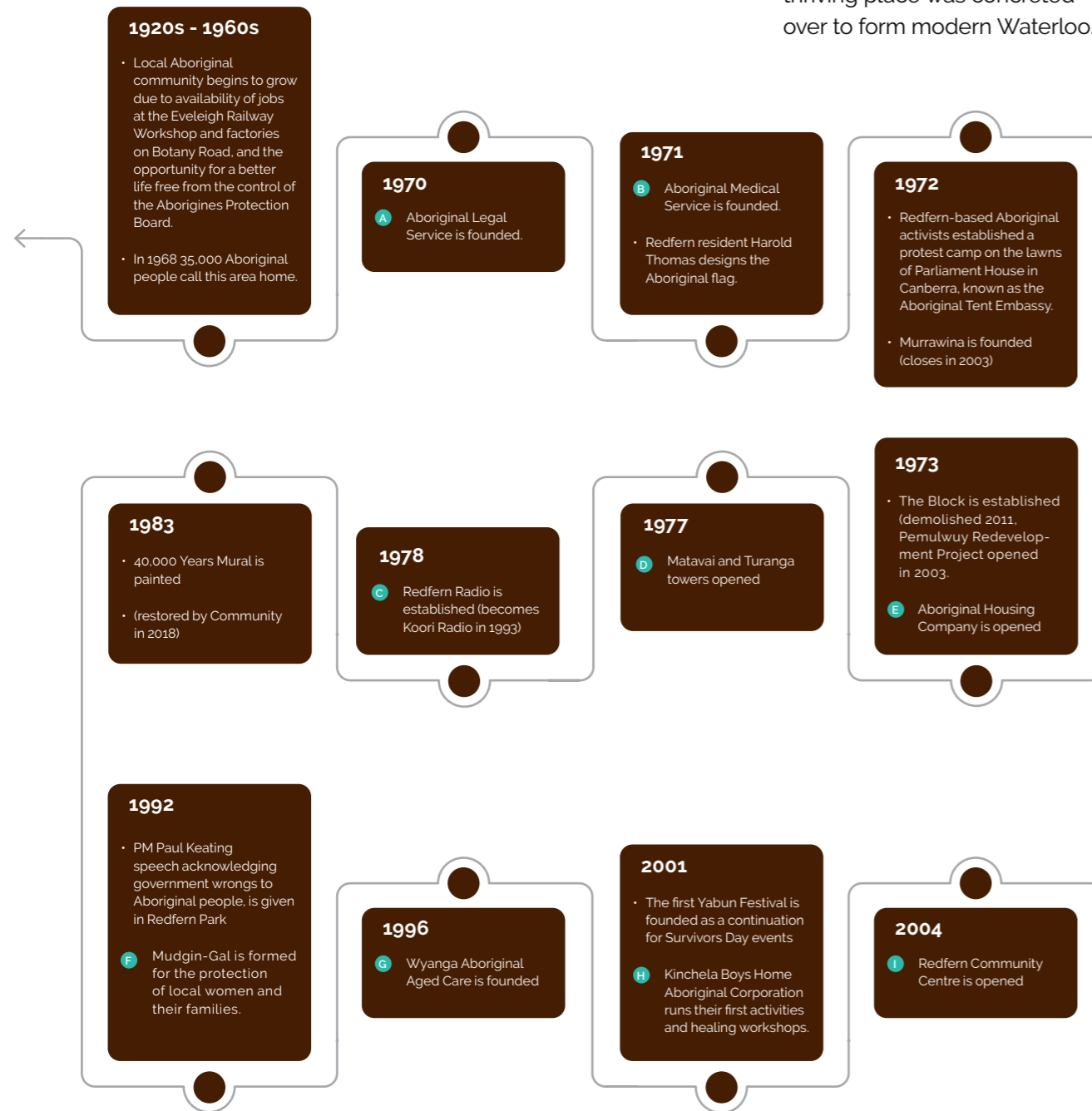
Statement of Truth about the First Stories:

Illpah was an important gathering place, where Freshwater Country sustained and supported her people.

Figure 1: Pre-colonial Country, topography and hydrology
Base map source: Richard Pickarsgill, plan of Stingray Bay, 1770.

Next Stories

Moving on from the First Stories of Illpah, there have been over two centuries of destruction of Country and trauma and displacement of her people. The wetlands were dammed, creeks flows were halted, land was flattened, fauna and flora were cleared, and this previously thriving place was concreted over to form modern Waterloo.



Statement of Truth about the Next Stories:

Redfern/Waterloo has become a place where Aboriginal people have fought for their rights and made their voices heard and thus become a centre for Aboriginal Self Determination.



However modern Waterloo/Redfern has remained a place significance for Aboriginal people, growing into an urban homeland.

In 1968 there were 35,000* Aboriginal people who called this place home, and grew Redfern/Waterloo an iconic location where Aboriginal people have fought for their rights and made their voices heard and thus become a centre for Aboriginal Self Determination. This is home to many of the first Aboriginal lead medical, housing and legal services.

Outlined here are only some of the significant events that have formed the Waterloo/Redfern area into the thriving community it is today.



Figure 2: Significant Aboriginal Organisation locations in Redfern/Waterloo today

* Anderson, Kay, 2000 'Savagery and Urbanity: Struggles over Aboriginal Housing, Redfern, 1970-73', in Peter Read (ed.), Settlement: A History of Australian Indigenous Housing, Aboriginal Studies Press, Canberra, 139.

Today's Story - Aboriginal Community Profile

One of the first steps to understanding Country is to understand the Local Aboriginal Community Profile. The combined Australian Bureau of Statistics 2021 regions shown in Figure 3 have been analysed according to the 2021 and 2016 Census of Population and Housing to provide demographic snapshot of the population for the Waterloo project area and recent trends. These trends have been further expanded upon in the "Waterloo South literature review report - Optimising Diversity and Inclusion", some key findings of which are outlined here.

The Aboriginal and Torres Strait Islander population of the Redfern/Waterloo area is 834 people in 2021, this equates to 3.6% of the total population area studied - this is higher than the Australian average of 3.2%, and much higher than the Greater Sydney average of 1.7 in 2021%. This high percentage population of Aboriginal and Torres Strait Islander people in the area reflects Redfern as being a gathering place for the Aboriginal community who have travelled through Sydney for generations, a welcoming place, and a home.

Redfern and Waterloo are the two suburbs in the City of Sydney with the highest percentage Aboriginal and Torres Strait Islander populations.

The median weekly household income for Aboriginal and Torres Strait Islander households is \$862, compared to the community average median weekly household income which is significantly higher at \$2072. This figure highlights one aspect of the social disadvantage faced by Aboriginal and Torres Strait Islander people in this area, and the need for Social Housing to support the local Aboriginal community.

'there is an urgent need to increase crisis and transitional accommodation and to increase social housing stock. Social housing providers also need to review policies on housing debt in households experiencing domestic and family violence, to ensure that exclusion from the highest priority waiting list does not effectively prevent victims—including children—from establishing a safe home away from the perpetrator' (Cripps & Habibis 2019, p32).

When looking at tenure type, just under 90% of the local Aboriginal and Torres Strait Islander population are renting, indexing high above the average of the area which is 67.5%. This statistic is related to the lack of generational wealth in First Nations communities, and the need for pathways to home ownership to close this gap.

Statement of Truth about the Today's Stories:

In Waterloo/Redfern today there is a gap in access to opportunity between First Nations people and the broader population..



The unemployment rate of Aboriginal and Torres Strait Island people in the Redfern/Waterloo area is 11.8%, almost double the area average of 6%. These areas sit above the NSW average of 4.9%, indicating a need for pathways into employment and support to stay in employment for this community.

Over half of the Aboriginal and Torres Strait Island community, 51.7%, have a long term health condition, above the general population average of 37.9%. Related to this, in the fortnight leading up to census over 10% of the Aboriginal and Torres Strait Island population had provided unpaid assistance to a person with a health condition, disability or due to old age, showing that the gap in the health of First Nations people impacts not only the individual but has knock impacts onto their support networks.

'According to Haski-Leventhal, Lyons and Adams (2009), First Nations people have significantly lower life expectancy, higher rates of long term and chronic health conditions. They are much more likely to have a disability or long-term health condition. More than three-quarters of Aboriginal deaths in NSW are potentially avoidable' (p83).



Figure 3: Waterloo/Redfern study area

'The results of the research can inform the development of more effective policies, programs, and interventions that promote gender equality, socio-cultural awareness, diversity, and inclusion in social housing for First Nations individuals and communities.

Ultimately, this research can help to create more equitable and inclusive housing systems that better serve the needs of all residents, regardless of their cultural background or identity.'

Waterloo South literature review report - Optimising Diversity and Inclusion, 2023.

NOTE: Statistics derived from Australian Bureau of Statistics Census 2021 for the following two regions:

ILOC Name: Redfern, Code: ILOC10702604 and SA2 Name: Waterloo, Code: 117031647

These two areas have been selected as they represent the statistical geographical footprint that best corresponds to this project boundary.

ILOC is defined as "Indigenous Locations" - these represent small Aboriginal and Torres Strait Islander communities (urban and rural) that are near each other or that share language, traditional borders, or Native Title. Indigenous Locations (ILOCs) are geographic areas built from whole Statistical Areas Level 1 (SA1s). The ILOC was used for Redfern.

For Waterloo the SA2 boundary was used as the boundary better corresponds to the project area than the ILOC which was a larger area including from Darlington to Alexandria.

