

Reconciliation Plans 2022-2023



CLARE & GILBERT
VALLEYS COUNCIL



Clare & Gilbert Valleys Council Reconciliation Action Plan Structure

Table of Contents

- CEO and Mayor Intro
- Description of CGVC Business
- Description of the Plan – history
- RAP working group members; Champion; key learnings/challenges/achievements to date
- Journey so far
- Action list (action, deliverable, timeline, responsibility) built around the following themes:
 - **Relationships** – building mutually respectful relationships between Council and community
 - **Respect** – create an organizational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander people
 - **Opportunities** – increase and enhance opportunities for Aboriginal People to participate in social and economic activities
 - **Governance** - tracking progress and reporting





CEO and Mayor Introduction

From 2018, CGVC has had four years of being involved in and helped to grow the districts NAIDOC celebrations, developing relationships with Ngadjuri and Aboriginal & Torres Strait Islanders people living in the district and region.

The council resolved to Introduce an Acknowledgement statement into Council meeting procedures in 2021

Previously Council had not considered joining the Reconciliation Australia process until a meeting of the partners in the World Heritage area bid that recognise Adelaide its surrounds as a pristine example of British Colonial model of development.

It was realised in discussion that CGVC did not have a First Nations reference group to consult, although a relationship with several Ngadjuri Elders had been fostered. It was recognised that having a local body that could be referred to for advice and guidance when dealing with Aboriginal & Torres Strait Islanders issues would be helpful.

During the same period there has been a growing desire across the broader community to understand Ngadjuri culture and the history of the interactions between the Europeans and Ngadjuri.

In July 2021, at its Ordinary Council meeting a decision was made to establish a Reconciliation Advisory Group to support and assist CGVC in the development and monitoring of a range of initiatives that will contribute to the goals of Reconciliation Australia.

The Reconciliation Advisory Group was established as a section 41 committee of Council, with community and Councillor representatives.

Mayor

1 x Councillor

2 x Community representatives

2 x Aboriginal & Torres Strait Islander Community representatives

2 x Ngadjuri representatives



Members of the Group are paid in line with the Risk and Audit Committee.

Since the group members were identified and had its first meeting in October 2021 it has focused on working out the content and scope of the RAP and participated in a Cultural Awareness session provided by Ngadjuri Elder and inaugural member of the Committee, Quentin Agius.

One of the four themes in Council's Strategic Plan 2019-2029 is to have a "Connected and Empowered Community". Council wishes to achieve a number of outcomes that suggest that it needs to actively take steps towards building respectful relationships with Ngadjuri and Aboriginal & Torres Strait Islanders community members. These outcomes include:

- A sense of belonging and connectedness to community for all
- Recognition and celebration of a diverse and unique community
- An engaged and connected community that is well informed on community issues
- A community that is safe and where people feel safe
- Arts culture and heritage that is preserved and integrated within our community.

This RAP is a step towards embedding in the organisation a culture that will support and drive to make these outcomes a reality for Ngadjuri and Aboriginal & Torres Strait Islanders

Description of CGVC Business

The Clare & Gilbert Valleys Council is the Local Government entity responsible for providing services, infrastructure, assets, managing community funds and advocating on behalf of our residents.

The core services for CGVC include road re-sheeting, sealed road renewals, footpaths, storm water, drainage, and community wastewater management schemes.

CGVC also has a number of statutory responsibilities in health, building and planning assessment that it provides to the community.



In addition, CGVC provides a number of services that focus on the well being of the community and the local economy. These include support to the arts, tourism sector, sporting associations, history and heritage groups, etc as well as to the traditional owners and Aboriginal & Torres Strait Islanders people living in the community.

The Reconciliation Advisory Group Members.

Mayor Wayne Thomas	Quenten Agius
Cr Lucy Drummond	Deb Keleher
Core Ah Chee	Errol Lawson
Rebecca Agius	

The members are supported by CGVC Staff: CEO, Dr Helen Macdonald, Director Corporate Services, Leanne Kunoth, Culture & Tourism Coordinator, Cecilia Wang.

The Reconciliation Advisory Group decided at its meeting in June 2022 that it wanted to recommend to Council that it adopt two reconciliation plans. A Reflect Plan and an Innovate Plan. The reason for deciding this was because of the actions that CGVC had already taken on the path of reconciliation.

The Plan #1

Reflect: Scoping capacity for reconciliation

Reflect RAPs are for 12 months and are right if your organisation is new to reconciliation and unsure how to get started as they set out steps to prepare your organisation for reconciliation initiatives in future RAPs.

Committing to a Reflect RAP means scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on your vision for reconciliation and exploring your sphere of influence

Duration: 12 month plan

The content of this plan has been identified and reviewed by the CGVC Reconciliation Advisory Group.



This plan outlines the steps the organisation will take to contribute towards reconciliation. It is a strategic document that supports an organisation's business plan. It lists the actions that the organisation will take to contribute towards reconciliation both internally and in the communities in which it operates.

