

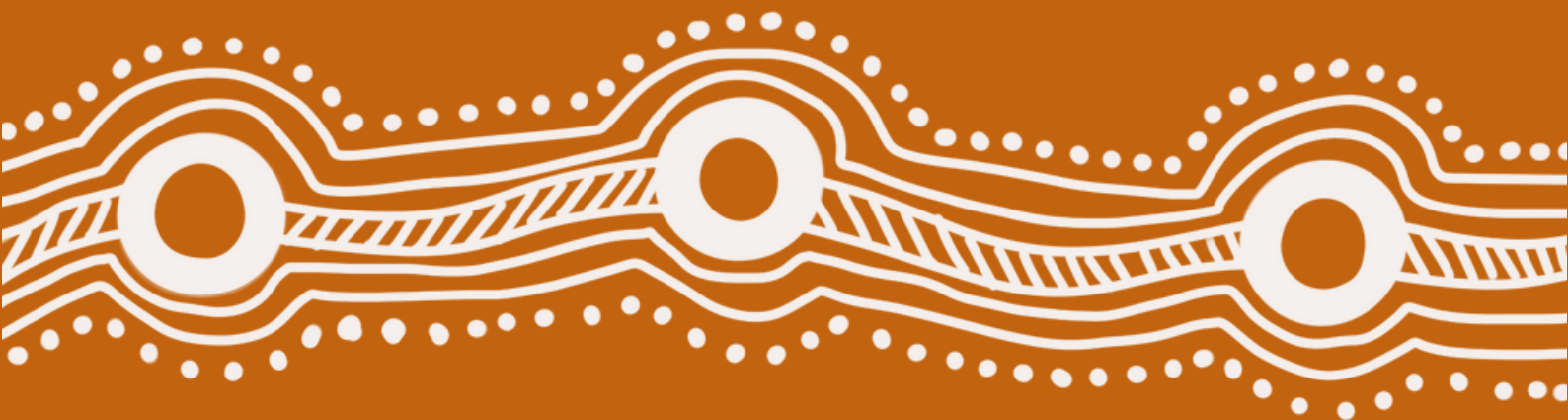


Mularrpa Wangka

2022 - 2032 Strategic Plan

Goldfields Aboriginal Language
Centre Aboriginal Corporation

GALCAC acknowledges the many Traditional Owners of the Goldfields Region. GALCAC pays respects to the Elders as the leaders of these lands. GALCAC aims to share knowledge, teach and learn in partnership with all First Nations peoples to ensure the values, attitudes and beliefs of all First Nations cultures are embedded and respected in all aspects of the Language Centre's operations.



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Wangka



Wangka Goldfields Aboriginal Language Centre

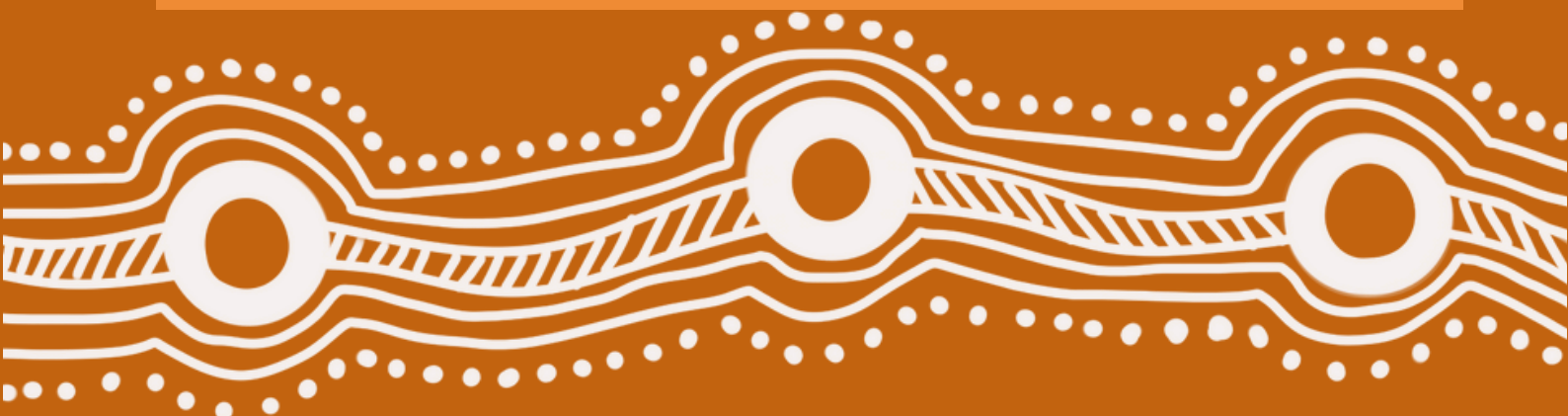
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Goldfields Languages Snapshot

