

DRAFT

**YERKALALPATA – Leading the Way**

**A RECONCILIATION ACTION PLAN FOR THE CITY OF MOUNT GAMBIER**

**March 2020 to March 2022**



**RECONCILIATION  
ACTION PLAN**

---

**INNOVATE**

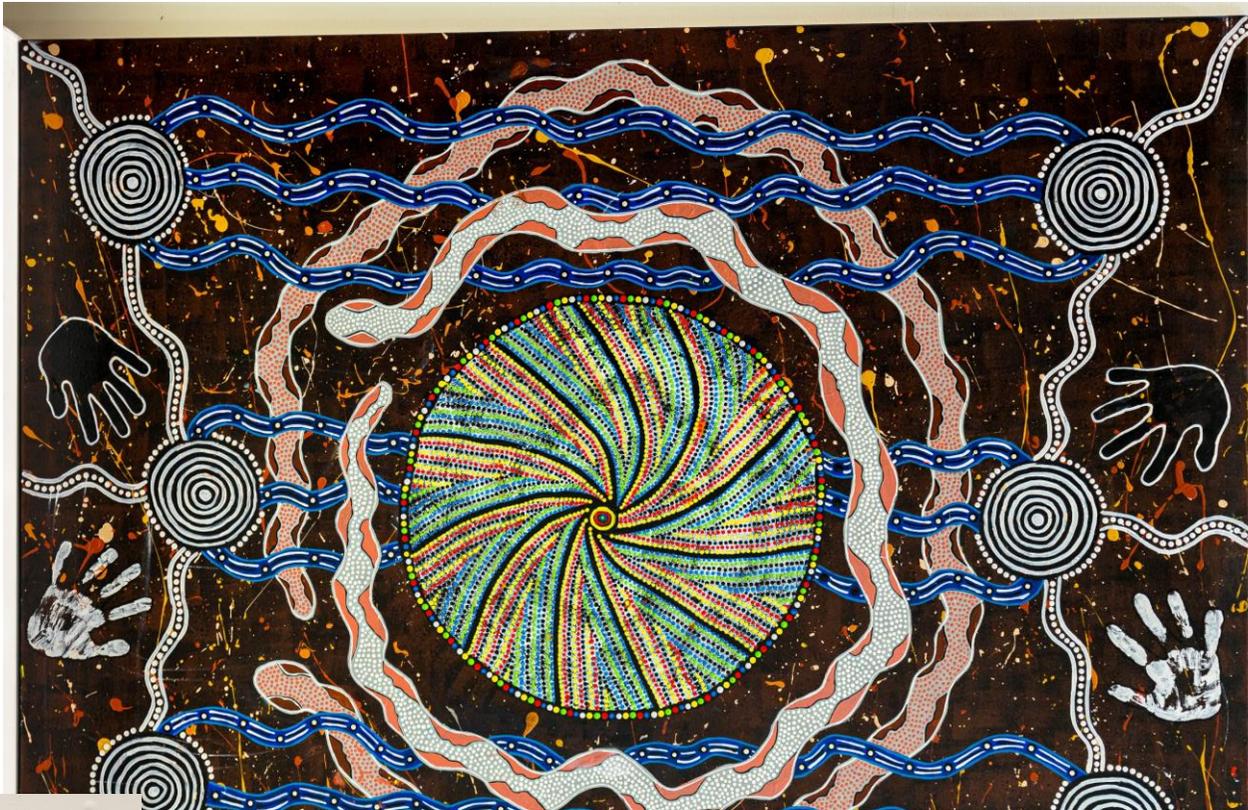
***The City of Mount Gambier acknowledges the Boandik Peoples as the Traditional Custodians of the land and water our city sits upon today.***

***We respect and recognise the deep feelings of attachment and the spiritual relationship our Aboriginal and Torres Strait Islander Peoples have with the land and water.***

The Council's Reconciliation Action Plan (RAP) has been developed through the commitment and dedication of the Reconciliation Action Plan Focus group, Elders, Elected Members, Council staff, community and Reconciliation Australia.

Please note that Bunganditj language (reclaimed language of the Boandik people) is used throughout this document with the permission of Elders and the Bunganditj Language Reclamation Committee.