The Story Being Written - Waterloo Renewal Project Opportunity



Figure 4: Waterloo Renewal Redevelopment Area



This outcomes of the engagement process will look at key areas of opportunity and concerns for the local First Nations community. These outcomes will feed into the procurement process to help determine the best ways to deliver on the NSW Government's plans to redevelop this area in a way that brings shared reciprocity through the design, delivery and operations of this precinct, as well as building and maintaining ongoing relationships between the Community, LAHC and the development partner.

At its core the proposed plan will deliver new social housing, affordable housing and private homes with access to improved community facilities, shops and transport. There will be an additional 2.5 hectares of public open space to support recreational activities like field sports, cycling and walking.

Importantly, the plan will see at least 1,500 homes dedicated to social and affordable housing. Of these a minimum of 15% will be for the First Nations community.

Other opportunities in this project to explore include the Aboriginal Procurement Policy requirements for participation during construction, and also explore opportunities for local job creation initiatives targeting Redfern/Waterloo tenants and the local Aboriginal community.

The plan builds on the strengths and character of the area and supports the needs of the growing number of people who call Waterloo home. The following pages will outline the ways in which the people who call this place home would like to contribute to shaping this once in a generation opportunity.

The Gadigal are the Traditional Custodians of the place we now call Waterloo. The redevelopment area referred to as the "Waterloo Renewal" is the focus of engagement that has been carried out with the local First Nations community.

Statement of Truth about The Story Being Written:

Waterloo is special because of the multi-faceted community who call this place home. To sustain a strong character for Waterloo, it is important to engage with the Community and seek ways to achieve shared prosperity.

The Story Being Written - Engagement

Background

Waterloo Estate is a site of major importance and influence for the community currently residing on the Estate and in the surrounding area. The scale, location and ambition are unprecedented for Sydney. This will be one of the largest urban renewal projects the city has seen. As such, there has been significant planning and community consultation undertaken to date.

It was first in 2015 that residents of the Estate were made aware that change was coming, after the announcement of the new Waterloo Quarter Metro Station via mail in December of that year. Since then, these residents have been consulted, questioned, and concerned about the redevelopment of this area. For many residents this redevelopment involves being moved on from their homes, and while LAHC is endeavouring to enable the option to return for eligible residents, for many residents there is concern of being disconnected from their community connections, and not being able to return.

The community is emotional, fatigued, and confused. While Waterloo Estate will undoubtedly be an upgrade in terms of the built environment, it is a significant disruption for the community deeply rooted to this place, whose hearts and homes are here, and in some cases have been for generations.

It is with awareness of the above, that when Murawin were appointed by LAHC to help design a Connecting with Country Framework for the redevelopment of Waterloo, it was agreed that it would be culturally insensitive for to re-engage without careful consideration. In response to this we have developed a staged process sensitive to community needs - demonstrated in "The Engagement Process" over the page.

Community Advisory

It is important to understand that Waterloo is a strong community, and there are existing community and advisory groups that represent various sections of the community. Wherever possible care has been taken to involve these groups as part of the process of developing this Framework.

Before commencing engagement with the local Aboriginal community Murawin and LAHC had several sessions over the course of a year with community advisory bodies and key stakeholders.

These sessions were supported by the knowledge of the area Murawin bring to the table, including that senior members of the Murawin team have been part of the consultation process for Waterloo Estate since 2018. They have heard people's stories. Members of the Murawin team are also former residents of the area, with enduring family and friendship connections with current residents.

This genuine connection to place, and consideration for community, is what has driven Murawin to develop a respectful and inclusive approach to engagement for the Connecting with Country Framework.

Some of the advisory groups and key stakeholders involved in this process are listed below, and we thank them for their time and generosity in sharing information and their opinions with us as part of this process.

- The Waterloo Aboriginal Alliance
- The Waterloo Inter-agency Working Group
- Mudgin-gal Women's Place
- Weave Youth & Community Services
- Kinchela Boys Home Aboriginal Corporation
- Wyanga Aged Care
- Tribal Warrior
- NCIE



The Engagement Process

In 2023, Murawin, on behalf of LAHC, tested with Community the Draft Connecting with Country Framework to receive their feedback and ensure this Framework will be a true reflection of what Community want and need.

This has been completed as a 5 step process:

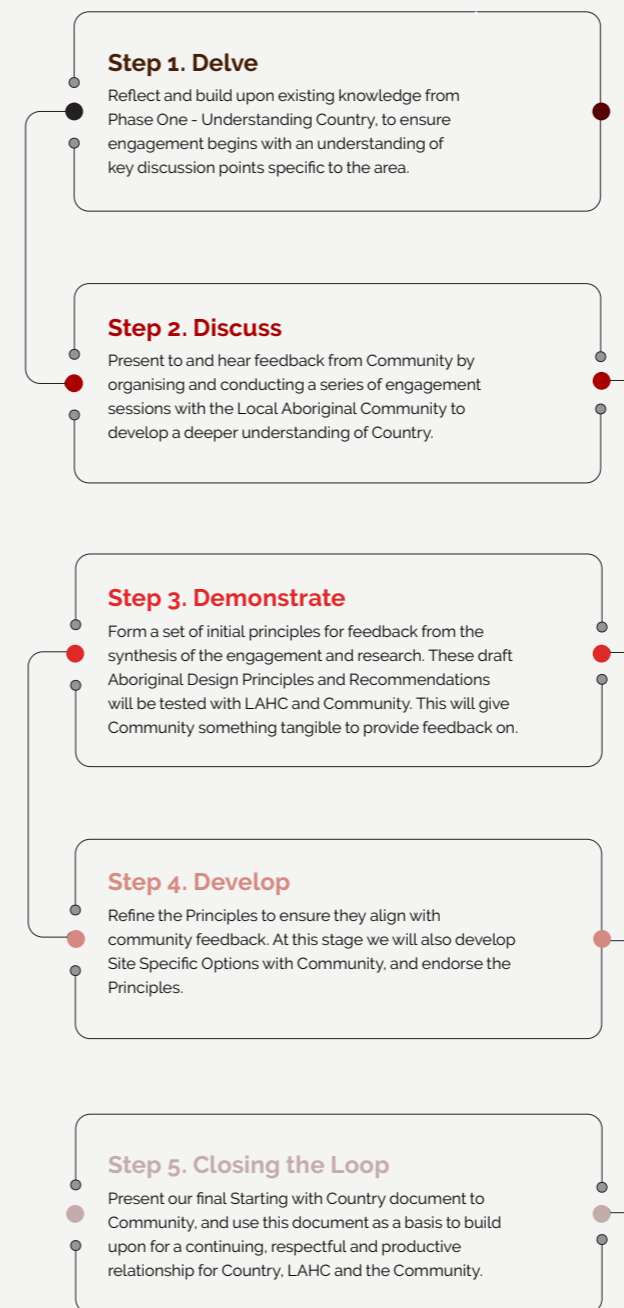


Figure 5: Waterloo Community Day, May 2023

The Story Being Written - Key User Groups



At the core of the Waterloo engagement process has been the approach that "Every Voice is Equal". The team have pushed for ways to extend the engagement process to hear from all residents and visitors that form the rich and diverse community that is Waterloo today.

In order to understand the breadth of the community, the team have engaged with key

organisations who represent subsets of the community, who each have unique needs and aspirations for the redevelopment of Waterloo.

Below is a summary of key findings from four of these key user groups. We note, that these sub-groups are by no means exhaustive, and only represent the community broadly.

WOMEN

Key Concerns and Considerations:

- Physical safety and security, including clear lighting throughout the precinct and at building entrances, swipe access to limit travel between levels and to keep residents safe, well lit entranceways with nowhere to hide around them, clear and visible lines of sight. Might include a concierge.
- Long term housing security, and assurances about having a home without fear of being moved on.
- Space for family gatherings that are outside of the apartments e.g. for birthdays
- Child care support, especially for entry into employment

"feeling safe and secure in your home is most important. Physically safe, and also that you won't be kicked out."

MEN

Key Concerns and Considerations:

- Pathways into housing ownership to support families and build independence
- Skills development, and training to enter into more jobs
- Mental health support to overcome generational trauma, this can also be in men's groups and places that facilitate connection. Also rehabilitation for drug and alcohol as well as support for those who have been to prison to re-enter into community.
- Mentoring for young men
- Places to keep fit and gather, such as boxing gyms or free outdoor public gym areas.

"Our people do best when the Indigenous community can come together"

ELDERS

Key Concerns and Considerations:

- Clear and easy access around the site for people of all abilities, including ramps and shuttle bus services so Elders can remain included and involved
- Spaces for gathering, for families and friends, for yarning and for groups such as bingo, being social is so important as is sharing generational knowledge.
- Outdoor gathering areas, places to be in nature
- Light and natural ventilation in apartments
- Keep family groups together
- On site convenience, including health services
- Recognition and memory of those who have shaped Waterloo
- On-site support services and housing maintenance, especially if computers are needed. Someone to talk to as a first step.

"Each One, Teach One"

Key Concerns and Considerations:

- Ongoing events in the community, including events that feature local talent in music and dance. This is a chance to gather a build pride and belonging.
- Support to stay in training, with transport, clothing and training materials.
- Access to free exercise areas
- Study support, including a laptop bank and places with free Wi-Fi.
- Places to hang out without being moved on, places for young people
- Opportunities to learn about Culture and connect to Elders, a chance to learn about the people who built Waterloo and develop skills, language and pride.