The languages of the Goldfields region range from an extinct language to several that have healthy, large speech communities. GALCAC was created by the speech communities to provide a safe place for languages to be stored, resoures created, focus given to the languages and their importance, and to create an Aboriginal linguistic research organisation.

'Languages are the core of our identity', Les Schultz, Ngadju Elder.



GALCAC's Operational Strategy

GALCAC's operation is underpinned by First Nations Acts of Determination, and principles of academic rigour as a First Nations academic body.

First Nation Acts of Determination

1. Tjukurrpa / Jukurrpa - Culture at the heart
2. First Nations Agency
3. First Nations Linguistic Sovereignty
4. First Nations Data Sovereignty
5. Address linguicide
6. Address linguistic appropriation and linguistic colonisation
7. First Nations governance - sustained, strengthened, resilient
8. Truth Telling
9. Cultural safety policies, funding sources and partner organisations
10. First Nations Capability driven programs
11. WA Aboriginal Languages Legislation Alliance (WAALLA)
12. Family based, intergenerational language capability

GALCAC's Operational Plan

GALCAC's operation is underpinned by knowledge of government programs, principles and policy, best-practice financial and authorising environments, strategic procurement, and a drive towards best-practice capability and capacity.



Principles of Academic Rigour

- Integrity – honesty, trust, fairness, respect, responsibility.
- Academic – speakers as authors, evidence based, first-generation data, cohesive, correct citation, linguistic discipline, peer-reviewed, defensible, logical, clarity, comprehensible English, complete, formal.
- Best Practice Policy.
- First Nations Intellectual Ownership – Copyright legislation, National Cultural Protocols, IP&TK, Indigenous Arts Code.

Goldfields Language Program Aims

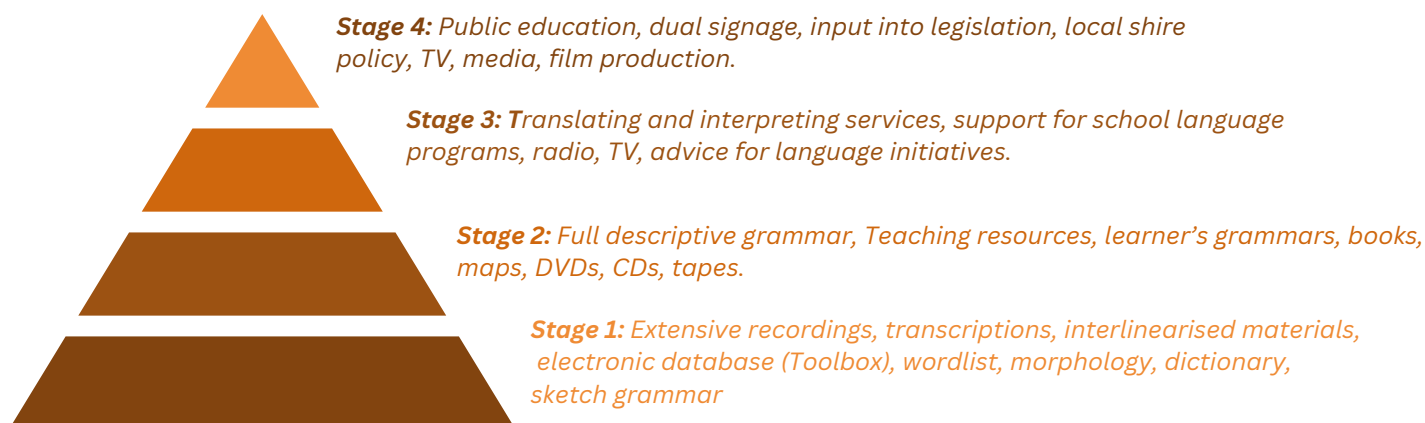
The Goldfields Language Centre aims to preserve the Aboriginal languages of the Goldfields region of Western Australia, create use and enjoyment, and learning resources for intergenerational language transfer, to promote understanding, appreciation, and support for the Goldfields languages.