## About the Artwork



Belinda Bonney is a Meintangk/Boandik/Ngarrindjeri/ Kooma, Murriwarri woman. Belinda was born in Blacktown in Sydney in 1977 and grew up in Mount Gambier on Boandik Country.

The development of the Yerkaalpata Reconciliation Action Plan for the City of Mount Gambier, created a fantastic opportunity to feature and celebrate Belinda's work as a local Aboriginal artist. Belinda was commissioned by the City of Mount Gambier and the Riddoch Art Gallery to create an artwork that interprets the theme of reconciliation.

Belinda's artwork is titled *Reconciliation of the Nation: we all walk together as one*.

Belinda introduces this artwork as follows:

*"At the centre of the artwork, the circle represents the unity between all Australians. The snake stands for the transformation within our society to reconcile equally, with all Australians working together with a greater understanding of all cultures and traditions. The snake also represents our spiritual connection to our people's lands and waterways to keep them strong and thriving for all generations to follow. The blue lines represent our waterways that need great healing so they can be replenished for our people and our animals. The black and white lines represent community and camp sites that connect our waters and the hands represent equality between all Australians".*

## Vision for Reconciliation

Working together with our Aboriginal and Torres Strait Islander communities, the City of Mount Gambier has the following vision for reconciliation:

*A society free of racism and prejudice where Aboriginal and Torres Strait Islander peoples feel a strong sense of belonging and are able to participate fully in the life of our community.*

*A city which supports expressions of cultural identity, where cultural practices, traditional sites and significant places are acknowledged, celebrated and preserved.*

*A community characterised by social justice which advocates for enriching the lives of Aboriginal and Torres Strait Islander peoples.*

This vision was originally written as part of a *Statement of Commitment to Aboriginal and Torres Strait Islander Communities* presented as part of the official unfurling of the Aboriginal and Torres Strait Islander Flags for permanent display in the Council Chamber in 2014.

## Overview

Mount Gambier is home to over 27,000 people and has an Aboriginal and Torres Strait Islander population of 2.2% (591 people) which is below the regional average in South Australia of 4.1%. The city provides much needed services to the regions of South East South Australia and Western Victoria, including important health care and cultural services for First Nations Peoples through the presence of agencies such as Pangula Mannamurna Aboriginal Corporation and Burrandies Aboriginal Corporation.

The Council, which consists of our Mayor and eight Elected Members, first endorsed the development of a RAP in 2014 as part of the delivery of a series of commitments to our Aboriginal and Torres Strait Islander communities.

The City of Mount Gambier supports participation and engagement for all members of the community in all aspects of community life. Within our organisation we are committed to continued learning, and providing ongoing learning opportunities for our staff, elected members, volunteers and our community.

Yerkalalpata is Bunganditj (reclaimed Boandik language) for 'leading the way' and is an appropriate title for The Council's Reconciliation Action Plan. The use of Bunganditj language has been highlighted as an important aspect of our work in reconciliation and is achieved through the approval of our Elders and the Bunganditj Language Reclamation Committee.

As an organisation employing almost 150 people across at least 8 distinct work sites, the Council recognises the opportunity to create meaningful change within its own workplace culture, programming and service delivery, whilst also demonstrating leadership to our broader community to take positive steps towards reconciliation.

The Council currently lacks clarity regarding the number of Aboriginal and Torres Strait Islander staff employed within the organisation, but this is something that, through the delivery of the actions within the Reconciliation Action Plan (RAP), we hope to determine.

The City of Mount Gambier is committed to building community capacity and increasing social inclusion for all within the Aboriginal and Torres Strait Islander community. The Council endorsed the development a Reconciliation Action Plan (RAP) in order to identify measurable guidelines which will assist in best realising our shared commitment to our Aboriginal and Torres Strait Islander Communities.

## **Our Reconciliation Action Plan**

The City of Mount Gambier Reconciliation Action Plan (RAP) will focus on strengthening positive relationships, acknowledging and respecting Aboriginal and Torres Strait Islander cultures, and providing opportunities to ensure that our First Nations peoples have the same life opportunities as other Australians.

Work on the RAP commenced in 2015 with a series of workshops delivered in conjunction with Reconciliation South Australia, Boandik Elders and Aboriginal and Torres Strait Islander representatives of a range of sectors including justice, education, culture and health. At this stage, a RAP Focus Group was formed, which also incorporated the participation of CEO's from both local Aboriginal Controlled Organisations (Pangula Mannamurna and Burrandies).