"Sharing the modern history of this area can inspire young people, they can be proud and know who they are and the people who came before them."

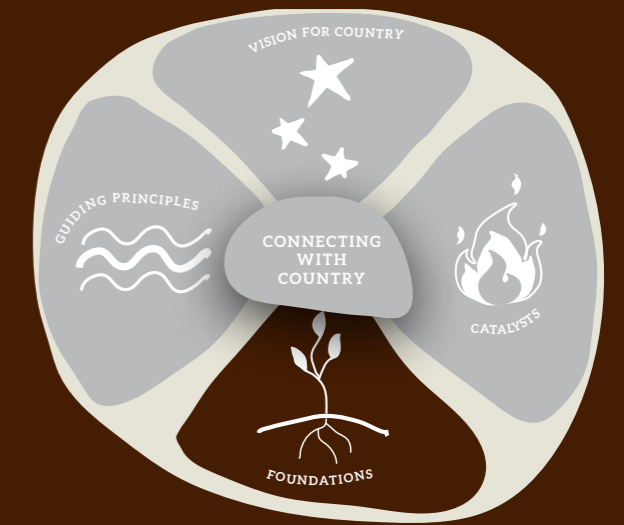
Quotes used are anonymous survey responses from the Waterloo Community Day, May 19, 2023.

Note on inclusivity:

We acknowledge the hard work and importance of other key community groups including BlaQ Aboriginal Corporation, Aboriginal Disability Network and others who care, advocate for and represent the needs of other key groups within Waterloo/Redfern. We also acknowledge that these groups also have specific needs, desires and concerns that Waterloo Estate can seek to address. While they have not been included as sub-groups on this page, we aim to represent all voices throughout the below groups and throughout the rest of this framework.



FOUNDATIONS SUMMARY



Statement of Truth about the First Stories:

Illpah was an important gathering place, where Freshwater Country sustained and supported her people.

Statement of Truth about Today's Story:

In Waterloo/Redfern today there is a gap in access to opportunity between First Nations people and the broader population

Statement of Truth about the Next Stories:

Redfern/Waterloo has become a place where Aboriginal people have fought for their rights and made their voices heard and thus become a centre for Aboriginal Self Determination.

Statement of Truth about The Story Being Written:

Waterloo is special because of the multi-faceted community who call this place home. To sustain a strong character for Waterloo, it is important to engage with the Community and seek ways to achieve shared prosperity.



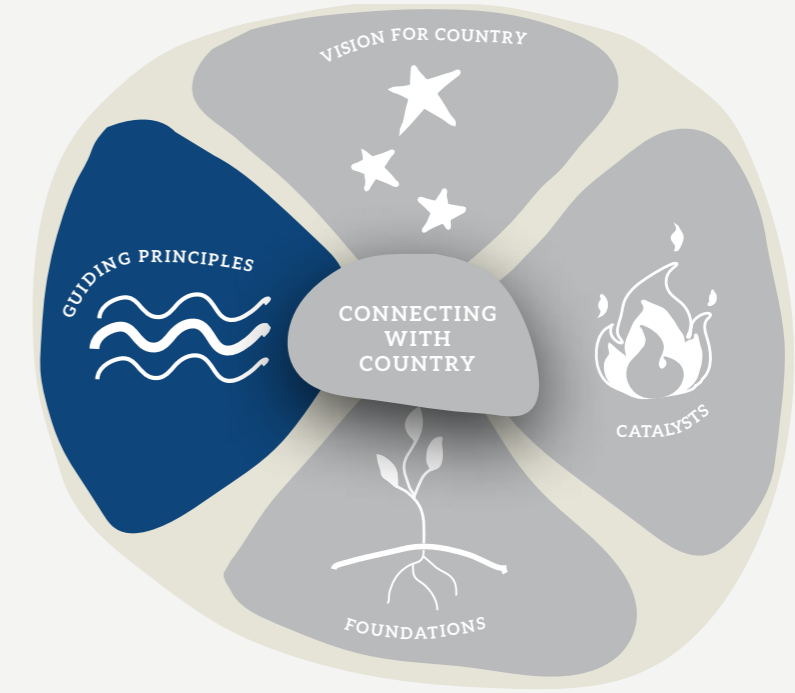
PART 2 GUIDING PRINCIPLES

“

going back to homelands, what's powerful is the rivers, they're the bloodlines of mother country, and these bloodlines are interconnected with us, who we are. To the blood that flows through our own arteries. In its connection to the ancestral essence of who we are, there's a purity to that water on Country and when you drink it, you embody the DNA of that land.”

”

Indigenous writer Tristen Harwood yarns with composer and leading didgeridoo player William Barton about the profound meanings of rivers. aco.com.au, 2022



Guiding Principles shape and sustain our approach, running through from start to finish.

Guiding Principles builds upon the Foundations. We should listen to and follow the flow in which the Guiding Principles lead. Guiding Principles are our projects fundamental drivers.

These Guiding Principles are the core values of the Connecting with Country Framework.

Guiding Principles provide the philosophical ideals that this framework must follow in order to authentically Connect to Country.

These Guiding Principle directly address aspirations and concerns of Community, and set the standard on how to rise to the challenges put forward by Community, so that Country becomes a core driver for the development team.

The Guiding Principles provide ways of thinking to inform the team, in order to achieve genuine connection with Country.

Internally focused, principles are the fundamentals infused into the approaches and actions undertaken by the team going forward.

Each Principle comprises of 2 parts:

1. Inter-cultural Approach
2. Measures of Success

Together these parts work to influence and guide the standards of what we are trying to create by forming both a set of rules we aspire to follow and deliver upon our responsibility for Country and for Community, and outlining means by which we can begin to action this thinking.

1



GUIDING PRINCIPLE 1

WELCOMING

Statement of Intent:

Waterloo Estate will go beyond inclusion, in ways that will seek to dissolve any difficulties of difference, and promote an environment where shared culture, stories and diversity give strength.

Inter-cultural Approach

Connecting with Country means connecting with community and their shaping and sharing of place.

Waterloo sits within a rich multicultural community, with Gadigal foundations expanded by the many other cultures who call Waterloo home. All aspects of this community must be supported in order for Waterloo Estate to reach its full potential.

This needs to be a place that brings together the strength of the First stories and of recent history, of the young and the old, and those wealthy in material or in spirit - equally equitably, and in their entirety.



Key Community Aspirations and Concerns Linked to this Guiding Principle:

That the Waterloo redevelopment will lead to the exclusion of the existing Community, or an "us and them" division between social housing and private tenants. This might be exacerbated by gentrification, and increased costs in the area causing barriers to access, and lead to isolation and a loss of the strong community connections that exist today.

Ways of Measuring Impact:

- Social housing and private dwellings are integrated without obvious differences between tenure types.
- There are spaces for community gathering that are open to all residents, and pay special attention to making the most vulnerable feel invited through supportive programming.
- Prosperity is shared through social initiatives that generate participation in all areas of the development, and do not discriminate based on income or tenure.

2



GUIDING PRINCIPLE 2

PROUD

Statement of Intent:

Waterloo Estate will be a place of pride for its community, who will see themselves represented and celebrated throughout the precinct.

Inter-cultural Approach

Connecting with Country means connecting with culture.

Waterloo has a long and layered Aboriginal history, that must be recognised and celebrated in full colour.

Waterloo Estate should take every opportunity to amplify and promote the song, dance, oral traditions, and knowledge that Aboriginal people bring to their homes.

This is a chance to join together in joyful celebration.



Key Community Aspirations and Concerns Linked to this Guiding Principle:

Waterloo is home to a strong First Nations Community, who want to ensure their story and culture, that has shaped the Waterloo of today, is at the forefront of the design and activation of Waterloo Estate.

Ways of Measuring Impact:

- Country is visible in the design of buildings and public spaces, through colour, texture and form.
- The residents who have formed the story of Waterloo are connected with and remembered in the new development.
- There is active collaboration and co-design with the Community, resulting in clear outcomes that can be enjoyed by all.
- The redevelopment is supported by activities and programming that showcase local culture and talent.



GUIDING PRINCIPLE 3

EMPOWERING

Statement of Intent:

Waterloo Estate will lift its community, supporting individuals who call this place home to reach their full potential in the precinct and beyond.

Inter-cultural Approach

Connecting with Country is about people.

This place is home to Indigenous self-determination on a national scale.

Aboriginal people are strong, having raised-up and persevered for generations.

Waterloo Estate due to its scale and important location has a chance to promote this strength, help close the gaps, and provide opportunities for Aboriginal people to realise their most prosperous futures.



Key Community Aspirations and Concerns Linked to this Guiding Principle:

The Waterloo redevelopment is an opportunity to bring economic prosperity to the area, and there is a concern that this won't include the local First Nations Community.

Ways of Measuring Impact:

- Employment of First Nations people in the area is increased through all stages of the redevelopment and into the future operations.
- First Nations suppliers are engaged in the construction process and for operations.
- There are spaces dedicated for First Nations business tenancies within the redevelopment.

4



GUIDING PRINCIPLE 4

HONEST

Statement of Intent:

Waterloo Estate will promote learning, truth and healing, woven throughout the precinct to discover, reflect back to, and be empowered by.

Inter-cultural Approach

Connecting with Country is about enabling the truth.

Waterloo has a history that is deeply interwoven through this place - it can not be built over, it can not be forgotten.

True respect given to the Waterloo of today will enable the best for the future outcomes for this important place.