In order to preserve the languages, there must be:

- extensively recordings of natural speech, 200 hours minimum per language
- transcriptions of all recordings
- interlinearised documents of the recordings
- an electronic lexical database (Toolbox)
- a phonology
- a morphology
- a sketch grammar
- a dictionary
- a full descriptive grammar
- a cycle of continued additions to the linguistic corpus
- safe archiving of all material, appropriate access, documented provenenancing
- language use and enjoyment resources
- language learning resources for intergenerational language transfer
- opportunity for contemporary development of the language by speakers
- academic papers about the languages, published, available for peer review.

This work forms the basis of the Goldfields linguistic program and is mostly Stage One language work, see following diagram, 'Language Hierarchy of Need'.

The focus of Goldfields language work for the years 2022-2032 is Stage 1 activities, with some movement to stage 2 activities.



Linguistic Strategic Priorities

1

Language recordings

- 200 hours natural speech per language
- full interlinearising of all recordings, archiving of recording, interlinearised text.
- safe keeping of recordings in digital archive, hard copy archive and backup archive systems

2

Resources for family-based intergenerational language transfer

- family home learning kits for ages 0-4 years
- resources for families – digital and hard copy.
- online films, audio tools, visual aids.

3

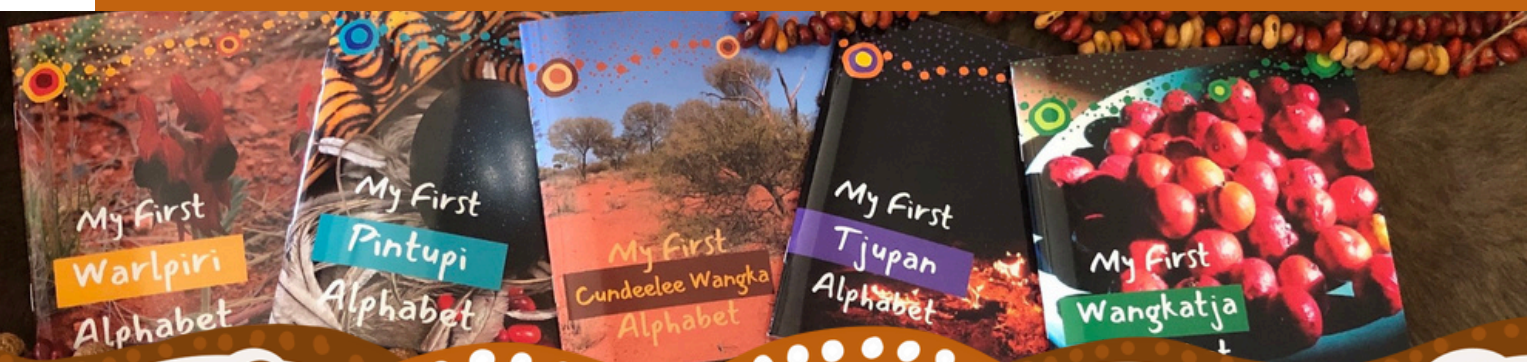
Language preservation resources

- phonology
- morphology
- lexical database
- dictionary
- grammar
- cultural encyclopedia
- books and posters
- academic, peer reviewed papers

4

Culturally based language use, enjoyment and knowledge transfer

- on-country projects
- culturally bedded projects
- inter-generational language transfer projects
- development of economic opportunities based on language



GALCAC Responsibilities

GALCAC maintains responsibility to...