Staff representing the Office of the CEO, General Managers, City Infrastructure, Environmental Sustainability, Library Services and Community Development have participated in the RAP Focus Group since its commencement and will continue to advocate for the RAP through its delivery.

The following community members are acknowledged for their participation in the RAP Focus Group and their contribution to defining the objectives of this document:

- Aunty Penny Bonney
- Aunty Valda Brennan
- Uncle Mikey Hartman
- Mark Lovett
- Hanna Persello
- Robyn Campbell
- Andrew Birtwhistle-Smith
- Peter May
- Kathy Watson
- Jason Bonney
- Mariah Unmeopa
- Shekinah Horsburgh

## **Our RAP Champions**

To advance the development of an implementation of our RAP, each of our three General Managers have been appointed as RAP Champions. Through this role, each RAP Champion will work to raise awareness of the vision and objectives of our RAP and ensure that its actions create meaningful change within each division.

Our RAP Champions include:

- Barbara Cernovskis – General Manager, Community Wellbeing
- Judy Nagy – General Manager, City Growth
- Nick Serle – General Manager, City Infrastructure

The appointment of each General Manager to this role highlights the strong organisational commitment to the RAP and its deliverables. As the delivery of actions within Reconciliation Action Plan proceeds, other staff who identify interest in leading particular sections of activity may be co-opted as additional RAP Champions.

## Message from our Mayor



It is with great pride that I present the inaugural Reconciliation Action Plan for the City of Mount Gambier.

I would like to recognise our Boandik Elders, Aboriginal and Torres Strait Islander community representatives and members of Council's Reconciliation Action Plan Focus Group who have guided the creation of this plan. Thank you for walking alongside Council as we build greater awareness and understanding as an organisation in our shared journey towards reconciliation.

For me personally, it has been a rewarding experience working alongside our Aboriginal and Torres Strait Islander community members and being able to participate in events during my first term as Mayor.

This important document has been many years in the making and I also acknowledge both the current and previous members of Council for their unwavering commitment to its development.

Our Reconciliation Action Plan responds to the clear expectations of our community that we lead by example. The actions detailed within the Plan provide us with a mandate to apply a lens to every part of our role and function as an organisation, ensuring our work is underpinned by social justice, equity and respect.

Above all, the plan ensures that we continue to acknowledge, respect and celebrate the incredibly important contribution that our Aboriginal and Torres Strait Islander peoples have played, and will continue to play within our community. I invite our community to read, reflect and support the initiatives in the plan as we work together to further Mount Gambier as an inclusive city where people lead fulfilling lives.

[Signature]

Lynette Martin OAM  
MAYOR

## Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome the City of Mount Gambier to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, the City of Mount Gambier joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides the City of Mount Gambier with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, the City of Mount Gambier will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish the City of Mount Gambier well as it explores and establishes its own unique approach to reconciliation. We encourage the City of Mount Gambier to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend the City of Mount Gambier on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia



## Message from our Chief Executive Officer



This is the inaugural Reconciliation Action Plan for the City of Mount Gambier and I am pleased to see the shared aspirations of our Mayor and Council, our staff and our broader community realised through the launch of such an important document.

This plan is the result of many years of listening, learning and evolving as an organisation and has been carefully guided by our Boandik Elders and members of Council's Reconciliation Action Plan Focus Group. I would like to acknowledge this work and thank all contributors for their efforts in achieving this significant milestone.

The initiatives within our RAP are underpinned by our commitment to furthering Mount Gambier as an inclusive city and a place where all members of our community lead fulfilling lives. The actions within will enhance our capacity to acknowledge and celebrate our rich cultural heritage, whilst also meeting nationally recognised best practice in building greater equity for our Aboriginal and Torres Strait Islander peoples.

Over the coming years, reconciliation will continue to be closely considered in all aspects of our work as an organisation. We will review and improve our internal systems, enhance our programming and service delivery and continually improve our cultural awareness and understanding.

It is my great pleasure to commend this Reconciliation Action Plan to you.

[Signature]

Andrew Meddle  
Chief Executive Officer  
City of Mount Gambier

## Our Reconciliation Journey

For many years, the City of Mount Gambier has worked to support, implement and partner in a range of initiatives that recognise, acknowledge and celebrate the contribution that Aboriginal and Torres Strait Islander peoples make to the local community.