Key Community Aspirations and Concerns Linked to this Guiding Principle:

The local First Nations community is worried the redevelopment is going to erase all memory of the existing community, and lose any connection to Country and people that are still here.

Ways of Measuring Impact:

- The modern stories of Waterloo/Redfern are given importance and visible throughout the development, 1920s to 1980s especially.
- There is effort given to restore the Country that existed as Illpah, before Waterloo was formed, including waterways and fauna.
- There is dedicated time and spaces given for Ceremony and culture, including smoking ceremonies, celebrations and for grieving.

5



GUIDING PRINCIPLE 5

CARING

Statement of Intent:

Waterloo Estate will give back to its people, respond to their needs and support wellbeing in individuals and the community as a whole through convenience and considerate programming.

Inter-cultural Approach

Connecting with Country is about care.

Waterloo Estate will be formed for its people, to nurture them, and their relationships.

This will be a kind place, a nurturing place, a place that remains open and receptive.



Key Community Aspirations and Concerns Linked to this Guiding Principle:

The Waterloo community of today supports one another, and this is an important element of what makes Waterloo special. The community does not want to lose this and want to see spaces to protect the relationships and connections that exist.

Ways of Measuring Impact:

- Spaces are designed to support gathering and family and friendship groups, inside and outside of apartments.
- Apartments and public spaces are designed to be flexible and accommodating for populations to age in place and remain included in community.
- There are local conveniences and amenities within the development for people who can't travel easily.
- There are on-site support services, especially for those who have trouble connecting to technology.

6



GUIDING PRINCIPLE 6

RESILIENT

Statement of Intent:

Waterloo Estate will grow with its community, to ensure this is a place of ongoing legacy, a place to return to and a place to always call home.

Inter-cultural Approach

Connecting with Country is about continuum.

Waterloo Estate will be flexible and adaptive, a place that listens to community in ongoing conversation.

This will be a sustainable place, and a place to look to as a best practice example of Connecting with Country, locally, in Australia and globally.



Key Community Aspirations and Concerns Linked to this Guiding Principle:

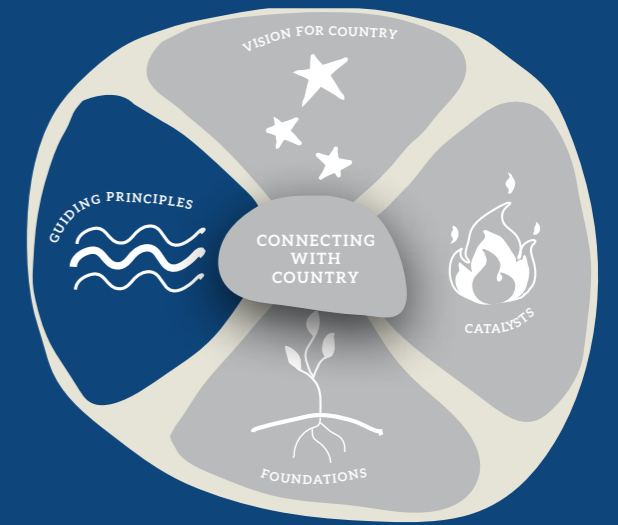
The proud First Nations community of Waterloo want to be a part of shaping the future of Waterloo, respected and heard, so that the community flourishes as this place does - this will only be a successful redevelopment if this community is also successful.

Ways of Measuring Impact:

- There are services and measures within the redevelopment to promote and protect the health of the community.
- The ecological sustainability of this place is prioritised in the design.
- There is ongoing collaboration and co-design with the local First Nations community, including for the operations and running of the redevelopment into the future.



GUIDING PRINCIPLES SUMMARY



1

Welcoming

Waterloo Estate will go beyond inclusion, in ways that dissolve any difficulties of difference, and promote an environment where shared culture, stories and diversity give strength.



2

Proud

Waterloo Estate will be a place of pride for its community, who will see themselves represented and celebrated throughout the precinct.



3

Empowering

Waterloo Estate will lift its community, supporting individuals who call this place home to reach their full potential in the precinct, and beyond.



4

Honest

Waterloo Estate will promote learning, truth and healing, woven throughout the precinct to discover, reflect back to, and be empowered by.



5

Caring

Waterloo Estate will give back to its people, respond to their needs and support wellbeing in individuals and the community as a whole through convenience and considerate programming.



6

Resilient

Waterloo Estate will grow with its community, to ensure this is a place of ongoing legacy, a place to return to and a place to always call home.





PART 3 CATALYSTS

“

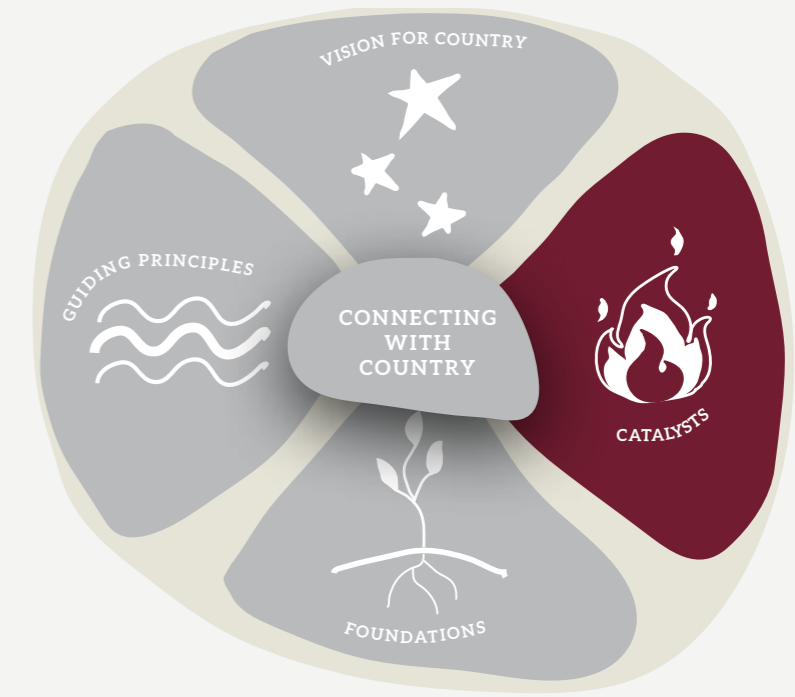
The fire that favours the native vegetation and allows it to shoot up and bring back life. It transforms a country of dead grass into green grass. And that way keeps food on the landscape and to keep it really healthy and productive.

”

Victor Steffensen, Tagalaka man, sharing his knowledge of Country with Nathan Scolaro. Dumbo Feather, 2018



Project Phase, as per the above diagram



**Catalysts are the mechanisms for positive change.
The Catalysts are the practical pathway to the future.**

Catalysts are suggestions for how we can bring Guiding Principles to life throughout a project in tangible ways centred around built environment, activation and experience.

If Guiding Principles represent “how” the team aspires to approach this project, then the Catalysts are suggestions for “what” can be done to address issues, and the mechanisms in which we can transform into opportunities to build upon.

This includes physical design interventions, programs to be incorporated into the project, and activations.

Within this section, there are 3 parts to each Catalyst:


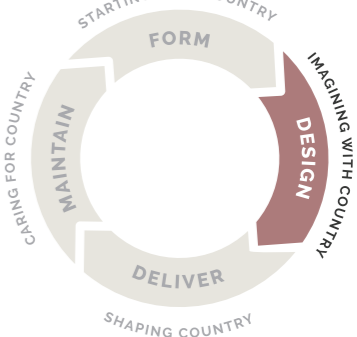
1. The over-arching Guiding Principle
2. The Key Mechanism by which to activate this Guiding Principle.
3. Case Studies to demonstrate how the Catalysts might look.



For each individual Catalyst Case Study there is also a key, linking it to the **GANSW Connecting with Country Framework** in two ways:

1. One or more of the Five Connecting with Country Outcomes: **Healthy Country, Healthy Community, Protecting Aboriginal Cultural Heritage, Cultural Competency and Better Places.**
2. Project Phase, as per the left diagram.



