

REPORT CM/7.1/19.10



Subject: Innovate Reconciliation Action Plan 2019-2021

TRIM No: A14/0173

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RECOMMENDATION:

That Council adopts the Innovate Reconciliation Action Plan 2019–2021 attached to this report, noting that forwards from the Mayor and RAP Champion are still to be included.

1. Executive Summary

This report recommends that Council adopts the final Innovate Reconciliation Action Plan 2019–2021 (RAP) as attached to this report. Council received minimal feedback during the exhibition period, which did not prompt any changes to the draft document. However, the feedback will be incorporated into the implementation of the RAP action items.

2. Introduction/Background

Reconciliation Australia endorsed Council's draft RAP in August and following a report to Council, the endorsed draft RAP was placed on public exhibition for 28 days. Using the Reconciliation Australia template and structure, the endorsed draft RAP consisted of predominantly mandatory actions. Council needed to consider this structure when reviewing feedback. Two responses were provided as part of formal feedback through Council's 'Have Your Say' page, and some additional feedback was received through a meeting with a local elder, the former Mayor, Cr John Wakefield and Deputy Mayor, Cr Dominic Wy Kanak.

3. Relevant Council Resolutions

Meeting and date	Minute No.	Decision
Council 20 August 2019	CM/7.6/19.08	<p>That Council:</p> <ol style="list-style-type: none"> Endorses the draft Innovate Reconciliation Action Plan 2019–2021 (RAP) attached to this report for public exhibition. Notes that the draft RAP has been endorsed by Reconciliation Australia. Notes that a further report summarising consultation feedback will include a resourcing strategy to enable implementation of the RAP. Notes that preliminary costing of cross organisation delivery of proposed RAP actions is estimated to be

		<p>\$79,000.</p> <p>5. Calls for expressions of interest for an artwork from an Indigenous artist to be featured on the cover of the RAP, and that the Public Art Committee review and choose the successful applicant and artwork.</p>
<p>Council 14 October 2014</p>	<p>CM/7.6/14.10</p>	<p>That Council:</p> <ol style="list-style-type: none"> 1. Receives and notes the consultation feedback Council has received on the draft RAP together with Council officers' suggested responses included in the Consultation Summary (Attachment 1). 2. Endorses the Reconciliation Action Plan as detailed in Attachment 3. 1. Uses its professional photographs of the representatives of La Perouse Local Aboriginal Land Council in compiling the final version of the RAP, with any relevant permissions obtained.
<p>Operations Committee 6 May 2014</p>	<p>OCRD.13/14</p>	<p>That the Committee endorses the Draft Reconciliation Action Plan for consultation, subject to the following:</p> <ol style="list-style-type: none"> 1. The last paragraph of the section headed 'Background and Definitions' be amended to read: <p>"Waverley Council acknowledges that the La Perouse Local Aboriginal Land Council is the elected body under the NSW Aboriginal Land Rights Act 1983 for Aboriginal Land, culture, heritage and housing in the Waverley LGA. The La Perouse Local Aboriginal Land Council extends from Dover Heights to the Sutherland Shire."</p> 2. The following paragraph being added to the end of the section headed 'About Waverley': <p>"In 2013 11 staff members, or 2% of Council's workforce of 583 people, identified themselves as being from Aboriginal or Torres Strait Islander background. Waverley Council has had one Indigenous Councillor since 1999. Indigenous staff members are entitled to one day leave during NAIDOC week to enable them to participate in National Aboriginal and Islander Day (NAIDOC) celebrations and four staff used their 2013 NAIDOC entitlement as a public holiday."</p>

4. Discussion

86 people visited the page on the 'Have Your Say' site, and 39 downloaded the draft RAP. However, only two submissions were received in response to the request for feedback. A meeting was also held with

Council officers, the Mayor, Deputy Mayor and Aunty Rhonda Dixon-Grovenor who provided some additional feedback.

The feedback, including responses from Council officers, is as follows:

1. There is a vision, but more work needs to be done on a mission statement that addresses more specific deliverables than words like 'review', 'scope', 'report' and 'communicate'. Even use of the word 'implement' in relation to generic protocols requires more specific and concrete action strategies. The totem project, for example is concrete, but needs to remain mindful of the local culture. The Cadigal's hanguli (hard shield or arragon) had a white ochre background with a red ochre horizontal and a red ochre vertical stripe (like an English flag). There are many more examples like this.

Response: the RAP is an overarching document which outlines key actions consistent with Reconciliation Australia requirements. The Reconciliation Action Plan Working Group will work with relevant officers to detail the strategies for achieving the actions.

2. Great effort. Much appreciated but needs more consultation outside of traditional channels such as La Perouse Aboriginal Land Council.

Response: a requirement of the RAP is to develop a 'Cultural Protocols' document which will explore who Council should be engaging and consulting with, and strategies to support this.

3. Consult with elders at Coriwal (La Perouse).

Response: see response to 2.

4. Council should ensure that traditional owners should be consulted, not only Aboriginal people who live in the area who are from outside of the Eastern Suburbs. This will help in ensuring local protocols and procedures are adhered to, and local stories and culture is shared.

Response: see response to 2.

5. Respecting the intellectual property of Aboriginal and Torres Strait Islander people needs to be explored further through the RAP.

Response: see response to 2. In relation to indigenous art, refer to the appropriate Council officers.

Council officers appreciate the comments Council has received. While the feedback will be further considered in the RAP implementation, it has not resulted in any content changes of the draft RAP.

Following the Council endorsement of the draft RAP for exhibition, and the recommendation to commission a piece of Aboriginal art for the cover of the document, Council officers attended the Public Art Committee and selected the graphic design company 'Spirit Creative Agency' to design the document. Artist Natalie Bateman will work with them to create a bespoke piece for the cover, which will be incorporated into the design of the document. Both the artist and the business are strongly connected to La Perouse and the eastern suburbs, and the business is Supply Nation Certified.

5. Financial impact statement/Time frame/Consultation

As mentioned in the previous report to Council, successful implementation of the RAP requires a resourcing strategy across Council departments. The General Manager has committed to reviewing resource allocation as requirements are quantified. It is proposed that the RAP Working Group start developing an implementation and resourcing strategy for ELT's approval, which is likely to coincide with Q2 budget

amendments. An indicative figure of \$79,000 in year 1 has previously been estimated, and this will be subject to budget availability and normal approval processes.

Once the RAP is adopted by Council, officers will arrange for the design company to deliver the artwork and graphic design component to finalise the document. This work will include completion of the foreword/introduction from the Mayor, following the recent mayoral election.

6. Conclusion

The feedback received during public exhibition was minimal and did not indicate the need for any substantive changes to the draft RAP. Comments made will be considered as part of the specific actions which the feedback relates to. Endorsement is sought for this final document, which will then be designed and receive final endorsement by Reconciliation Australia for the launch to be held later this year.

7. Attachments

1. Innovate Reconciliation Action Plan 2019–2021 [↓](#)