Goldfields First Nations Language Speakers and people with heritage connection

Goldfields First Nations Elders

Goldfields First Nations children of the future

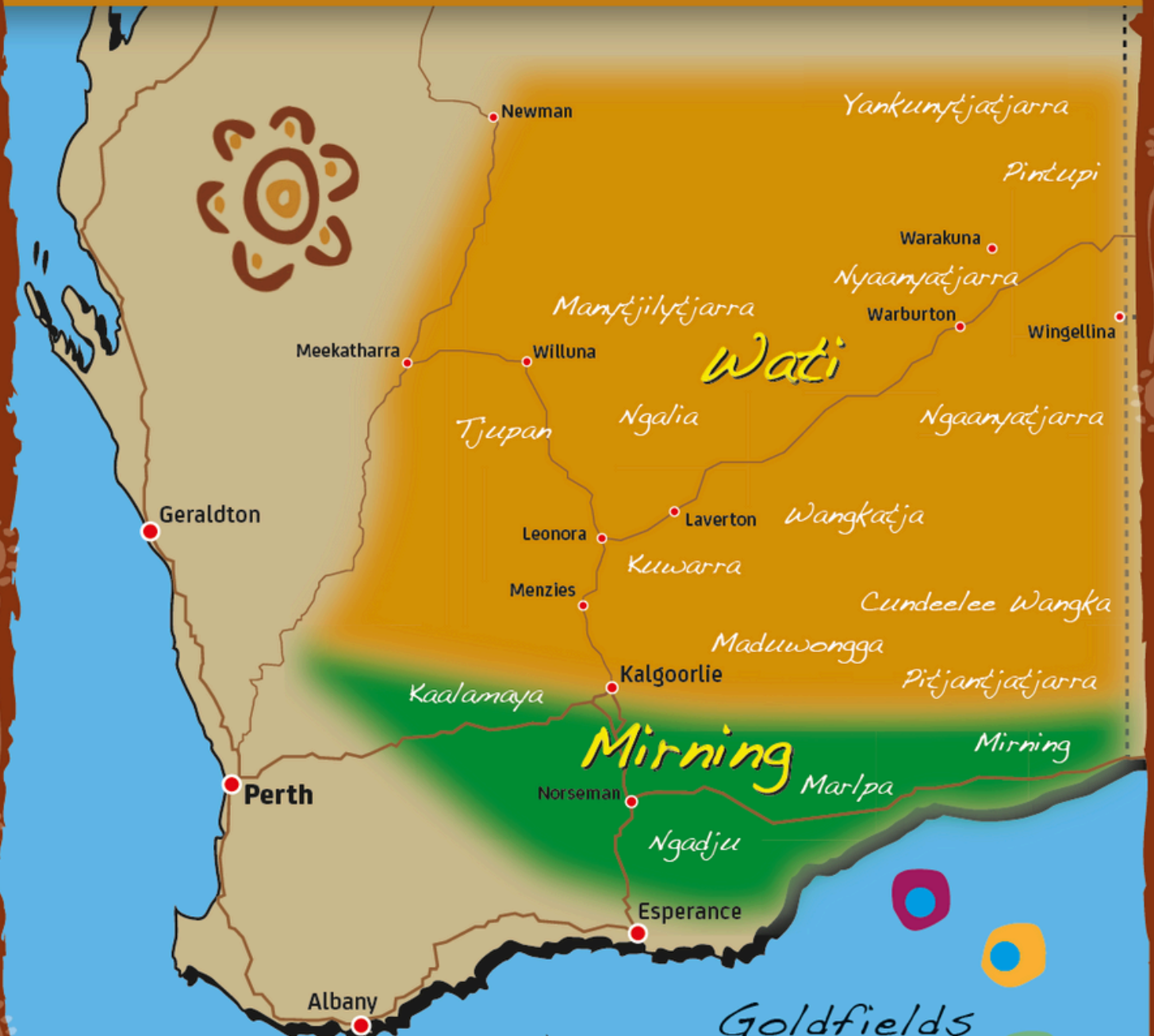
Goldfields First Nations families

The funding bodies

Cundeelee Wangka Language Snapshot

Cundeelee Wangka is a unique language which formed when people from several language groups lived together on Cundeelee Mission in the 1940-70s. The new speech form developed and is described by speakers as a south-west Pitjantjatjarra.