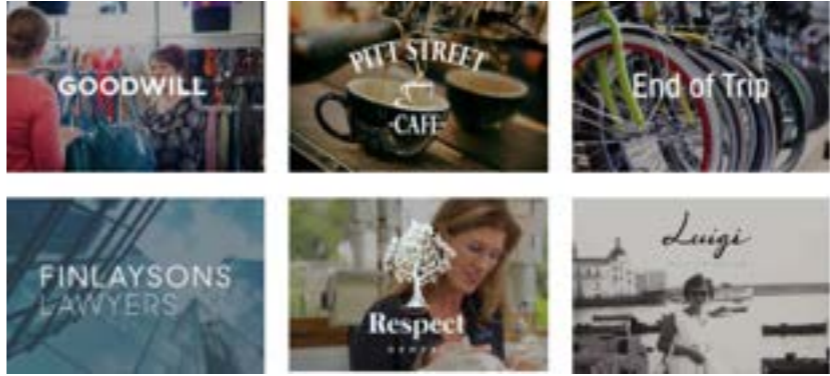
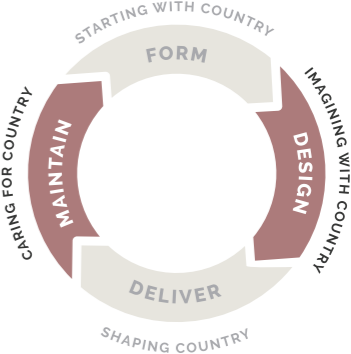
STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT CREATE A WELCOMING PLACE THROUGH PROGRAMING	PROGRAMING	WELCOMING

	BLENDING BOUNDARIES	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Waterloo Estate will be home to renters, to owner-occupiers and to those in social housing - and it will be home to all of these groups equally.</p> <p>A guiding design principle for Waterloo Estate can be to eliminate ways of differentiating between different groups of accommodation.</p> <p>An outcome of this would allow everyone to feel equally at home, with equal access to amenity, to open space, and to live their best lives here, as part of a proud, safe and inclusive community.</p>	 <p>The Nicholson, East Coburg, 2011</p> <p>Of the 199 apartments, Homeground, a homeless support service and CHP, own 58 of the apartments: 40 for community housing and 18 social housing to support tenants transitioning out of homelessness. Places Victoria facilitated an additional 31 apartments to be rented through the National Rental Affordability Scheme. The remainder were sold on the open market, with around 65 owner-occupiers and 15 to other investors</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> Better Places

	COMFORTING CONNECTIONS	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>The Waterloo Estate community that has formed organically over decades is vulnerable to being damaged during the redevelopment.</p> <p>Special consideration to nurturing the strength of the community through supportive spaces, places and programs integrated during, and early into the redevelopment, can have a hugely positive outcome.</p> <p>This could look like a multi-use communal space, with a continuing calendar of activation and events. e.g. a Monthly Breakfast allows chance meetings, but can also be used by support groups and to check on vulnerable persons including the elderly, differently-abled or financially insecure. Pop-up events in the space could include Women's Business, DV Support or Health Checks. This can fortify a community built on ongoing caring and connection.</p>	 <p>Kampung Admiralty, Singapore, 2018</p> <p>"I go around, and walk around the floors to see if there are any other residents. I like to make friends. We usually sit in the lobby and chit-chat with neighbours." Mr Ahmad Mohammad Said, Resident. 66</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> Better Places Healthy Community


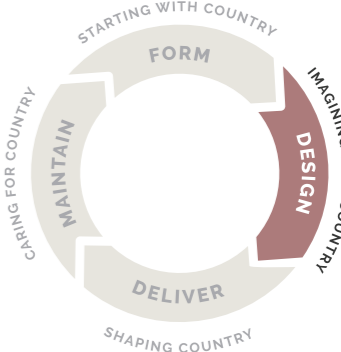



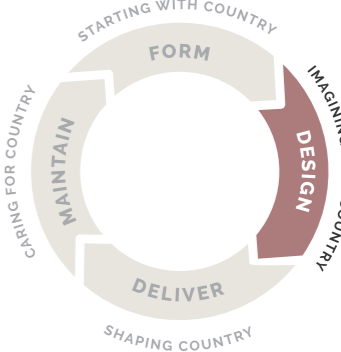
STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT CREATE A WELCOMING PLACE THROUGH PROGRAMING	PROGRAMING	WELCOMING

	SUPPORTIVE ECO-SYSTEM	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>One element that makes Waterloo Estate unique can be the seamless integration of social housing and strata managed accommodation (Blended Boundaries).</p> <p>This can work to form an ecosystem, ensuring no part of the Waterloo Estate community is left behind.</p> <p>By design, systems can be considered so that strata levies are in place to maintain not only property, but also the community.</p> <p>For example, Covid-19 has increased the popularity and need for co-work type spaces in apartment buildings. If such communal spaces are created as part of the design, then thought needs to be given as to how those in the social housing component of the project are actively included and able to access them - access is not the same as active inclusion.</p> <p>Initiatives for active inclusion could include Laptop Banks, where those without access to computers are supplemented to share access to technology within the Estate.</p> <p>Such initiatives can be funded as part of the ordinary and ongoing maintenance fees for the apartments.</p> <p>Allocation of these special funds within the fees might be informed by an Aboriginal Advisory Committee - ensuring that voices are given to those who might not otherwise feel that they have a say.</p> <p>It is important that individuals within marginalised groups are heard and able to identify their needs.</p> <p>This advisory committee could benefit from also extending to other minority groups in need within the Waterloo Estate - meaning everybody gets a seat at the table, irrespective of their ownership status.</p>	 <p>U-City, Adelaide, 2019</p> <p>U City successfully melds various tenure types and seamlessly accommodates for people of varying social and physical abilities. Accommodation types include specialist disability accommodation for short and long term living and retirement residences, all supported by integrated assistive smart technologies and connected to a social services hub and other community facilities. Community facilities are diverse, inclusive and subsidised for residents, ranging from a function centre, dining options, law firms, dental surgery and a good will shop that also invite in and support the wider community.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Healthy Community




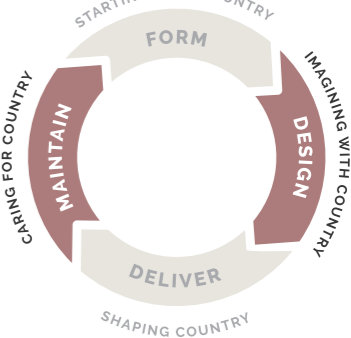
STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT PROUDLY SHOWCASE THE COMMUNITY THROUGH DESIGN	ART AND CULTURE	PROUD


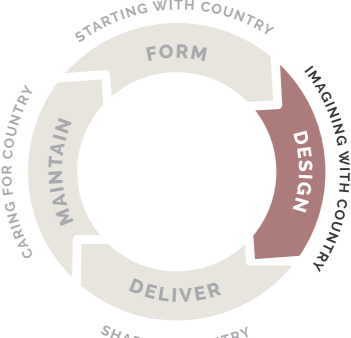
	DEADLY DESIGN	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Celebration of Aboriginal culture and creativity can be fully integrated into the design process and result in a rich place-specific vernacular. This can be facilitated by early consultation with Aboriginal groups to identify how to bring Country into the design - starting at inception phase and working all the way through to construction.</p> <p>Country can be celebrated through bespoke spaces and rooms within buildings, through orientation and paying attention to placement on the site in relation to places of significance and past stories, by paying respect to sun rise and moon sets, by embracing the local winds, nurturing local flora, and having spaces to connect with the earth.</p> <p>Consider how Country can be woven throughout, in the planning, in the structure, in the bones and in the soul of the buildings on this special place - inside, outside and throughout.</p>	 <p>Mangatawa Papoma Blocks Inc, The Bay Of Plenty, New Zealand, 2017</p> <p>A local sculptor created sculptures from local stone that are a structural part of the building, while also telling the story of a local legend of a whale family stranded in Tauranga harbour, turned to stone and formed local hills.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Protecting Cultural Heritage

	HERO LOCAL HEROES	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>The current naming of the residential buildings in Waterloo is dominated by Colonial figures, including Captain James Cook.</p> <p>The new Waterloo Estate is a chance to recognise this history of this place and hero local heroes, as there is extraordinary in the every day.</p> <p>Consider looking to local legends and long term residents to have a chance to be remembered in their home.</p> <p>Large bold murals that are representative of the community can be another way residents, past and present, are celebrated.</p> <p>An outcome of this could be that people feel an amplified sense of belonging when they can see themselves reflected in their place.</p>	 <p>Shoalhaven Library Mural, 2020</p> <p>Part of the "Nowra Alive" project, this mural tells the story of the proud Indigenous community of Nowra. Alongside the boys face in the painting is a black cockatoo, a totem to the people of Nowra and the Yuin nation. The project represents the everyday people of Nowra, the unique context and generates community pride.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Healthy Community



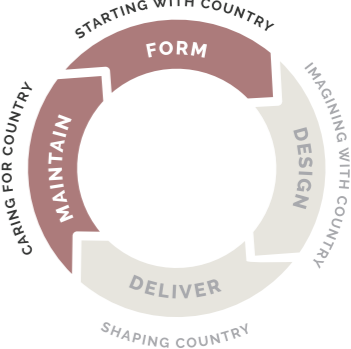

STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT PROUDLY SHOWCASE THE COMMUNITY THROUGH DESIGN	ART AND CULTURE	PROUD



	COLLABORATIVE CREATIONS	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Imagine the wealth of creativity that could come from enabling every Waterloo Renewal resident the chance to make their mark.</p> <p>This could be done through collaborations on public art, or chances for residents to take photos that light up a digital wall. It could be a mural painted by the community or it could be tree planting days.</p> <p>The outcome of nurturing residents to be part of the design process that shapes their place could be original expression and enduring pride and place attachment for the resident artists in the soul of the buildings of this special place - inside, outside and throughout.</p>	 <p>St Pauls Learning Centre, Bristol, England</p> <p>The Real Photography Company went out into the community and handed cheap disposable cameras to groups including refugees and recovering addicts, and gave them pointers on how to capture images of their experience of the area. 20 of these images now adorn the exterior of the Learning Centre as an art installation created by and for the community.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Cultural Competency

	OPEN INVITATION	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Waterloo Estate, anchored by a vibrant community green, will be the new heart of the community.</p> <p>There is a chance to bring the central public space to life, with invitations to the surrounding community throughout the year.</p> <p>Events such as Naidoc @ Waterloo Green activated by live shows and stalls, or celebrating National Aboriginal Children's Day with a children focussed fun day out will bring to life not only the Estate, but will have huge beyond boundary benefits.</p> <p>The design can explore spaces for amphitheatres and promote permeability and visibility to the wider community.</p>	 <p>TWT Precinct Block Party, St Leonards, Australia</p> <p>Once a year this former industrial block in St Leonards is brought to life with a week long block party that opens up local maker spaces and studios to welcome the public inside. Supported by music, projections, performances and workshops the local community organises and gets behind the event, forming yearly bonds between them and the wider community.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Healthy Community





STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT EMPOWER LOCALS THROUGH ECONOMIC SELF-DETERMINATION	ECONOMIC SELF-DETERMINATION	EMPOWERING

	PRODUCTIVE PARTNERSHIPS	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Organisations such as the NSWICC connect their members to Indigenous suppliers to bolster the Indigenous owned businesses.</p> <p>Consideration can be given to becoming a member of and partnering with such organisations to bring Indigenous businesses into the development, maintenance and promotion of Waterloo Estate wherever possible.</p> <p>Supplier diversity throughout Waterloo Estate is key outcome that can help support the communities around it.</p>	<p>Spinifex Skateboards (Ltyentye Apurte [Santa Teresa], Northern Territory)</p> <p>This skateboard manufacturer, indoor skate park and award winning social enterprise, founded by local ex-pro skateboarder Nicky Hayes, has been lifting the youth of the Santa Teresa community since 2015. Through partnering with AAAC, a local community non-profit, Spinifex Skateboards gained funding to build an indoor skatepark for the community to use, where Nicky also runs skateboarding lessons and lessons in confidence and life. The funding also has taken local kids on skate tours to broaden their horizons. Spinifex Skateboards also represents local artists who collaborate on their skate decks and merchandise.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> Cultural Competency
			

	ABORIGINAL ACTIVATION	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Waterloo Estate can support its residents through on-site commercial and amenities, including cafés and essential business.</p> <p>When curating the place experience of Waterloo Estate serious consideration can be given to prioritising Indigenous businesses, from those who can showcase Indigenous dining, to home wares, cafés and galleries.</p> <p>An outcome of this would see Waterloo Estate come to life and activated at the ground level, and this is a great opportunity to showcase Indigenous businesses to all residents and visitors to form a uniquely Waterloo experience.</p>	<p>Magpie Goose, Brisbane</p> <p>Realised through support from the developer, this Aboriginal-owned and ethically made clothing label has launched an inspirational flagship store. Through the initial support given this business has thrived beyond into an ethical and sustainable social enterprise.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> Better Places Protecting Aboriginal cultural heritage
			




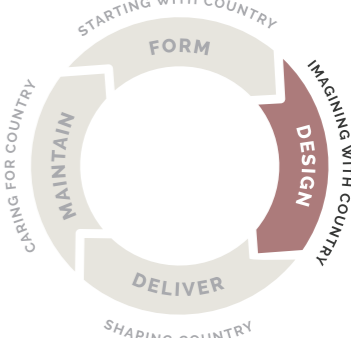
STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT EMPOWER LOCALS THROUGH ECONOMIC SELF-DETERMINATION	ECONOMIC SELF-DETERMINATION	EMPOWERING

	ENTRIES INTO EMPLOYMENT	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Waterloo Estate will be the largest social housing renewal in Australia. There will need to be a lot of hands on the ground to get it happening - and this is an opportunity to ensure the Aboriginal community is a substantial part of this process.</p> <p>Potential developers for Waterloo Estate could support Community by considering pathways for employing Aboriginal people as part of this project, and into the long term.</p> <p>Well rounded consideration needs to be given, as disadvantage does not stem only from lack of access, obstacles too are often complicated and multi-fold. To address this, as part of the recruitment of Aboriginal people there can be mentoring and support.</p> <p>This is the type of consideration required to achieve an outcome of building long term skills and confidence to get people into jobs, and avenues for feedback to keep them in those jobs.</p> <p>The type of employment can think beyond construction roles into employment that supports broader transferable skills.</p> <p>Consider female-friendly roles, customer facing roles and roles that continue after construction is done, for example, having Aboriginal people in the display suites and in office roles.</p> <p>There is a wealth of potential for the community of Waterloo Estate to be part of building their homes and building their futures - but first they only need to be given a sincere and holistically considered chance.</p>	 <p>The Mosman Gorge Cultural Centre (MGCC)</p> <p>As part of the MGCC, The National Indigenous Training Academy (NITA) aims to change the lives of Indigenous Australians by providing market leading training and employment programs and empowering a growing Indigenous workforce. The unique training, working and residential program supports trainees to participate in the local community, learn life skills and build a solid foundation for their future career. It includes accommodation and a dedicated residential and training team on location.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> Cultural Competency



STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT TELL THE TRUTH THROUGH URBAN INSTALLATIONS	URBAN INSTALLATIONS	HONEST

	REMEMBERING AND RESPECT	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Within Waterloo Estate there is opportunity to integrate places of memory and pockets of preservation of the place that was.</p> <p>Amongst the new buildings, reflections to the original fabric can remain - this place was home to a community for generations, who had families there, friends, who lived their entire lives here.</p> <p>This can allow the residents and visitors of the future to have the opportunity to pay respect to the past and learn about the place that was here before it became "Waterloo Renewal"</p> <p>This outcome will help uphold the importance of original tenants of this Estate, going back through layers to the traditional custodians of this land.</p>	 <p>Kings Cross Plaques, 2005</p> <p>Over 100 plaques were set into the pavement of Darlinghurst Road as part of the City of Sydney's upgrade of the streetscape in 2004-2005. The text for the plaques was written by the City Historian, Shirley Fitzgerald. These plaques tell stories that happened, in-situ, often times unsavoury, they paint a real picture of the history of this diverse neighbourhood without shying away from the truth.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Protecting Aboriginal cultural heritage

	URBAN UNCOVERING	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>While Waterloo Estate is now located within a thriving metropolis, the land on which this development sits is equally as alive.</p> <p>Through the redevelopment there can be opportunity to explore connection to the earth, places for grounding, for wilding, for re-attachment.</p> <p>Amongst the concrete there is a chance introduce softness with malleable spaces to plant in, to dig up, to form and re-form.</p> <p>The outcome of this would be places for all family to thrive including plants, birds and wildlife that still call this place home.</p>	 <p>Paddington Gardens, Sydney. 2013</p> <p>A former ruined reservoir has had the striking form repurposed to create a beautiful public park and sanctuary. The history of water storage has been reinterpreted into serene reflection pools surrounded by lush greenery. This is a place to be enjoyed, whether you know the history of the site or not. The creative reinterpretation does not restore the form to its enclosed state, but preserves its state of ruin, creating pockets of open-air spaces, hidden retreats and incorporates modern interventions</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Healthy Country • Better Places


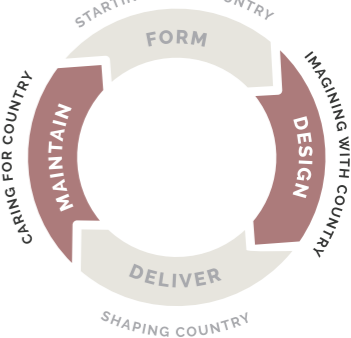



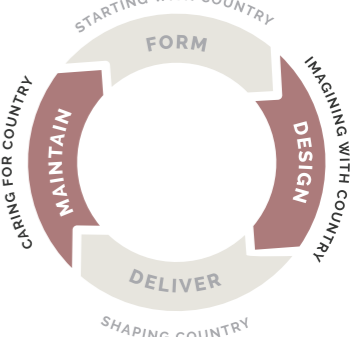
STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT TELL THE TRUTH THROUGH URBAN INSTALLATIONS	URBAN INSTALLATIONS	HONEST

SACRED SPACES	CASE STUDY EXAMPLE	DELIVERY STAGE
<p>TRANSFORMING IDEA</p> <p>While Waterloo Estate will be an inclusive place for all who live and visit here, there is opportunity to pay special respect to those who were here first - the traditional custodians of this land.</p> <p>Modern construction practices are not created with Country in mind, the challenge is to consider how to allow for spaces that can.</p> <p>Within Waterloo Estate there can be bespoke spaces for Ceremony, for people to connect to and fully be able to celebrate their culture.</p> <p>There could be places created for privacy and quiet contemplation - and these need not be available to the broader public.</p> <p>The outcome would be culturally safe spaces for Aboriginal people to explore their inimitable connection to Country.</p>	 <p>"Remember Me". Melbourne, 2018</p> <p>On Sorry Day in 2018, artist Reiko Rennie revealed this ceremonial ring, with inward facing seating and a coolamon, sheltered from the bustle of a 4-way intersection by landscaping and bronze spears. The artwork utilises screening and lighting to create an inclusive and quiet sanctuary away from the urban noise to sit, congregate and reflect. On 26 May 2018, the 20th anniversary of Sorry Day, The artwork was unveiled in a respectful ceremony and celebration attended by a wide range of the Fitzroy community. Respected Wurundjeri Elder Uncle John Hunter started the day, with a Welcome to Country and Smoking Ceremony where all attendees were invited to walk through the space.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Healthy Community



STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT SUPPORT COMMUNITY THROUGH SERVICES	SERVICES	CARING



	MAKE SPACE FOR MOB	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Family and friends are hugely important for Aboriginal people, as is having space to see them and connect with them on a regular basis.</p> <p>For those with large families and multi-generational groups, an apartment is not large enough to gather.</p> <p>Throughout Waterloo Estate there is opportunity to introduce semi-private spaces for family and friendship groups to be able to utilise for formal and informal gatherings.</p> <p>This could be larger living spaces with comfortable furnishings, or spaces with food preparation and serving areas to hold parties and celebrations.</p> <p>The spaces could be varied and flexible, for intimate pockets for a two person conversation, to large community rooms that can be transformed with laughter.</p>	 <p>LIV Indigo, Sydney, 2020</p> <p>This Built to Rent development has maximised on spaces available to residents that are outside of the apartments, including cinemas, flexible gathering spaces and rooms for exercise.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Healthy Community