### Early 2000's

The Council advocates for, and assists in, the development of Aboriginal-led Corporations. This work culminated with the development of Burrendies Aboriginal Corporation and Pangula Mannamurna Aboriginal Corporation.

The Aboriginal and Torres Strait Islander flags commenced permanent display in the Cave Garden Civic Precinct.

### 2007

Acknowledgement of Country becomes standard component of the Council's meeting and event procedures.

### 2010

The Council undertakes extensive consultation and collaborates with the community in the production and filming of a portrayal of the Craitbul Story and the story of Mar the Cockatoo.

### 2014

Aboriginal and Torres Strait Islander Flags are unfurled for permanent display in the Council Chamber.

The Council offers a Statement of Commitment to Aboriginal and Torres Strait Islander Communities.

Cr Mark Lovett is sworn in as the first Aboriginal Elected member of Council. A smoking ceremony is staged in the Cave Garden to acknowledge the significance of the occasion.

### 2015

Inaugural Reconciliation Action Plan Focus Group meeting is held.

### 2016

The Council resolves to observe or celebrate 5 key dates of significance to First Nations peoples. This includes:

- The Anniversary of the National Apology to the Stolen Generations;

- National Reconciliation Week;
- National Sorry Day;
- NAIDOC Week; and
- National Aboriginal and Torres Strait Islander Children's Day.

### 2017

Cultural Awareness Training is delivered with Elders, RAP Advocates and members of the Reconciliation Action Plan Focus Group.

Acknowledgement of Country published permanently on the Council's web site home page.

Cultural protocols for the provision of Welcome to Country are defined.

### 2018

The provision of dual naming for identified sites of local cultural significance is adopted by the Council for inclusion in the ongoing rollout of its Signage Strategy. This incorporated the phased installation of Bunganditj language welcome signage at the entrances to Mount Gambier.

### 2019

Delivery of face to face cultural safety training for all staff commences.

The Council hosts its inaugural Mayoral Reception for our Aboriginal and Torres Strait Islander Community to coincide with the launch the 2019 NAIDOC Week Celebrations.

Mayor Lynette Martin joined Elders and the CEO's of both local Aboriginal Controlled Organisations to lead the annual street march through the heart of the city in support of our community during NAIDOC Week.

# RELATIONSHIPS

*Meaningful relationships will assist the Council to respond to the needs and aspirations of our local Aboriginal and Torres Strait Islander community. The Council seeks to develop and strengthen its relationships with Aboriginal and Torres Strait Islander peoples and work in partnership towards providing a healthy, active, engaged and resilient community.*

Action	Deliverable	Timeline	Responsibility
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> <li>Develop, implement and communicate an anti-discrimination policy for our organisation.</li> <li>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> <li>Educate senior leaders on the effects of racism.</li> </ul>	December 2020 December 2020 December 2020 December 2020	Manager Organisational Development (MOD) MOD MOD/Community Development & Engagement Officer (CD&EO) MOD
Maintain RAP Focus Group to actively monitor RAP development, implementation of actions, tracking progress and reporting	<ul style="list-style-type: none"> <li>RAP Focus Group meets at least twice a year to monitor and report on RAP implementation.</li> <li>Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Focus Group</li> <li>Establish Terms of Reference for the RAP Focus Group</li> </ul>	August 2020 February & August 2021 August 2020, 2021 August 2020	CD&EO CD&EO CD&EO
Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander Peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> <li>Hold annual meetings with CEO's and Chairs of local Aboriginal Controlled Organisations to highlight key issues and collaboration opportunities with the Council.</li> <li>Meet with Aboriginal and Torres Strait Islander leaders and organisations to establish guiding principles for community engagement.</li> <li>Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders</li> <li>Invite Aboriginal and Torres Strait Islander participation in the Council's community engagement activities.</li> </ul>	January 2021,2022 September 2020 December 2020 February 2021	CD&EO, General Manager - Community Wellbeing (GM-CW) Mayor GM-CW, CD&EO CD&EO CD&EO