Goldfields Aboriginal Languages



Locations of languages are approximate and may not be based on traditional locations

200km

Wangka kanyira ngalipirniku
PRESERVING OUR LANGUAGES FOR ALL OF US

GALCAC Strategic Priorities





PRIORITY SNAPSHOT

Priority 1

First Nations Linguistic Sovereignty

First Nations speech communities maintains linguistic sovereignty over all aspects of their language. GALCAC is committed to ensure Goldfields First Nations linguistic sovereignty through policy and action.

First Nations Data Sovereignty

Goldfields First Nations maintain data sovereignty over all aspects of their languages. GALCAC is committed to ensure Goldfields First Nations linguistic sovereignty through policy and action.

Priority 2

Priority 3

First Nations Agency

GALCAC walks alongside First Nations speech communities in maintaining agency of linguistic and data sovereignty by ensuring adherence to the *Copyright Act*, First Nations Cultural and Intellectual Property in the Arts protocols, and the Indigenous Arts Code, in all projects, activities and partnerships.

Linguistic Resilience

GALCAC undertakes programs which instil linguistic resilience of Goldfields First Nations speech communities. This includes resourcing speech communities, creation of family language kits, linguistic resources, public use activities and events, conferences, and a drive for State language legislation.

Priority 4

Priority 5

Organisational Resilience

GALCAC develops organisational resilience by investing in its people, through highly proficient governance, diversified income, and wide connection to other organisations.

Organisational Capabilities

GALCAC strategically brings together people, resources and knowledge to navigate the changing language, business, and policy environments, in order to deliver the best outcomes for Goldfields First Nations speech communities. This is achieved through organisational capability utilizing evidenced argument, adaptability, innovation, collaboration, agility and engagement.

Priority 6

Priority 7

GALCAC Foundation

GALCAC will establish a foundation aimed at stabilising the income stream of the language centre, providing scholarships for First Nations peoples undertaking linguistic studies, provide funds for intergenerational family-based language learning, and develop economic opportunities around languages to ensure their continuation into the long-term future.

First Nations Linguistic Sovereignty

First Nations speech communities maintains linguistic sovereignty over all aspects of their language. GALCAC is committed to ensuring Goldfields First Nations linguistic sovereignty through policy and action

Action	Measure
All materials related to Goldfields Languages is maintained with full linguistic sovereignty for each nation	<ul style="list-style-type: none"> 1 x archive facility is maintained 1 x archive policies and procedures manual 2 x newsletter produced annually
GALCAC maintains linguistic protocols and policies which protect Goldfields First Nations linguistic sovereignty	<ul style="list-style-type: none"> 1 x industry best practice Policies and Procedures manual is maintained Engagement of copyright legal firm
WA Aboriginal Language Legislation Alliance (WAALLA)	<ul style="list-style-type: none"> WAALLA established and active 100 allies signed up 2025 legislation drafted and endorsed 2026 legislation passed

First Nations Data Sovereignty

Goldfields First Nations maintain data sovereignty over all aspects of their languages. GALCAC is committed to ensure Goldfields First Nations linguistic sovereignty through policy and action.

Action	Measure
<p>National Protocol Advocacy Align with key advocacy efforts regarding the development of Traditional Knowledge (TK) legislation, as well as First Nations cultural and Intellectual Property (IP) in the Arts.</p>	<p>GALCAC policies reflect TK and IP best practice and revised biennially</p> <p>2 x GALCAC annual newsletters report to speech community on advocacy efforts</p>
<p>Goldfields Linguistic Archives</p>	<p>GALCAC archives maintained and secure in server, back up server and hard copy format</p> <p>Funding for a full time archivist is achieved</p>
<p>Create and collect data sets Data sets specific to Goldfields First Nations languages</p>	<p>2 x data sets created by GALCAC per year</p>
<p>Digitisation of Goldfields material</p>	<p>2 x new Goldfields collections added to the archives per year</p>
<p>Copyright Legislation</p>	<p>2 x copyright legislation workshops attended</p> <p>2 x copyright legislation workshops held at 2025, 2027, 2029 and 2031 conferences</p> <p>1 x GALCAC copyright brochure produced</p>

Tjupan Language Snapshot

Tjupan language is spoken by a small number of people in the Goldfields region. The families have worked for years to ensure the language is recorded and safe with 50 hours of natural speech recorded..

