

The background of the cover features a close-up, warm-toned photograph of a traditional woven basket, likely made of reeds or similar natural materials. The basket's intricate weaving pattern is highlighted by the lighting. In the upper right corner, there are several concentric, curved lines in shades of orange and red. At the bottom, a series of white dots forms a wavy line across the page, above a solid orange band.

# Griffith City Council Reconciliation Action Plan December 2019/December 2021





Participants in the Griffith Centenary Parade

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# Welcome to visitors

We have a Welcome to Country to acknowledge the land we are on and to pay respect to our Elders, past and present. Be mindful of all people who live here and respect their journey, language and culture. Aboriginal Australia is slowly healing emotionally and spiritually from past government policies. The healing process takes a long time and to be invited to share Welcome to Country with you is a big step in the healing process.

Welcome to Country lets you know of the land you are living on and the Custodians in this area. I do a Welcome because of my connections, from my birthplaces and Elders teaching when I was growing up.

Judy Johnson, First Nations Wiradjuri Elder

# Acknowledgment of Country

Griffith City Council recognises Aboriginal people in the history and growth of Griffith and its surrounding villages. As such, Council acknowledges the Wiradjuri people as the Traditional Owners of the land and pays respect to Wiradjuri Elders past, present and future.

We recognise and respect the Wiradjuri cultural heritage, beliefs and their ongoing relationship with the land for people living today.

# Reconciliation Australia's CEO statement from Karen Mundine



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

As a member of the RAP community, Griffith City Council 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 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 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 Griffith City Council with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Griffith City Council 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 Griffith City Council well as it explores and establishes its own unique approach to reconciliation. We encourage Griffith City Council 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 Griffith City Council on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine,  
Chief Executive Officer  
Reconciliation Australia

# Message from the Mayor

I am pleased to present Griffith City Council's Reconciliation Action Plan (RAP) 2019-21. While this is Council's first RAP, it consolidates our long-standing commitment to Reconciliation with Aboriginal and Torres Strait Islander peoples. This RAP details the practical steps we will take to contribute to reconciliation.

This is an aspirational yet achievable Plan which will have lasting impacts and benefits. Importantly it reflects our commitment to working alongside Griffith's Aboriginal and Torres Strait Islander Community to achieve greater outcomes.

Council will encourage other local organisations and businesses to commence their own journey of reconciliation, creating new levels of respect and cooperation across the community. I look forward to seeing the positive outcomes of this RAP and seeing change in our local community.



John Dal Broi  
Mayor, City of Griffith

# Message from the General Manager

Griffith City Council is pleased to join a growing number of Councils who are committed to creating positive change through the development of Reconciliation Action Plans.

Council's RAP builds on and strengthens the existing relationship with Griffith's Aboriginal and Torres Strait Islander population and showcases Council's dedication and commitment to reconciliation.

This is a strategic document involving all departments within Council. Implementing a RAP across such a large and diverse organisation presents challenges but Council are ready and committed to embed initiatives into our organisational practice.

This RAP encourages greater understanding, acknowledgment, respect, inclusion and opportunities for Aboriginal and Torres Strait Islander peoples of Griffith and it ensures that Councillors and Council staff contribute to the reconciliation process.



Brett Stonestreet  
General Manager, Griffith City Council



Performance at the launch of the  
Warangesda Exhibition

# Our RAP

## Vision

**To foster an inclusive community that supports the interests of Aboriginal and Torres Strait Islander peoples and their aspirations for the future.**

**A community where citizens, business and community organisations are committed to reconciliation.**

In the early stages of developing the RAP, Council recognised the importance of receiving advice and direction from Griffith's Aboriginal and Torres Strait Islander Community. The Griffith Aboriginal Community Working Party nominated Judy Johnson and Matthew Daniels to help guide the development of the RAP. Drafts of the RAP were also provided to the Aboriginal Community Working Party throughout 2019.

Council's Senior Management Team (SMT) will champion the RAP internally. SMT will endorse formation of a RAP working group which will include Director Economic and Organisational Development, Community Development Coordinator, Community Development Aboriginal Liaison Officer, Workforce Planning Manager and a minimum of two staff identifying as Aboriginal. Together they will be the key drivers in its implementation.