Action	Deliverable	Timeline	Responsibility
Celebrate and participate in National Reconciliation Week (NRW)	<ul style="list-style-type: none"> <li>• Support an external NRW event</li> <li>• Ensure our RAP Focus Group participates in an external event to recognize and celebrate NRW</li> <li>• Host an internal event for NRW and invite Aboriginal and Torres Strait Islander community members to be involved.</li> <li>• Register NRW event on Reconciliation Australia's web site.</li> <li>• Actively encourage staff to attend NRW activities.</li> </ul>	27 May - 3 June 2020, 2021	Team Leader Community Events (TLCE)/CD&EO CD&EO Mayor, CEO, GM-CW, CD&EO CD&EO CEO CD&EO
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	<ul style="list-style-type: none"> <li>• Deliver a launch event for our Reconciliation Action Plan</li> <li>• Develop and implement a strategy to communicate our RAP to all internal and external stakeholders</li> <li>• Promote reconciliation through ongoing active engagement with all stakeholders</li> <li>• Include the RAP as part of staff and Elected Member induction processes</li> <li>• Encourage other Council's in our local area to develop a RAP.</li> </ul>	March 2020 April 2020 March 2021, 2022 March 2022 March 2021	Mayor/CEO/Community Events/CDEO Media and Communications Coordinator (M&CC)/CEO/CD&EO CD&EO CEO Mayor and CEO

# RESPECT

*The City of Mount Gambier acknowledges the Boandik people as the Traditional Owners of the land and water our city sits upon today. The Council recognises the importance of the development of respect through building cultural awareness, knowledge sharing and understanding of Aboriginal history, cultures and customs.*

Action	Deliverable	Timeline	Responsibility
Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	<ul style="list-style-type: none"> <li>Develop, implement and review an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion)</li> </ul>	December 2020	MOD
	<ul style="list-style-type: none"> <li>Ensure the CEO, General Managers and Elected Members undertake Aboriginal and Torres Strait Islander cultural awareness training.</li> </ul>	December 2020	MOD
	<ul style="list-style-type: none"> <li>Ensure that induction training for all new staff members and volunteers includes an introduction to cultural awareness within the workplace.</li> </ul>	December 2020	MOD/HR
	<ul style="list-style-type: none"> <li>Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.</li> </ul>	December 2020	MOD/CDEO
	<ul style="list-style-type: none"> <li>Provide opportunities for RWG members, RAP Champions, HR Managers and other key leadership staff to participate in cultural training</li> </ul>	December 2020	MOD
	<ul style="list-style-type: none"> <li>Investigate local cultural immersion opportunities</li> </ul>	December 2021	CD&EO

Action	Deliverable	Timeline	Responsibility
<p>Engage employees, elected members, volunteers, community and stakeholders in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning</p>	<ul style="list-style-type: none"> <li>• Implement and communicate a cultural protocol for Welcome to Country and Acknowledgement of Country.</li> <li>• Develop and communicate an internal procedure for the engagement of agreed community representatives to conduct Welcome to Country activity</li> <li>• Invite an agreed community representative to conduct a Welcome to Country at significant Council events</li> <li>• Include an Acknowledgement of Country at the commencement of important internal and external meetings and on all Council meeting agendas.</li> <li>• Include an Acknowledgement of Country on the Council's website and electronic communication.</li> <li>• Include an Acknowledgement of Country on significant Council publications, such as the Annual Report.</li> <li>• Encourage the inclusion of Welcome to Country or Acknowledgement of Country for all Council sponsored/supported events.</li> </ul>	<p>June 2020</p> <p>June 2020</p> <p>December 2020</p> <p>December 2020</p> <p>December 2020</p> <p>December 2020,</p> <p>December 2020</p>	<p>GM-CW/CD&amp;EO</p> <p>CD&amp;EO</p> <p>CD&amp;EO</p> <p>CEO</p> <p>M&amp;CC</p> <p>M&amp;CC</p> <p>TLCE, Team Leader Main Corner (TLMC)</p>

