



RioTinto

NAIDOC Week Toolkit



FOR OUR ELDERS
2-9 JULY 2023



Foreword from Adam Lees, Chief Advisor Indigenous Affairs

Hi everyone, I am pleased to present the 2023 NAIDOC Week toolkit, designed to offer guidance and resources in celebrating the culture, history, and achievements of Aboriginal and Torres Strait Islander peoples.

The week is a significant occasion, and we are proud to support it. This toolkit highlights ways you can organise and participate in events and engage in local community festivities. I encourage everyone to take part respectfully and have fun!

The 2023 NAIDOC Week theme is “For Our Elders,” celebrating the important role and prominent place of Elders in communities and families. Elders are cultural knowledge holders, trailblazers, nurturers, advocates, teachers, survivors, leaders, hard workers, and loved ones who guide future generations and pave the way for progress. Their struggles and strength have carried the survival of their people, and it is through their influence and learnings that future decision making must ensure “nothing about us – without us.” The theme pays respect to Elders lost and those who continue fighting for Indigenous communities across all Nations.

We must continue our journey towards increased cultural awareness and respect. And this toolkit serves as a tool to advance this goal and supports the spirit of NAIDOC Week. I invite you all to join in and celebrate this special week, as we honor the culture, history, and achievements of Aboriginal and Torres Strait Islander peoples and work towards a brighter future for everyone.

Thank you for your support, and I look forward to seeing your stories and photos from this year's NAIDOC Week celebrations.



Adam Lees

Rio Tinto acknowledges the Traditional Owners and Custodians throughout Australia and their unique connection to the land, sea and environment.

We pay our respects to their Elders past and present and commit to supporting and developing tomorrow's Indigenous leaders from within our workforce and beyond.

We acknowledge that NAIDOC Week is an opportunity for all Australians to come together to celebrate the rich history, diverse cultures and achievements of Aboriginal and Torres Strait Islander peoples as the oldest continuing cultures on the planet.



This year's NAIDOC Week theme: For Our Elders.

We're proud to announce that the 2023 National NAIDOC Week theme is "For Our Elders".

Across every generation, our Elders have played, and continue to play, an important role and hold a prominent place in our communities and families.

They are cultural knowledge holders, trailblazers, nurturers, advocates, teachers, survivors, leaders, hard workers and our loved ones.

Our loved ones who pick us up in our low moments and celebrate with us in our high ones. Who cook us a feed to comfort us and pull us into line, when we need them to.

They guide our generations and pave the way for us to take the paths we can take today, providing guidance, not only through generations of advocacy and activism, but in everyday life and how to place ourselves in the world.

We draw strength from their knowledge and experience, in everything from land management, and cultural knowledge to justice and human rights. Across multiple sectors like health, education, the arts, politics and everything in between, they have set the many courses we follow.

The struggles of our Elders help to move us forward today. The equality we continue to fight for is found in their fight. Their tenacity and strength has carried the survival of our people.

It is their influence and through their learnings that we must ensure that when it comes to future decision making for our people, there is nothing about us - without us.

We pay our respects to the Elders we've lost and to those who continue fighting for us across all our Nations and we pay homage to them.

In 2023, how will you celebrate "For Our Elders"?"

Source: [Current theme](#) | NAIDOC



A brief history of NAIDOC Week

Following protests and boycotts of Australia Day (26 January) since before the 1920s, a Day of Mourning was held each year from 1938. In 1940 it was decided to hold the Day of Mourning annually on the Sunday before Australia day – it was known as **Aborigines Day**.

In 1955 the Day of Mourning was shifted to the first Sunday in July after it was decided the day should become a celebration of Aboriginal culture as well as a day of protest.

The first National Aborigines Day Observance Committee (NADOC) was formed in 1956. In 1974, the event was held over a week for the first time, from the first to second Sunday in July.

In 1991, NADOC was expanded to recognise Torres Strait Islander people and culture, and the committee became known as the National Aborigines and Islanders Day Observance Committee (NAIDOC).

The National NAIDOC Committee has made key decisions on national celebrations each year and has representatives from most Australian states and territories.

1956

The year NADOC was formed

1974

The first NADOC Week was held

1991

NADOC became NAIDOC

Source: [History](#) | NAIDOC

The meaning behind this year's artwork

For Our Elders



Chernee Sutton

In the artwork designed by Chern'ee Sutton, the large red community symbol in the centre represents Rio Tinto with our new graphic thread* through the centre and the three dotted circles (with U symbols in the background) represent our values of Care, Courage and Curiosity.

The footprints represent some of the many ways Elders share their knowledge, culture and history - through art, song, dance and through stories passed down through generations.

The sun represents the brighter future that the Indigenous community have through their Elders guidance and advice, when they support and respect them. The kangaroo and emu footprints symbolising how this helps the Indigenous community move forward.

The community symbol with handprints and the boomerang represents the Elders' connection to this Country and the lands they call home.

The roots of the tree grown from the Elders' community symbol, to represent how the Elders are the strong foundation that the youth need to grow and that their culture needs to bloom.

The community symbols throughout the painting represent the many communities throughout Australia where the Elders and Indigenous people have lived, travelled and nurtured for generations.

Lastly, **the water, mountains and leaves** represent some of the many diverse regions and environments which make up our nation, from the rainforests and the bush, to the rivers and coasts, to the desert and the outback.