(Council's SMT includes the General Manager, Director Economic and Organisational Development, Director Business, Cultural and Financial Services, Director Infrastructure and Operations, Director Sustainable Development and Director of Utilities).

# Griffith's Aboriginal and Torres Strait Islander Community

Griffith is located within the heartland of the Wiradjuri Nation which is one of Australia's largest tribal groups. The people of the Wiradjuri Nation are known as "people of three rivers" being the Macquarie river (Wambool), Lachlan River (Kalari) and the Murrumbidgee River (Murrumbidjeri) which border their lands.

The town of Griffith was gazetted in 1916 and as the town grew, and government reserves closed, Aboriginal and Torres Strait Islander people from other nations moved to Griffith. Today Griffith's population is 26,882, with 4.8% identifying as Aboriginal and/or Torres Strait Islander peoples.

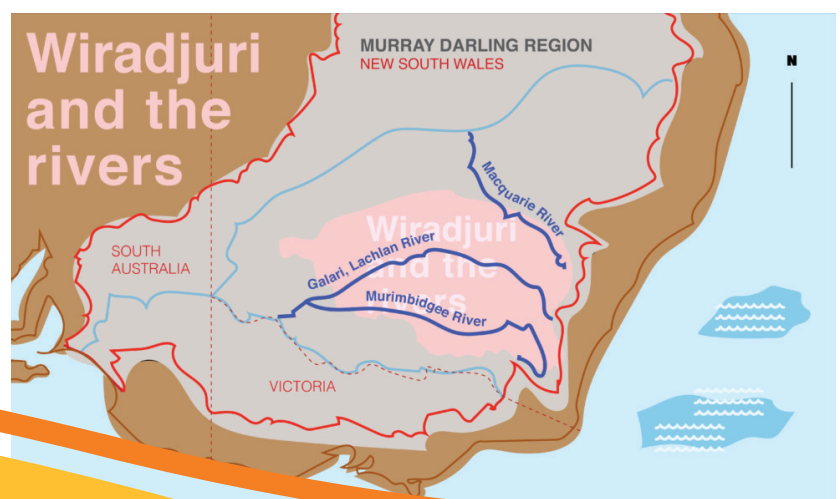
Aboriginal peoples have played a significant role in the history and growth of Griffith and its surrounding villages. They continue to have strong cultural and historical connections to a number of places in and around Griffith.

Griffith City Council recognises the Griffith Aboriginal Community Working Party as the peak body representing the interests of the Aboriginal and Torres Strait Islander community of Griffith.

Other valuable Aboriginal and Torres Strait Islander organisations in this region include the Griffith Local Aboriginal Land Council, Griffith Aboriginal Medical Service, Dyrri-Bang-Gu Aboriginal Aged Care Service, Griffith Aboriginal Education Consultative Group (AECG) and the Wiradjuri Preschool.

Griffith is the regional centre of the Western Riverina, a diverse and rich agricultural region of New South Wales, boasting major industries of rice, cotton, poultry, almonds, wine grapes, cereal production, manufacturing and food processing.

The key industries in Griffith are supported by sound transport infrastructure and a diverse skills base drawn from a population that has grown over recent decades. Griffith has a youthful and culturally diverse population.



# Council's Vision

This vision will be achieved through the implementation of the strategies based on the four core themes of Guiding Griffith 2040:

- Leadership
- Love the lifestyle
- Growing our city
- Valuing our Environment

Griffith's Local Government Area encompasses a total land area of about 1,600 square kilometres. Council is governed by an elected body of twelve Councillors and employs 285 full and part time staff as well as 100 casual staff. At the time this RAP was endorsed seven Council staff identify as Aboriginal and/or Torres Strait Islander peoples.

Griffith is a thriving and innovative regional capital with a vibrant lifestyle and diverse economy.

“We embrace our community, heritage, culture and environment.”