Work continues towards the production of a dictionary.

First Nations Agency

GALCAC walks alongside First Nations speech communities in maintaining agency of linguistic and data sovereignty by ensuring adherence to the Copyright Act, First Nations Cultural and Intellectual Property in the Arts protocols, and the Indigenous Arts Code, in all projects, activities and partnerships.

Action	Measure
GALCAC maintains a language reference body for each Goldfields language/speech community.	12 x Goldfields language reference bodies are maintained 2 x GALCAC newsletters annually report on language work
GALCAC maintains best practice copyright, IP and TK policies and procedures	1 x GALCAC policy and procedure manual - updated biennially 1 x GALCAC copyright, IP and TK brochure is maintained
GALCAC ensures copyright, IP and TK knowledge is up-to-date and industry best-practice	1 x Indigenous Arts Code membership is maintained. 1 x First Nations copyright solicitor is engaged as needed Revision of GALCAC policies, procedures and forms is undertaken annual against Copyright Legislation, and National Protocols

Ngadju Language Snapshot

Ngadju language is severely endangered but becoming stronger through the efforts of the Ngadju community. A dictionary was produced in 2023 and a second dictionary is underway for 2025. The language is going through rejuvenation.

A Ngadju Family Learning Pack is under production and aimed at providing families with children aged 0-4 years of age with quarterly books, films and resources for children to grow with the language.

Linguistic Resilience

GALCAC undertakes programs which instil linguistic resilience of Goldfields First Nations speech communities. This includes resourcing speech communities, creation of family language kits, linguistic resources, public use activities and events, conferences, and a drive for State language legislation.

Action	Measure
Speech community teams are supported to work on their own language	<ul style="list-style-type: none"> 12 x language teams are maintained 2 x annual opportunities for teams to work on language 1 x opportunity every second year for team members to attend language conference in Kalgoorlie
GALCAC facilitates language champion programs to build community appreciation of speakers and languages	<ul style="list-style-type: none"> 1 x annual language awards 10 x language media opportunities annually 1 x Kalgoorlie Aboriginal film festival held annually
Resources and opportunities for speakers use, enjoyment and inter generational transfer are created	<ul style="list-style-type: none"> 4 x family packs created for each language over the 10 years 50 x family packs distributed per language 25 x Wangka Ninti films created annually
GALCAC creates language film and audio for social media, radio and television	<ul style="list-style-type: none"> 25 x Wangka Ninti films created annually 150 x social media, radio, tv, and other media posts created annually
GALCAC runs bi-annual State First Nations languages conference	<ul style="list-style-type: none"> 2023, 2025, 2027, 2029 and 2031 language conferences hosted in Kalgoorlie
GALCAC creates language economic opportunities	<ul style="list-style-type: none"> 1 x Culture Complex built 19 x First Nations jobs created in Culture Complex 2 x economic opportunities around language created annually
GALAC raises the status of First Nations languages at a state level	<ul style="list-style-type: none"> 1 x WAALLA campaign activated 10 x State ministers engagement 1 x Premier engagement regarding legislation, per year

Organisational Resilience

GALCAC develops organisational resilience by investing in its people, through highly proficient governance, diversified income, and wide connection to other organisations.

Action	Measure
<p>People and Culture GALCAC creates organisational resilience by investing in its people</p>	<p>80% of staff stay min 5 years in job 100% of staff attend annual training 100% linguistic staff supported to release 3 academic papers 100% exiting staff have 8 week hand over to new team member New CEOs have 12 week hand-over 100% staff paid against Govt Award</p>
<p>Strong First Nations Governance GALCAC develops highly proficient governance structures through experienced First Nations leadership</p>	<p>100% Directors undertake or have undertaken governance training 100% of Directors are supported to attend events at a State level annually 100% Directors involved in leadership opportunities</p>
<p>Diversified Income GALCAC strengthens the organisations financial capabilities through diversification of income</p>	<p>30% of GALCAC income is obtained from fee-for-service activities 2 x tenders or procurements achieved per year</p>
<p>Connection GALCAC maintains and builds strong connections and partnerships with other organisations</p>	<p>5 x industry memberships maintained 3 x external conference attended by GALCAC team members annually</p>

Wangkatja Language Snapshot

A Wangkatja language dictionary is under production. All previously collected and collated material is being re-analysed and entered into a Toolbox database to produce a publicly available dictionary.