Action	Deliverable	Timeline	Responsibility
<p>Celebrate and mark important dates associated with Aboriginal and Torres Strait Islander peoples, cultures, lands, waters, histories and rights and promote this within the local community.</p>	<ul style="list-style-type: none"> <li>• Promote a calendar of Aboriginal and Torres Strait Islander dates of significance to all staff.</li> <li>• Promote and acknowledge the Council's observance or celebration of: <ul style="list-style-type: none"> <li>○ Anniversary of the National Apology to the Stolen Generations;</li> <li>○ National Sorry Day;</li> <li>○ Reconciliation Week;</li> <li>○ NAIDOC Week; and</li> <li>○ National Aboriginal and Torres Strait Islander Children's Day.</li> </ul> </li> </ul>	<p>January 2021, 2022</p> <p>February 2021,2022</p> <p>May 2020,2021 May 2020,2021</p> <p>July 2020,2021</p> <p>August 2020,2021</p>	<p>CD&amp;EO</p> <p>C&amp;MC</p>
<p>Provide opportunities for the Council and the wider community to recognise the importance of NAIDOC Week as it relates to Aboriginal and Torres Strait Islander cultures and achievements.</p>	<ul style="list-style-type: none"> <li>• Provide opportunities for staff to participate in NAIDOC week activities</li> <li>• Provide support to community-led NAIDOC Week event/s.</li> <li>• Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week</li> <li>• Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week</li> </ul>	<p>July 2020,2021</p> <p>July 2020,2021</p> <p>June 2021</p> <p>June 2021</p>	<p>CEO / General Managers / Enterprise Bargaining Committees</p> <p>Community Events</p> <p>MOD</p> <p>CEO/ Enterprise Bargaining Committees</p>
<p>Promote Aboriginal culture and history in public places through the provision of signage.</p>	<ul style="list-style-type: none"> <li>• Review the Council's policies for the naming of public spaces to provide for the allocation of dual-naming of sites of cultural significance.</li> <li>• Commence the application of agreed Bunganditj language in reference to places in documentation, including significant Council publications, such as the Annual Report.</li> <li>• Collaborate with the Aboriginal and Torres Strait Islander community in projects which support the development of interpretive material for sites of cultural significance.</li> </ul>	<p>June 2020</p> <p>March 2021</p> <p>March 2022</p>	<p>Manager Development Services</p> <p>All staff M&amp;CC</p> <p>CD&amp;EO</p>

Action	Deliverable	Timeline	Responsibility
Promote local Aboriginal culture, istory and languages within the community.	<ul style="list-style-type: none"> <li>• Commence the implementation of dual naming of places of cultural significance throughout Mount Gambier in consultation with local Aboriginal and Torres Strait Islander peoples.</li> </ul>	March 2021	General Manager City Infrastructure/General Manager City Growth CD&EO
	<ul style="list-style-type: none"> <li>• In collaboration with the Bunganditj Language Reclamation Committee:               <ul style="list-style-type: none"> <li>○ explore the use Bunganditj language through the delivery of actions within the RAP, for example <i>'Yerkalalpata – Leading the Way'</i>, use in interpretive signage or translation of the Acknowledgement of Country.</li> <li>○ Develop and communicate agreed protocols which simplifies the appropriate use or application of Bunganditj language within the community.</li> </ul> </li> </ul>	March 2021	CD&EO
	<ul style="list-style-type: none"> <li>• Promote awareness of the various groups that make up the Boandik Nations.</li> </ul>	March 2021	CD&EO
	<ul style="list-style-type: none"> <li>• Expand and promote the resources available at the Library which relate to Aboriginal and Torres Strait Islander peoples, particularly regarding the history, culture and language of the Boandik Nations.</li> </ul>	March 2021	Library Manager
	<ul style="list-style-type: none"> <li>• In consultation with the Aboriginal and Torres Strait Islander community, develop and implement a strategy which encourages greater representation of Aboriginal and Torres Strait Islander peoples within the programming, exhibitions and content creation for the Riddoch Art Gallery.</li> </ul>	March 2021	Riddoch Art Gallery Director

# OPPORTUNITIES

*As an organisation, the Council will work to ensure that its systems, services and programming is accessible to, and engaging of, our Aboriginal and Torres Strait Islander people. In creating more opportunities for our Aboriginal and Torres Strait Islander peoples, we lead by example in strengthening the City of Mount Gambier as a vibrant, dynamic and resilient community.*