# our services

Council employs

**446**



## Parks & Gardens

- Sports Grounds
- Parks & Landscapes
- Noxious Weeds
- Cemetery



## Waste Services

- Solid Waste Management
- Recycle Collection
- Solid Waste Collection
- Landfill operations
- Weighbridge
- Quarry

## Economic Development & Tourism

- Event Coordination
- Visitor Information Centre

- City and Event Promotion
- Pioneer Park Museum
- New Development Facilitation and Promotion

## Facilities

- Griffith Regional Aquatic Leisure Centre
- Griffith City Library
- Griffith Regional Theatre
- Griffith Regional Art Gallery
- Westend Stadium

## Environment & Health

- Food & Skin Penetration Premises Services
- Environmental Services and Projects
- Public Health Services

## Infrastructure & Operations

- Road Construction & Maintenance
- Cycleways & Footpaths
- Carparks
- RMS Works
- Drainage Maintenance & Construction

## Urban Design

- Project Design & Management
- Strategy Development



**Human Resources**

- Staff Training
- Recruitment
- Industrial Relations
- Work Health & Safety
- Risk
- Workers Compensation & Insurance
- Payroll

**Finance**

- Debtors & Creditors
- Rates & Revenue
- Financial Planning
- Grants
- Investments
- Purchasing & Procurement

**Building Certification**

- Construction Certification
- Development assessment
- Drainage diagrams

**Compliance**

- Animal Control
- Regulatory Control

**Communication**

- Website
- Media Releases
- Advertisements
- Media Relations
- Staff Communications
- Social Media

**Engineering Design & Approvals**

- Survey, Design & Drafting
- Traffic Engineering

**Governance**

- Integrated Planning & Reporting Framework
- Statutory Reporting

- Administration Support
- Councillor Support

**Assets**

- Asset Management
- GIS

**Information Services**

- IT
- Corporate Information

**Airport**

- Aerodrome Operations

**Water & Sewerage Services**

- Water
- Water Filtration Plant
- Wastewater
- Wastewater Treatment Plant
- Water Quality

**Saleyards**

- Saleyards Operation

**Customer Service****Planning and Compliance**

- Planning & Environmental Compliance
- Development Assessment
- Land Use Controls
- Planning Certificates
- Property Services

**Depot**

- Fleet Management
- Depot Operations
- Mechanical Workshop
- Store

**Community Development**

- Community Development
- Australia Day Event Management
- Citizenship
- Grants

# Our Activities

Griffith City Council has a history of working to develop positive relationships with the local Aboriginal and Torres Strait Islander community through the Aboriginal Advisory Boards, the Griffith Local Aboriginal Land Council and the Aboriginal Community Working Party.

In **2005**, Council and the Griffith Aboriginal Land Council signed a Statement of Acknowledgement and Statement of Commitment to Indigenous Australians which acknowledge past injustices and a willingness to work with Griffith's Aboriginal and Torres Strait Islander community for a just and progressive society.

In **2008** Griffith City Council adopted its first Indigenous Employment Strategy, formalising its commitment to an Indigenous employment target of five percent of the Councils workforce. The following year Council created the permanent Aboriginal Liaison Officer position to work as a conduit between the Aboriginal and Torres Strait Islander community and Council.

In **2016** Griffith City Council partnered with the Griffith Community Drug Action Team and Youth Off The Streets (YOTS) to create the Strong Girls program. This multi-year program worked with teenage Aboriginal and Torres Strait Islander girls to improve their self-esteem and instill cultural pride.

The girls worked alongside local Elders to learn about local history, traditional painting, weaving and dance techniques. This program produced a traditional woven installation of a native fish titled 'Murrumbidgee Yellow Belly' now on display at the Griffith Aboriginal Medical Centre and the girls danced at a number of events

including Dance Rites at the Opera House, the opening of Yawarra Park Cultural Park and during the local Multicultural Festival.

In **2016** Council purchased their first local piece of Aboriginal art being 100 painted spears which hangs proudly in the entrance to the administration building. The spears were created by Aboriginal youth in recognition of Griffith's centenary celebrations.