	EASY AND EQUITABLE	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Waterloo Estate can make space for the small local businesses that build community - the butcher, the baker... and the coolamon maker.</p> <p>This could be achieved by introducing small and affordable spaces for long term rent, so that businesses are not forced out of their communities when gentrification changes the landscape.</p> <p>It is important for comfort and belonging to have a family medical practice through life changes or a hairdresser that knows your hair. A pharmacist who can compound and knows your face, and a cafe owner who knows your coffee order.</p>	 <p>Heart Cafe, Sydney</p> <p>This trendy cafe located alongside the Wayside Chapel builds community through allowing cafe patrons who can afford to do so, to pay it forward through vouchers and purchasing meals in advance for those who are in need.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Healthy Community




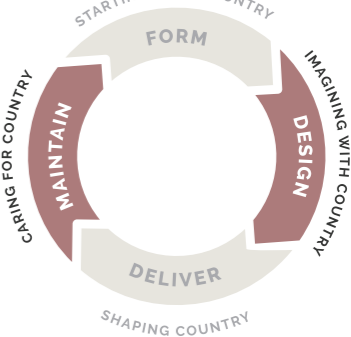
STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT SUPPORT COMMUNITY THROUGH SERVICES	SERVICES	CARING


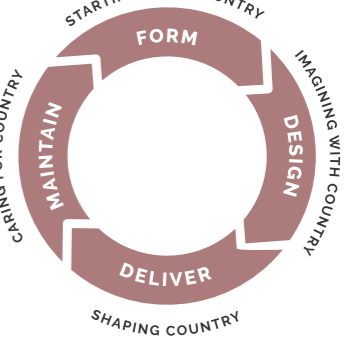
	FLEXIBLE FEATURES	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Waterloo Estate can consider how to support the changing needs of residents, ensuring people can stay in their homes and remain part of their community for as long as they need to.</p> <p>Ways to do this can include thinking about Silver accessible design standard as the minimum, with ample options for apartments that can be upgraded and fitted with accessible features as needed for aging community members.</p> <p>Flexibility can also extend to accommodating for changing family sizes, for example access to renting additional beds at a low cost for travelling family members or grand children.</p> <p>Also rent-to-buy schemes are a growing way to keep people within their communities, even as they transition out of social housing.</p>	 <p>The Future Living System, Sydney University, 2023</p> <p>A real-scale prototype apartment with an 80sqm footprint constructed from a range of prefabricated elements including timber, which was used to replace concrete. In addition to being more sustainable, the prototype is also adaptable, meaning that future residents can take advantage of small spaces by configuring their homes based on their changing needs.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Healthy Community

	ON-SITE SUPPORT	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>For the ongoing maintenance of Waterloo Estate and the well-being of its residents there can be consideration given to providing on-site help and support services integrated throughout the precinct.</p> <p>For example, the social housing repairs process can be difficult to navigate, leaving simple repairs to deteriorate over time as they remain unfixed.</p> <p>An on-site support service can offer advice to help fix problems as they arise and connect community to the right resources in a timely manner, so that Waterloo Estate is an excellent and easy place to live for years to come.</p>	 <p>Aboriginal and Torres Strait Islander Services, Qld Health, Qld</p> <p>Looking to learn from other industries, this concept introduces a culturally respectful and easy point of contact for all inpatients, outpatients as well as their carer's, family and extended family members.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Healthy Community • Cultural competency




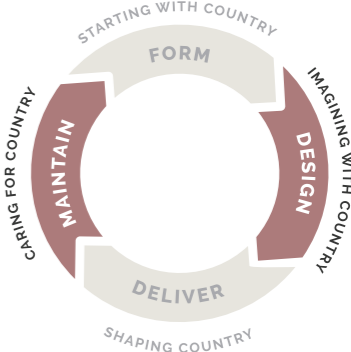
STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT PROMOTE RESILIENCE THROUGH SUSTAINABLE ACTIONS	SUSTAINABLE PRACTICES	RESILIENT

	HEALTH AND HEALING	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Waterloo Estate can rise up to support the health, well-being, cultural identity and cultural safety of community.</p> <p>As a start easy access to health and well-being services can be provided in culturally sensitive ways that avoid prejudice and judgement, such as health hubs that cater for a wide range of services from mental to sexual health under one banner.</p> <p>Free and easy access to outdoor gyms as well as indoor spaces and classes are initiatives that can support healthy habits.</p> <p>While supporting physical health is important, it is only part of the picture.</p> <p>Above all cultural safety, recognition and respect throughout the Estate can develop pride, connection to Country and support strong Aboriginal identities and resilience.</p>	 <p>Seniors Exercise Park, Bundoora, Victoria, 2023</p> <p>This public exercise equipment in Victoria Park has been specially designed for the use of those over the age of 60. The benefits of this equipment include social connections and elevated health and life expectancy for older residents of the area.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Better Places • Healthy Community

	YARNING FOR YEARS TO COME	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Consultation with community does not need to stop once construction starts, There can be consideration given for opportunities for residents to constantly provide feedback about the development.</p> <p>This could be through yearly check ins or through apps for the more tech savvy - to make it easy for all to have their input equally so that Waterloo Estate grows with the community,</p>	 <p>Seniors Exercise Park, Bundoora, Victoria, 2023</p> <p>The Gnarla Biddi (Our Pathways) Strategy is a long-term commitment by METRONET WA to embed genuine engagement with the Aboriginal community across the entire program of works. The strategy has been endorsed by the Whadjuk and Gnaala Karla Booja Working Parties and renamed 'Gnarla Biddi' to reflect the ongoing pathways and connections the projects are creating throughout Perth.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Cultural Competency • Better Places

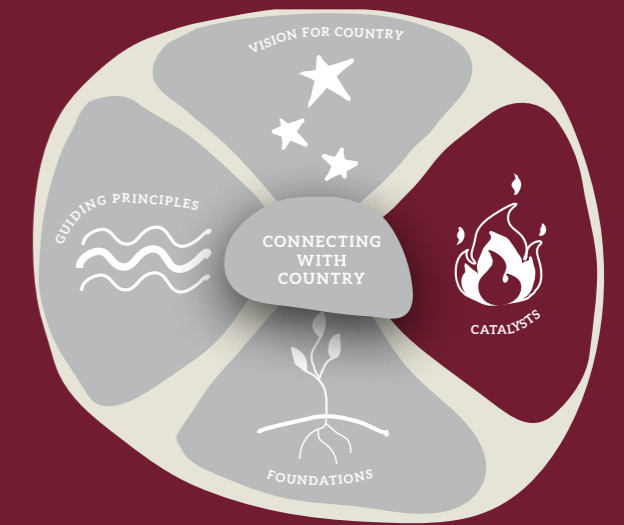


STATEMENT OF INTENTION:	KEY MECHANISMS	GUIDING PRINCIPLE
CATALYSTS THAT PROMOTE RESILIENCE THROUGH SUSTAINABLE ACTIONS	SUSTAINABLE PRACTICES	RESILIENT

	SUSTAINABLE SOLUTIONS	CASE STUDY EXAMPLE	DELIVERY STAGE
TRANSFORMING IDEA	<p>Easy initiatives for residents of Waterloo Estate can be provided to help support sustainability and care for Country.</p> <p>Consider garbage chutes and easy recycling systems for less able community members, and water and energy saving solutions integrated as standard.</p> <p>Materiality can be recycled or tied into closed-loop systems to prevent waste into the future where possible.</p> <p>Passive building features can improve comfort of residents, such a cross ventilation and thermal mass, as well as ways to enable access to the environment, and indoor/outdoor living and spaces to relax, plant in and connect with Country daily.</p> <p>And outside Native Flora and urban wilding can also be prioritised.</p>	 <p>Aboriginal Housing Victoria, Melbourne, 2023</p> <p>With the design and decision-making processes involving meaningful First Nations collaboration and leadership, it provides an exemplar for not just the built outcome, but also the process of conception and delivery, acknowledging that the way of getting there for a project like this is as important as the destination. Ceiling fans in bedrooms, sustainable cork flooring and naturally ventilated stairwells are a few of the features that bring sustainability and practicality into this build, while maintaining beautiful aesthetics.</p>	 <p>RELATED OUTCOME</p> <ul style="list-style-type: none"> • Healthy Country • Healthy Community



CATALYSTS SUMMARY



Catalysts that create a **Welcoming** place through **Programing**.

1. Blended Boundaries

2. Comforting Connections

3. Supporting Eco-System

Catalysts that **Proudly** showcase the Community through **Design**.

1. Deadly Design

2. Hero Local Heroes

3. Open Invitation

4. Collaborative Creations

Catalysts that **Empower** locals through **Economic Self-Determination**.

1. Entries into Employment

2. Productive Partnerships

3. Aboriginal Activation

Catalysts that **Tell The Truth** through **Urban Installations**.

1. Remembering and Respect

2. Sacred Spaces

3. Urban Uncovering

Catalysts that **Care** for community through supportive **Services**.