© Chernee Sutton

* Our new graphic thread is an interpretation of our brand, articulated as a visual element. The inspiration stems from topographical maps, which are reflective of nature and man-made features on the Earth's surface



Australia-wide

Monday, 3 July NAIDOC Week virtual keynote presentation with Nova Peris

Tuesday, 4 July Online family storytelling session with Luke Carroll

Boorloo (Perth)

Monday, 3 July NAIDOC Week keynote presentation with Nova Peris hosted in Perth

Throughout week Yarning Circles

Meanjin (Brisbane)

Tuesday, 4 July Native Title seminar series: The history of mining and native title, including Rio Tinto's agreements

Thursday, 6 July Family Day

Throughout week Yarning Circles

Naarm (Melbourne)

Competition to win tickets to Parrwang Lifts The Sky: A Dreamtime Opera

Throughout week Yarning Circles

Nova Peris



Luke Carroll



How can you get involved?

Get in touch with your leaders or site administrators to plan NAIDOC Week celebrations at your site. Consider organising a variety of activities and events, including:

- Fashion show
- Smoking ceremony
- Yarning circle
- Breakfast or lunch with guest speaker
- Display of bush medicines and their use
- Painting classes on site with an artist from that Country
- Hall of fame featuring Indigenous role models
- Welcome to Country ceremonies at villages/on site
- NAIDOC awards
- Invite community members to join in a NAIDOC Week clean-up day, garden beautification project or tree planting ceremony on site or in communities
- Auction of Indigenous artwork/clothing
- Trivia game
- NAIDOC quiz
- Face painting
- Merchandise
- Movie night

You can also check out events happening near you on the [NAIDOC Week website](#).

NAIDOC polo shirts

To celebrate NAIDOC Week, employees and category 1 contractors were given the opportunity to order a NAIDOC polo shirt.

If you ordered your polo shirt by 17 March, it should arrive in time for NAIDOC Week. Orders placed after this date will arrive after NAIDOC Week. In this instance, please encourage your teams to wear last year's shirts.

We encourage everyone that has one, to wear your shirt with pride during this important week.

If you have questions regarding orders, please consult the [FAQ document](#) in the first instance, or reach out to your site contact.



Key messages to use when welcoming your team to NAIDOC Week

Rio Tinto acknowledges the Traditional Owners and Traditional Custodians of the land on which we live and work and recognises the deep connection Indigenous people have to land, water and environment.

Rio Tinto supports NAIDOC Week celebrations to recognise the important contribution made by Aboriginal and Torres Strait Islander employees, partners and businesses.

Across our sites, NAIDOC Week celebrations provide an opportunity for employees to reflect and celebrate this cultural event, while increasing knowledge about the unique culture and history in Australia.

We celebrate NAIDOC Week respectfully, knowing that at times in our history we have fallen short of our values as a company, and breached the trust placed in us by Traditional Owners and Custodians.

We continue work to strengthen our relationships with Traditional Owners and Indigenous peoples across our business and in all the communities where we live and work.

NAIDOC Week provides us with an opportunity to pause and reflect on the many aspects of our shared history and to recognise the long continuous connection to Country of Indigenous peoples.

Resources

[NAIDOC Logo](#)

[NAIDOC History](#)

[NAIDOC News & Media](#)

[Posters](#)

[Digital slides](#)

[NAIDOC Week bunting](#) | twinkl.com.au

[Black Business Finder QLD](#) | bbf.org.au

[Pilbara Aboriginal Business Directory](#)

[Kids resources](#) | [Colouring in templates](#)



Acknowledgement of Country toolkit

Our Acknowledgement of Country toolkit is a useful guide, designed to support you as you recognise and acknowledge the Traditional Owners and Traditional Custodians of the lands and seas on which our Australian businesses operate.

Wherever you live, work, or meet across Australia, you are encouraged to offer an Acknowledgement of Country at an appropriate time. You can access the toolkit [here](#).

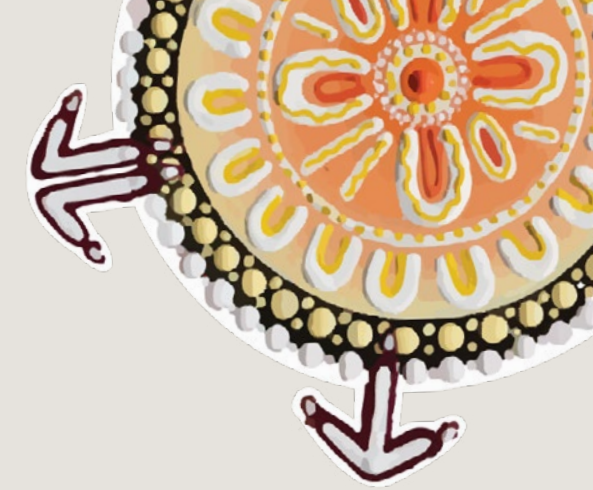
Welcome to Country

Need to organise a Welcome to Country ceremony?
Contract indigenousaffairsaustralia@riotinto.com



Have we missed something?

For more info visit our [Element page](#)
or email IndigenousAffairsAustralia@riotinto.com



Indigenous businesses

Below are some Indigenous businesses you can use to support your NAIDOC Week events:

Business	Service offering	Contact
Kulbardi Online	Range of merchandise	melissa.tucker@kulbardi.com.au
Life Apparel Co Queensland	Aboriginal designed and themed clothing	lifeapparel.co
Birrunga Gallery Brisbane	Catering services and function space	birrunga.com.au
Figjam & Co. Brisbane	Catering services	figjamandco.com.au
Gather Foods Perth	Catering services	gatherfoods.com.au
Ngaarda Media Roebourne	Filming and audio-visual production services	ngaardamedia.com.au
Impact Digi Karratha	Creative design services	impactdigi.com.au
Bushlolly Cafe Karratha	Catering Serices	bushlolly.com