More recently Council published its Aboriginal Cultural Protocols. This document guides Council staff on protocols relating to Welcome to Country, Acknowledgement of Country, flying the Aboriginal flag, the importance of meaningful consultation and the important role of Elders. It also includes the key Aboriginal and Torres Strait Islander organisations in Griffith.

Griffith City Council works to assist the community to address their needs and to build community capacity. The Community Grant Program benefit Griffith's residents and in 2018/19 a number funded projects were aimed at supporting Griffiths Aboriginal and Torres Strait Islander Community.

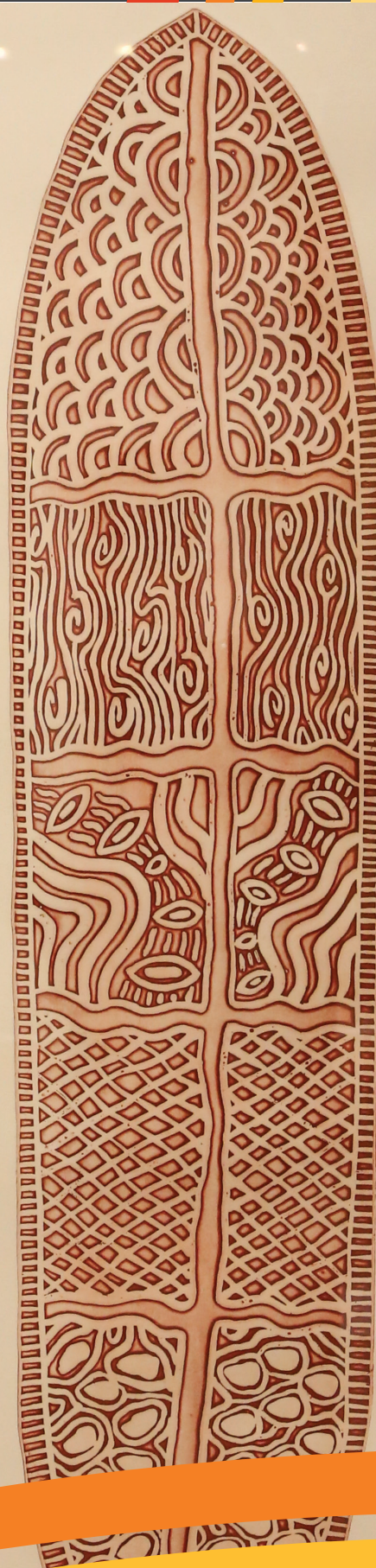
These include Dyrri-Bang-Gu's Elders day out at Warangesda Mission, the Griffith Aboriginal Medical Services' 'Reconciliation Cup, the Strong Girls Program, the purchase of a defibrillator for Tirkandi Inaburra Cultural and Development Centre and a trailer for the Clontarf Academy.

In **2018/19** Council sponsored a number of initiatives to support Griffith's Aboriginal and Torres Strait Islander community, including the Koori Kids' NAIDOC Week school

initiative, Walanmarra Gundyarri Schools Cultural Day and the Migay Allawah Women's Yarn Up NAIDO Awards, NAIDOC Family Fun Day and the 17th Annual Proud and Deadly Awards.

Council has partnered with the Griffith Aboriginal Land Council on a number of projects. **In 2013**, with funding from the Environmental Protection Authority, Griffith City Council worked with Griffith Local Aboriginal Land Council on a Rejuvenation and Prevention project on Aboriginal Land. More recently Council partnered with Griffith Aboriginal Land Council and NSW National Parks and Wildlife Service on the Mallinson Roads environmental and cultural restoration project. This project will revitalise the land by training and employing Aboriginal people to remove prickly pear and undertake a cultural burn to stimulate dormant native seed stock.

Council has supported a range of exhibitions and productions that showcase Aboriginal and Torres Strait Islander stories, talent and creativity. Griffith Regional Theatre and the Griffith Regional Art Gallery celebrate the creativity and cultural engagement of Aboriginal and Torres Strait Islander artists. This includes partnering projects like the Warangesda Aboriginal Mission Art and Historical Exhibition and hosting Murru, the third annual exhibition promoting artistic excellence and profession development for Aboriginal artists. The Gallery has also hosted touring exhibitions showcasing Aboriginal and Torres Strait Islander artists from around Australia such as the Manggan project, Through Our Own Eyes and For Country, For Nation.