Organisation Capabilities

GALCAC strategically brings together people, resources and knowledge to navigate the changing language, business, and policy environments, in order to deliver the best outcomes for Goldfields First Nations speech communities. This is achieved through organisational capability utilizing evidenced argument, adaptability, innovation, collaboration, agility and engagement.

Action	Measure
Strong Partnerships	<ul style="list-style-type: none"> 5 x industry partnerships annually 3 x Goldfields local government partnerships annually 3 x MOU or agreements with partners annually
Tenders and Procurement	<ul style="list-style-type: none"> 2 x tenders or procurements per year achieved
Training	<ul style="list-style-type: none"> 12 x Goldfields language groups provided training through biennial language conference in Kalgoorlie 15 x free SRW training provided in communities per year 5 x free language resources provided for Goldfields speakers per year
Goldfields Aboriginal Language and Culture Complex	<ul style="list-style-type: none"> 1 x language and culture complex is constructed by 2032

Kaalamaya Language Snapshot

Kaalamaya language material is being re-analysed in an effort to ensure every morpheme is entered into the database to produce the best dictionary possible.

GALCAC Foundation

GALCAC will establish a foundation aimed at stabilising the income stream of the language centre, providing scholarships for First Nations peoples undertaking linguistic studies, provide funds for intergenerational family-based language learning, and develop economic opportunities around languages to ensure their continuation into the long-term future.

Action

GALCAC achieves the establishment of a foundation by 2030

Measure

1 x GALCAC foundation established by 2023

Mirniny Language Snapshot

Mirniny is a severely endangered language. Speakers of the language from South Australia are working with GALCAC with the view to capture as much of the language as possible. The aim is the production of a dictionary. Speakers have already begun work on a Mirniny Family Learning pack.

The page features a solid orange background. At the top and bottom, there are decorative horizontal bands with intricate white and orange patterns, including wavy lines, circles, and dotted borders. The main text is centered in a large, white, sans-serif font.

GALCAC Strategic Alignment



State and Federal Governments

GALCAC aligns policy and practice with State and Federal guidelines, plans, and strategies.

Organisation	Alignment
Federal Government	Closing the Gap Priority Reforms
Australian Council for the Arts	First Nations Arts and Culture Strategy 2023-27
WA State Government Department of Local Government, Sport and Cultural Industries	Western Australian Cultural Infrastructure Framework 2030
WA State Government	ACCO Strategy (Aboriginal Community Controlled Organisations Strategy)
WA State Government	The Aboriginal Empowerment Strategy
Federal Government	Protocols for using First Nations Cultural and Intellectual Property in the Arts

Other Organisations

Organisation	Alignment
Coalition of Peaks	Priority Reforms
Indigenous Arts Code	Indigenous Arts Code policies
Council of Aboriginal Services Western Australia (WACOSS)	WA Government ACCO Strategy
Australian Linguist Society	All linguistic staff required to be members and certified linguists by ALS
Human Rights Commission	Racism It Stops With Me Campaign
WA Aboriginal Legislation Alliance	WAALLA Campaign

Wajarri
ayu ganjarnmanha
nganju yalyba bimba
mamalu
yagula
antharri ngurra
manha

Ngaanyatjarra Language Snapshot

Ngaanyatjarra is a first language for around 2,000 people in the Goldfields region. It is considered safe, however with English in schools, prominent in TV and social media, the younger generation have fewer opportunities to engage with Ngaanyatjarra. Speakers are working with GALCAC to provide opportunity for economies to be created around the language, to demonstrate to younger generations that Ngaanyatjarra can create paid employment and opportunities.