Action	Deliverable	Timeline	Responsibility
Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment opportunities within our workplace	<ul style="list-style-type: none"> <li>Establish internal systems that allows the Council to identify workforce participation of Aboriginal and Torres Strait Islander people.</li> </ul>	June 2021	MOD/HR
	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace (including consideration of cultural leave)</li> </ul>	March 2022	MOD/HR
	<ul style="list-style-type: none"> <li>Review advertising methods to ensure that employment opportunities are reaching Aboriginal and Torres Strait Islander community members.</li> </ul>	March 2022	MOD/CD&EO
	<ul style="list-style-type: none"> <li>Include a statement in all job advertisements that encourages applications from Aboriginal and Torres Strait Islander community members.</li> </ul>	March 2022	Human Resources Management Officer (HRMO)
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy</li> </ul>	March 2022	MOD/HRMO
	<ul style="list-style-type: none"> <li>Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies including professional development.</li> </ul>	March 2022	MOD/HRMO

Action	Deliverable	Timeline	Responsibility
Investigate and provide opportunities for Aboriginal and Torres Strait Islander businesses within the local community to be included in the supplier diversity available for Council's procurement	<ul style="list-style-type: none"> <li>Review and update procurement policies and procedures to ensure there are no barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses</li> <li>Commence the collection of cultural background data as part of the process of becoming a Pre-qualified Contractor of the Council to identify Aboriginal and Torres Strait Islander owned suppliers, contractors or service providers.</li> <li>Provide direct support for Aboriginal and Torres Strait Islander owned businesses to become Pre-qualified Contractors of the Council.</li> <li>Actively encourage and support local Aboriginal and Torres Strait Islander businesses to consider registration with Supply Nation.</li> <li>Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.</li> <li>Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services</li> <li>Investigate Supply Nation Membership for the organisation</li> </ul>	<p>June 2021</p> <p>June 2021</p> <p>June 2021</p> <p>June 2021</p> <p>June 2021</p> <p>December 2021</p> <p>December 2021</p>	<p>Procurement Officer (PO)/ General Manager Business Services (GM-BS)</p> <p>PO</p> <p>PO</p> <p>CD&amp;EO, PO</p> <p>CD&amp;EO, PO</p> <p>PO</p> <p>CD&amp;EO, PO</p>
Increase opportunities for Aboriginal and Torres Strait Islander community members to enhance the Council's programing and service delivery.	<ul style="list-style-type: none"> <li>Create a minimum of three opportunities to engage Aboriginal artists, speakers, musicians, performers, creators, innovators and/or subject matter experts in the delivery of activities, events, performance and/or programming.</li> <li>Create commercial opportunities for local Aboriginal artwork or merchandise to be displayed and sold to general public and visitors within the region e.g. Visitor Information Centre, Main Corner/Riddoch Art Gallery Gift Shop.</li> <li>Pursue provision of opportunities for public art projects which highlight Aboriginal and Torres Strait Islander culture within the public realm.</li> </ul>	<p>December 2021</p> <p>December 2020</p> <p>December 2021</p>	<p>CEO, GM- CW, General Manager City Growth (GM-CG)</p> <p>Team Leader, Main Corner, Riddoch Art Gallery Director, Manager – Tourism Services</p> <p>Riddoch Art Gallery Director, Arts, Culture, Heritage and Development Officer (ACH&amp;DO)</p>

## Governance, tracking progress and reporting

Action	Deliverable	Timeline	Responsibility
Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> <li>Develop and implement systems and capability needs to track, measure and report on RAP activities.</li> <li>Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.</li> <li>Investigate participating in the RAP Barometer.</li> </ul>	September 2020,2021	CD&EO
		September 2020,2021	CD&EO
		May 2020	CD&EO
Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> <li>Provide regular updates through the Council's standard reporting processes.</li> <li>Publically report our RAP achievements, challenges and learnings.</li> </ul>	September 2020, March and September 2021	CD&EO
		December 2020, 2021	M&CC/CDEO
Review, refresh and update RAP	<ul style="list-style-type: none"> <li>Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.</li> <li>Send draft RAP to Reconciliation Australia for review and feedback.</li> <li>Submit draft RAP to Reconciliation Australia for formal endorsement.</li> </ul>	May 2021	CD&EO
		June 2021	CD&EO
		November 2021	CD&EO

### Contact details

Name: Ben Kilsby

Position: Community Development and Engagement Officer

Phone: 08 8721 2596

Email: [bkilsby@mountgambier.sa.gov.au](mailto:bkilsby@mountgambier.sa.gov.au)