Performance during the Griffith Centenary Celebrations



# 1. Relationships

Local government is the level of government closest to communities. Having strong and meaningful relationships between Aboriginal and Torres Strait Islander peoples and other Australians is an essential element of reconciliation. An engaged and connected community will help us work together more effectively to achieve our goals.

## 1.1 Promote reconciliation through our sphere of influence

Deliverables	Responsibility	Timeline
Include a copy of the RAP in staff induction packs, promote it during staff induction training and implement strategies to engage our staff in reconciliation.	Workforce Planning Manager	January 2020
Encourage organisations in Council's sphere of influence to develop their own RAP and seek opportunities for collaboration to advance reconciliation.	Director Economic & Organisational Development for SMT	December 2021
Encourage early learning centres and schools in our LGA to engage in reconciliation through the Narragunnawali program.	Aboriginal Liaison Officer	June 2020
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Director Economic & Organisational Development for SMT	December 2021
Communicate our commitment to reconciliation by publically promoting our RAP and the completion of major deliverables.	Communications Officer	December 2021

## 1.2 Promote positive race relations through anti-discrimination strategies

Deliverables	Responsibility	Timeline
Promote and implement policies that focus on anti-discrimination including OLG Model Code of Conduct as well as Councils Recruitment and Selection policy, Equal Employment Opportunity policy and Social Media policy.	HR Manager	December 2021
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors on anti-discrimination policy.	Aboriginal Liaison Officer	December 2021
Educate senior leaders on the effects of racism	Aboriginal Liaison Officer	December 2021

## 1.3 Build relationships through celebrating National Reconciliation Week (NRW)

Deliverables	Responsibility	Timeline
Highlight National Reconciliation Week through Councils social media or other communication materials.	Communications Officer	May 2020 May 2021
Celebrate National Reconciliation Week and circulate Reconciliation Australia's resources and reconciliation materials to all staff.	Aboriginal Liaison Officer	May 2020 May 2021
Encourage Councilors, Council staff to participate in external National Reconciliation Week events.	Aboriginal Liaison Officer	May 2020 May 2021
RAP Working Group members to participate in an external NRW event.	RAP working Group chair	May 2020 May 2021
Host a National Reconciliation Week event each year and register it via Reconciliation Australia's NRW website.	Aboriginal Liaison Officer	May 2020 May 2021

## 1.4 Work in partnership with the Aboriginal and Torres Strait Islander Community

Deliverables	Responsibility	Timeline
Maintain the identified Aboriginal Liaison Officer position as a conduit between Council and the Aboriginal and Torres Strait Islander community.	General Manager	December 2021
Collaborate with Griffith's Aboriginal Community Working Party.	Aboriginal Liaison Officer	December 2021
Provide Griffith's Aboriginal Community Working Party with regular updates on Council's work, grants and issues that will impact Griffith's Aboriginal community.	Aboriginal Liaison Officer	July 2020 July 2021
Ensure the Mayor and General Manager attend at least one meeting of the Aboriginal Community Working Party a year.	Aboriginal Liaison Officer	July 2020 July 2021
Partner with Aboriginal and Torres Strait Islander organisations on significant projects.	Community Development Coordinator	December 2021
Sponsor key events that benefit Griffith's Aboriginal and Torres Strait Islander community.	General Manager and Facility Managers	December 2021

## 1.5 Support Aboriginal and Torres Strait Islander peoples to participate in our decision making

Deliverables	Responsibility	Timeline
Ensure a minimum of one member of the Communities Committee identifies as an Aboriginal and/or Torres Strait Islander person and invite representation on other Council committees.	Councillors	December 2021

Through the Aboriginal Community Working Party involve Aboriginal and Torres Strait Islander people in major public projects, programmes and services.

Provide the Aboriginal Community Working Party the opportunity to input on key planning or policy documents.