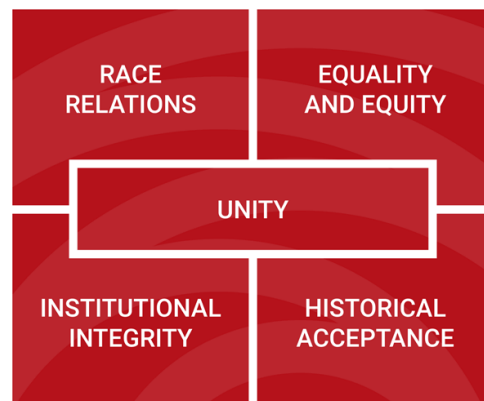
CGVC will work to:

- build and encourage relationships between Ngadjuri and other Aboriginal and Torres Strait Islander people, the district and regional community and other Local Government organisations.
- foster and embed respect for the world's longest surviving cultures and communities.
- Advocate for opportunities to improve socio-economic outcomes for Ngadjuri and other Aboriginal & Torres Strait Islanders people.

****Note:** The objective of Reconciliation Australia is to promote and facilitate respect, trust and positive relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

Reconciliation Australia's "vision of national reconciliation is based on five critical dimensions: race relations, equality and equity, institutional integrity, unity and historical acceptance. These five dimensions do not exist in isolation; they are inter-related and Australia can only achieve full reconciliation if we progress in all five."

Five Dimensions¹



¹ From Reconciliation Australia's website.



- **Relationships** – building mutually respectful relationships between Council and community
- **Respect** – create an organizational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander people
- **Opportunities** – increase and enhance opportunities for Aboriginal People to participate in social and economic activities
- **Governance** - tracking progress and reporting

No.	Alignment with Council Strategic Plan	RAP ACTIONS	Responsible Dept	Target/ Completion Date
Relationships – building mutually respectful relationships between Council and community				
1	2.7, 2.10	• Engage with Ngadjuri on cultural installations and projects, particularly related to tourism	Development & Community	ongoing
2	1.8, 2.10	• Collaborate with historians, anthropologists etc to better understand the history of Ngadjuri interaction with settlers and find funds to identify sites of importance within the Council area	Development & Community	ongoing
3	1.10	• Support the annual Community NAIDOC Celebration in collaboration with Ngadjuri and neighbouring Councils	CEO	Ongoing
4	1.10	• Hold event for Ngadjuri Nations Board and Elected Members to meet and get to know one another	CEO	2023
5	1.8, 2.7	• Commence discussion about the merits of creating a Ngadjuri history & cultural centre	CEO	2023



Respect – create an organizational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander people				
6	4.8	• Commence discussion with Council and Trail groups about the installation of Signage on walking trails; Roads, etc	Development & Community	Ongoing
7	1.1	• Cultural awareness training for staff and Elected Members	Corporate Service	2022-2023
8	1.1	• Provide racism awareness training for staff & Elected Members	Corporate Service	2022-2023
9	1.1	• Fly Aboriginal Flag at all times	Corporate Service	Ongoing
10		• Acknowledgement of / or Welcome to Country at all formal Council meetings and events	CEO	Ongoing
Opportunities – increase and enhance opportunities for Aboriginal People to participate in social and economic activities				
11		• Welcome to Country - Provide opportunities for Ngadjuri to do welcome to country for key events and activities that Council holds	CEO	Ongoing
Governance: tracking progress and reporting				
12	4.7	• Report annually to Reconciliation Australia/SA	CEO	
13	4.7	• Participate in the LGA Reconciliation Officers Network meeting	CEO	ongoing
14	4.7	• Consult RAP Group about progress of the plan and any issues that may arise during implementation of the Reflect Action Plan	CEO	ongoing
15	4.7	• Annual Report to be made public	CEO	
16	4.7	• Report progress to Council as part of Strategic & Corporate Plan reports	Corporate Services	ongoing



The Plan #2

Innovate: Implementing reconciliation initiatives

An Innovate RAP runs for two years, and outlines actions for achieving the organisation's vision for reconciliation.

Innovate RAP commitments allow the organisation to gain a deeper understanding of your sphere of influence, and establish the best approach to advance reconciliation.

An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, and developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

Duration: 2 year plan

The content of this plan has been identified and reviewed by the CGVC Reconciliation Advisory Group.

This plan outlines the steps the organisation will take to contribute towards reconciliation. It is a strategic document that supports an organisation's business plan. It lists the actions that the organisation will take to contribute towards reconciliation both internally and in the communities in which it operates.

CGVC will work to:

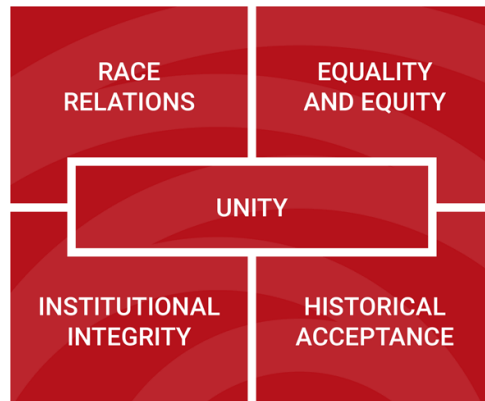
- build and encourage relationships between Ngadjuri and other Aboriginal and Torres Strait Islander people, the district and regional community and other Local Government organisations.
- foster and embed respect for the world's longest surviving cultures and communities.
- advocate opportunities to improve socio-economic outcomes for Ngadjuri and other Aboriginal & Torres Strait Islanders people.