1. Make space for Mob

2. Easy and Equitable

3. On-Site Support

4. Flexible Features

Catalysts that promote **Resilience** through **Sustainable Actions**.

1. Health and Healing

2. Yarning for Years

3. Sustainable Solutions



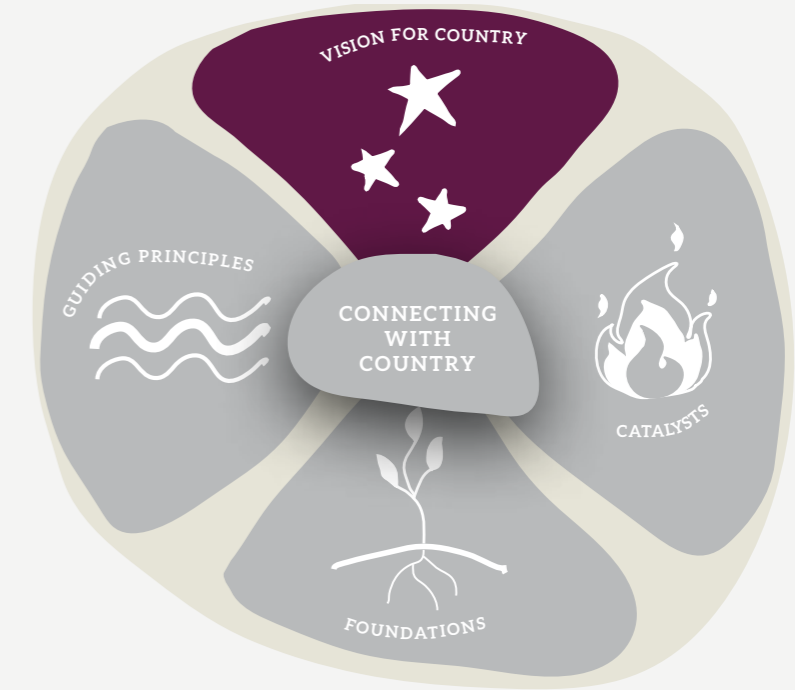
PART 4 VISION FOR COUNTRY

“

What Aboriginal and Torres Strait Islander peoples see in the sky are not only planets, stars and other physical bodies, but something much grander: a confirmation of what we already know about how the world operates – time, life, our place in the universe.

”

indigenous.gov.au



Vision for Country shows us what it is possible for this project to achieve.

The Vision for Country is how we continue into the future, caring for Country with integrity - this is our project north star.

The Vision for Country brings together Foundations, Guiding Principles and Catalysts into a single narrative - from this we gain perspective of both reflection and inspiration.

The Vision for Country sits at the top of the framework as an aspirational statement of intent to focus the project.

The Vision for Country is a call to action today, while remaining true to the stories of the past.



Vision for Country

Lead by traditional wisdom and the pursuit of truth, Waterloo will deliver a world-leading Urban Homeland that honours the proud legacy and thriving community of this place, where Country is central and celebrated, and where together we can all reach our full potential.

Country Narrative

Waterloo, nestled at the very heart of modern Australia, pulsates with a purpose that transcends time and history. Here, in this Urban Homeland, we find a remarkable opportunity - an opportunity to shape the future through the wisdom of the past. We stand at the crossroads, eager to acknowledge the wrongs of yesterday, to learn from them, and to ignite a path forward that others will follow.

Waterloo beckons with open arms, a safe place to all who enter, a place where the truth is honoured, and where the vibrant tapestry of Aboriginal culture and people is interwoven into every facet of life. It's a place where design and community come together in a harmonious dance, where celebrations and activations breathe life into our collective spirit.

In this Urban Homeland, the local community thrives, its members uplifted by a tide of shared prosperity. Economic opportunities flow freely, reaching far and wide, as we craft a model of shared success. This is a place where social and environmental sustainability are not just aspirations but a way of life. All residents unite as the guardians of Waterloo, and commit to preserving the well-being of our land and its inhabitants, safeguarding it for both the present and the generations yet to come.

This is a place where diversity resides, where we find joy in calling it our home. Waterloo is more than a location; it's a living, breathing testament to the power of self-determination. As the largest social housing regeneration project in the Southern Hemisphere, Waterloo leads by example, showcasing how contemporary Country practices can thrive within an urban landscape. It's a beacon of sustainability, a testament to our unwavering commitment to rejuvenating the land and its people.

This moment is once in a generation, a chance to build a community together, to listen to and represent all voices, to listen to the stories etched in the heart of this place, and to see them recognised in their rightful home. An Urban Homeland, where dreams take root, and visions become reality, where the past shapes the future, and where the world looks to us for guidance. Waterloo, a place where hope shines bright and the future beckons with open arms.

PART 5 CONNECTING WITH COUNTRY FRAMEWORK

SUMMARY

GUIDING PRINCIPLES

WELCOMING
RESILIENT
HONEST
PROUD
EMPOWERING
CARING

FOUNDATIONS

STATEMENT OF TRUTH ABOUT THE FIRST STORIES:

Illpah was an important gathering place, where Freshwater Country sustained and supported her people.

STATEMENT OF TRUTH ABOUT TODAY'S STORY:

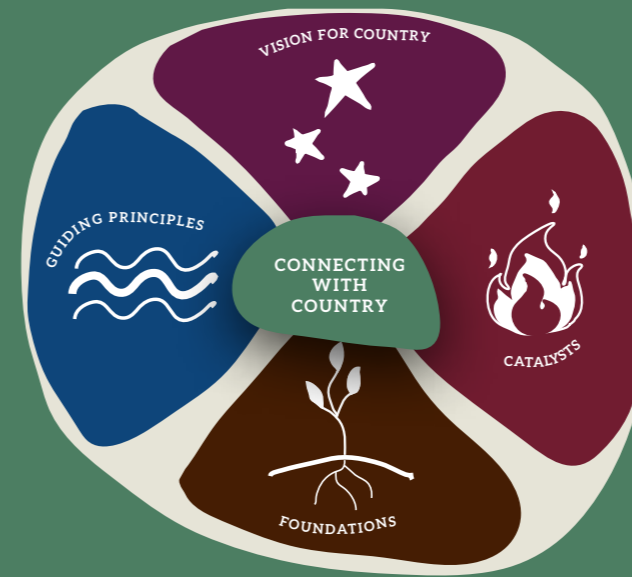
In Waterloo/ Redfern today there is a gap in access to opportunity between First Nations people and the broader population.

STATEMENT OF TRUTH ABOUT THE NEXT STORIES:

Redfern/ Waterloo has become a place where Aboriginal people have fought for their rights and made their voices heard and thus become a centre for Aboriginal Self Determination.

STATEMENT OF TRUTH ABOUT THE STORY BEING WRITTEN:

Waterloo is special because of the multi-faceted community who call this place home. To sustain a strong character for Waterloo, it is important to engage with the Community and seek ways to achieve shared prosperity.



VISION FOR COUNTRY

LEAD BY TRADITIONAL WISDOM AND THE PURSUIT OF TRUTH, WATERLOO WILL DELIVER A WORLD-LEADING URBAN HOMELAND THAT HONOURS THE PROUD LEGACY AND THRIVING COMMUNITY OF THIS PLACE, WHERE COUNTRY IS CENTRAL AND CELEBRATED, AND WHERE TOGETHER WE CAN ALL REACH OUR FULL POTENTIAL.

CATALYSTS

PROGRAMS:

Blended Boundaries
Comforting Connections
Supportive Ecosystems

DESIGN:

Deadly Design
Hero Local Heroes
Open Invitation
Collaborative Creations

ECONOMIC

Empowerment:
Entries into Employment
Productive Partnerships
Aboriginal Activation

SPACIAL PLANNING:

Remembering and Respect
Sacred Spaces
Urban Uncovering

SERVICES:

Make space for Mob
Easy and Equitable
On-Site Support
Flexible Features

SUSTAINABILITY:

Health and Healing
Yarning for Years
Sustainable Solutions

CONCLUSION

Waterloo Estate is an opportunity to support a truly unique and inspirational community. By integrating Country into the process from the beginning, we can create a place that is welcoming, inclusive, and sustainable for generations to come.

This is more than just a social housing redevelopment. It is a chance to set a precedent for what social housing can be on a global scale. It is a chance to build a community that is truly representative of the rich diversity and true story of Australia.

We must respect the Aboriginal community of Waterloo and their deep connection to Country. We must work with them to create a community that is sustainable and respectful of the environment.

Through supporting First Nations people first, we create a community that is welcoming and inclusive of all people. This means creating a space where everyone feels safe and respected, regardless of their race, religion, ethnicity, or sexual orientation.

Together, through this Connecting with Country Framework we can create a Waterloo that is a shining example of what is possible when we work together to create a better future for all.

**“WE HAVE OUR FRIENDS,
FAMILY, EVERYTHING.
I LIKE SITTING AND CHATTING.
EVERYTHING IS SO CLOSE.
EVERYONE KNOWS EVERYONE.
IT IS A MEETING PLACE AND
A TIGHT COMMUNITY HUB
WITH FRIENDS.
IT’S A PLACE FOR ALL,
ABORIGINALS AND TOURISTS.”**

WATERLOO RESIDENT
QUOTE FROM WATERLOO COMMUNITY DAY,
MAY 2023,

Alex Tui restores Aboriginal Flag on side of Elouera Tony Mundine Gym, Redfern, 21 January 2014 /
photograph by Robert Wallace, accessed via NSW State Library Archives



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