Support and mentor Aboriginal and Torres Strait Islander peoples to undertake Introduction to Local Government training and encourage them to run in Local Council Elections.

Work with the Aboriginal and Torres Strait Islander community to resolve zoning and development issues.

Director Economic & Organisational Development for SMT

Director Economic & Organisational Development for SMT

Aboriginal Liaison Officer

Director Economic & Organisational Development for SMT

December 2021

December 2021

December 2021

December 2021



NAIDOC Performance at Griffith Regional Theatre



## 2. Respect

Respect is the foundation of Aboriginal and Torres Strait Islander cultures. Respect for land, respect for people. Building our understanding of Aboriginal and Torres Strait Islander cultures and traditions not only shows respect for First Nations people, but will be key to developing trust and improving the capacity of Council to meet their needs.

### 2.1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning

Deliverables	Responsibility	Timeline
Conduct a review of cultural learning needs within our organisation.	Aboriginal Liaison Officer	December 2021
Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Aboriginal Liaison Officer	December 2021
Work with the Aboriginal Community Working Party to identify appropriate cultural learning experiences and training for our staff.	Aboriginal Liaison Officer	November 2020
Ensure Councillors, senior management, service delivery and human resources staff complete appropriate Cultural Competency training.	Workforce Planning Manager	July 2021
Provide all staff with cultural learning opportunities.	Aboriginal Liaison Officer	December 2021
Ensure Council's next Workforce Plan includes an Aboriginal and Torres Strait Islander cultural learning strategy for our staff.	Workforce Planning Manager	December 2021

## 2.2 Visibly promote Aboriginal and Torres Strait Islander cultures in our local area

Deliverables	Responsibility	Timeline
In consultation with the Aboriginal Community Working Party update the 'Aboriginal Community' page on Griffith City Councils website.	Aboriginal Liaison Officer	July 2020
Work with the Aboriginal and Torres Strait Islander community to develop material capturing Griffith's Aboriginal history	Aboriginal Liaison Officer	July 2020
In consultation with the Aboriginal Community Working Party, identify opportunities to include Aboriginal and Torres Strait Islander imagery and cultures when developing Griffith (naming streets, buildings and designing public spaces).	Director Economic & Organisational Development for SMT	December 2021
In consultation with the Aboriginal Community Working Party, where practical, incorporate Wiradjuri language and imagery into communication materials that promotes Griffith's Aboriginal and Torres Strait Islander community.	Communications Officer	December 2021
Identify and promote the Aboriginal and Torres Strait Islander content within Griffith City Library's Local Studies Collection.	Library Manager	July 2020

## 2.3 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverables	Responsibility	Timeline
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Aboriginal Liaison Officer	December 2021

Ensure Councils Aboriginal Cultural Protocols are reviewed and updated in partnership with the Aboriginal Community Working Party.	Aboriginal Liaison Officer	July 2020
Continue to fly the Aboriginal Flag outside Council Chambers all year.	General Manager	December 2021
Support and remunerate Elders to provide a Welcome to Country at Council events.	Event organiser	December 2021
Continue to provide an Acknowledgement of Country at Council meetings.	Mayor	December 2021
Install Acknowledgement of Country messaging in Council's key public buildings.	Facility Manager	By July 2020

## 2.4 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week

Deliverables	Responsibility	Timeline
Promote NAIDOC Week events to the wider community and encourage staff and Councillors to attend events.	Communications Officer	June 2020 June 2021
RAP Working Group to participate in an external NAIDOC Week events.	Working Group Chair	July 2020 July 2021
Sponsor the Griffith's NAIDOC awards night.	General Manager	July 2020 July 2021
In consultation with Aboriginal and Torres Strait Islander peoples, encourage Council facilities to host a NAIDOC Week event.	Facility Manager	July 2020 July 2021



## 3. Opportunities

Sustained employment is key to the economic and social well-being of all Australians. Supporting direct and indirect employment will help address the inequities faced by Aboriginal and Torres Strait Islander peoples which will in turn help our local economy to grow.