****Note:** The objective of Reconciliation Australia is to promote and facilitate respect, trust and positive relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples.



Reconciliation Australia's "vision of national reconciliation is based on five critical dimensions: race relations, equality and equity, institutional integrity, unity and historical acceptance. These five dimensions do not exist in isolation; they are inter-related and Australia can only achieve full reconciliation if we progress in all five."

Five Dimensions²



- **Relationships** – building mutually respectful relationships between council and community
- **Respect** – create an organizational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander people
- **Opportunities** – increase and enhance opportunities for Aboriginal People to participate in social and economic activities
- **Governance** - tracking progress and reporting

² From Reconciliation Australia's website.



No.	Alignment with Council Strategic Plan	RAP ACTIONS	Responsible Dept	Target/ Completion Date
Relationships – building mutually respectful relationships between Council and community				
1	2.7, 2.10	<ul style="list-style-type: none"> Engage with Ngadjuri on cultural installations and projects, particularly related to tourism 	Development & Community	ongoing
2	1.8, 2.10	<ul style="list-style-type: none"> Collaborate with historians, anthropologists etc to better understand the history of Ngadjuri interaction with settlers and find funds to identify sites of importance within the Council area 	Development & Community	ongoing
3	1.10	<ul style="list-style-type: none"> Support the annual Community NAIDOC Celebration in collaboration with Ngadjuri and neighbouring Councils 	CEO	Ongoing
4	1.10	<ul style="list-style-type: none"> Hold an event for Ngadjuri Nations Board and Elected Members to meet and get to know one another 	CEO	2023
5	1.8, 2.7	<ul style="list-style-type: none"> Commence discussion about the merits of creating a Ngadjuri history & cultural centre 	CEO	2023
Respect – create an organizational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander people				
6	4.8	<ul style="list-style-type: none"> Commence discussion with Council and Trail groups about the installation of Signage on walking trails; Roads, etc 	Development & Community	Ongoing
7	1.1	<ul style="list-style-type: none"> Cultural awareness training for staff and Elected Members 	Corporate Service	2022-2023
8	1.1	<ul style="list-style-type: none"> Provide racism awareness training for staff & Elected Members 	Corporate Service	2022-2023



9	1.1	<ul style="list-style-type: none"> Fly Aboriginal Flag at all times 	Corporate Service	Ongoing
10		<ul style="list-style-type: none"> Acknowledgement of / or Welcome to Country at all formal Council meetings and events 	CEO	Ongoing
11	3.8	<ul style="list-style-type: none"> Help to heal the country and increase biodiversity. Focus on land (including roadsides & nature reserves) under the care and control of CGVC 	Works & Infrastructure	2023/2024
Opportunities – increase and enhance opportunities for Aboriginal People to participate in social and economic activities				
12		<ul style="list-style-type: none"> Welcome to Country - Provide opportunities for Ngadjuri to do welcome to country for key events and activities that Council holds 	CEO	Ongoing
13	2.5	<ul style="list-style-type: none"> Provide T & D and employment opportunities to Aboriginal & Torres Strait Islanders people 	Corporate Service	Ongoing
14	2.5	<ul style="list-style-type: none"> Identify existing Aboriginal & Torres Strait Islanders businesses in the region and liaise with LGA Procurement, RDAYMN & others for advice and support 	CEO Development & Community	2023
15	2.5	<ul style="list-style-type: none"> Work to create opportunities for existing Aboriginal & Torres Strait Islanders businesses and create new ones 	CEO	2024
16	1.9	<ul style="list-style-type: none"> Facilitate Ngadjuri's return to country by advocating for affordable housing on Ngadjuri country 	CEO	Ongoing
17	4.1	<ul style="list-style-type: none"> Incorporate into the procurement policy and tendering documents a requirement for contractors to make the best endeavour to employ or sub-contract to Aboriginal & Torres Strait Islanders businesses that are located in the region 	Director Corporate Services	2024



Governance: tracking progress and reporting				
18	4.7	• Report annually to Reconciliation Australia/SA	CEO	
19	4.7	• Participate in the LGA Reconciliation Officers Network meeting	CEO	ongoing
20	4.7	• Consult RAP Group about progress of the plan and any issues that may arise during implementation of the Innovate Action Plan	CEO	ongoing
21	4.7	• Annual Report to be made public	CEO	
22	4.7	• Report progress to Council as part of Strategic & Corporate Plan reports	Corporate Services	ongoing



Contact: CEO, Dr Helen Macdonald, Clare & Gilbert Valleys Council, 4 Gleeson Street, Clare, (08) 88426 400.