### 3.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverables	Responsibility	Timeline
Work towards a 5% Aboriginal and Torres Strait Islander workforce target.	Workforce Planning Manager	December 2021
In consultation with Aboriginal and Torres Strait Islander staff, review and update Councils workforce strategy, recruitment and employment policies to assist in meeting the target and improve Aboriginal and Torres Strait Islander staff retention.	Workforce Planning Manager	September 2020
Update the Griffith Aboriginal Community Working Party and Aboriginal and Torres Strait Islander staff on progress towards reviewing our policies and meeting Council's Aboriginal and Torres Strait Islander workforce target.	Workforce Planning Manager	July 2020 July 2021
Continue to promote job opportunities within Council to the Aboriginal Community Working Party and provide guidance when applying for positions.	Aboriginal Liaison Officer	December 2021
Develop a program to support Aboriginal and Torres Strait Islander students to do work experience at Council.	Workforce Planning Manager	June 2020

Create and maintain an Aboriginal and Torres Strait Islander identified traineeship/apprenticeship in Council.

Encourage organisations in Council's sphere of influence to set Aboriginal and Torres Strait Islander employment targets.

Workforce Planning Manager

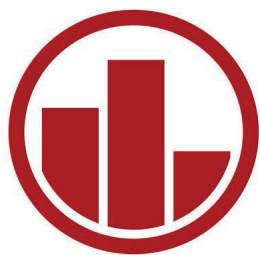
Director Economic and Organisational Development for SMT

March 2020

December 2021

### 3.2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverables	Responsibility	Timeline
Purchase products from Aboriginal and Torres Strait Islander businesses to sell at the Griffith's Visitor Information Centre, Griffith Regional Art Gallery and to build on the collection held by the Griffith Regional Art Gallery.	Regional Arts and Museum Manager	December 2021
Develop commercial relationships with local and other Aboriginal and/or Torres Strait Islander businesses, entrepreneurs and performers.	Procurement Officer	December 2021
Investigate Supply Nation membership and the potential to increase our supplier diversity.	Procurement Officer	July 2020
Review Council's Procurement Policy and practices with the aim of increasing opportunities for Aboriginal and Torres Strait Islander businesses.	Procurement Officer	July 2020
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Procurement Officer and Aboriginal Liaison Officer	December 2021



## 4. Governance

Sustained employment is key to the economic and social well-being of all Australians. Supporting direct and indirect employment will help address the inequities faced by Aboriginal and Torres Strait Islander peoples which will in turn help our local economy to grow.

### 4.1 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP

Deliverables	Responsibility	Timeline
Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Aboriginal Liaison Officer	December 2020 December 2021
Establish and apply a Terms of Reference for the RWG.	Aboriginal Liaison Officer	April 2020
Meet at least four times per year to drive and monitor RAP implementation.	Aboriginal Liaison Officer	January, April July October 2020/2021
Develop a program to support Aboriginal and Torres Strait Islander students to do work experience at Council.	Workforce Planning Manager	April 2020
Create and maintain an Aboriginal and Torres Strait Islander identified traineeship/apprenticeship in Council.	Workforce Planning Manager	April 2020

### 4.2 Provide appropriate support for effective implementation of RAP commitments

Deliverables	Responsibility	Timeline
Define resource needs for RAP implementation.	Aboriginal Liaison Officer	April 2020

Define and maintain appropriate systems to track, measure and report on RAP commitments.

Aboriginal Liaison Officer

April 2020

#### 4.3 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally

Deliverables	Responsibility	Timeline
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Aboriginal Liaison Officer	September 2020
Include in Council's Annual Report information on RAP achievements, challenges and learnings.	Community Development Coordinator	July 2020 July 2021
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Community Development Coordinator	May 2020
Report RAP progress to all staff and senior leaders quarterly.	Community Development Coordinator	January, April July October 2020/2021

#### 4.4 Continue our reconciliation journey by developing our next RAP

Deliverables	Responsibility	Timeline
Register via Reconciliation Australia's website to begin developing our next RAP.	Aboriginal Liaison Officer	June 2021



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