

Reconciliation Action Plan

JULY 2021 - DECEMBER 2022





Acknowledgement of Country

We acknowledge the Barngarla People, the Traditional Owners of the land on which the City of Port Lincoln rests and their continuing connection to land, sea, culture and community. We pay our respects to Elders past, present and emerging, and we extend that respect to all other Aboriginal and Torres Strait Islander peoples in our community.



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CITY OF PORT LINCOLN

Mayor's Message

On behalf of the City of Port Lincoln, I am pleased to present our inaugural Reconciliation Action Plan (RAP).

Underpinned by Reconciliation Australia's core pillars Respect, Relationships and Opportunities, this Reflect RAP is a foundational commitment to support the advancement of reconciliation in our community, and provides the guidance needed to deliver meaningful action. Reconciliation requires a commitment to open dialogue, mutual respect and action and the RAP framework cultivates an environment and opportunities to learn and develop together.

The RAP has been developed in a collaborative spirit with representatives of the Barngarla people, the Traditional Owners of the land on which the City of Port Lincoln rests and Port Lincoln Aboriginal Health Services Inc with input also sought from the Port Lincoln Aboriginal Community Council and is meant as representative for all Aboriginal and Torres Strait Islander peoples living in the City of Port Lincoln and near surrounds.

I sincerely thank all involved for their invaluable support, enthusiasm and respectful contributions and look forward to continuing this collaborative approach into the future to deliver genuine and positive outcomes.

The City of Port Lincoln commits to completing the *Reflect* RAP's actions and deliverables over the next eighteen months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans.

I look forward to Council and the Port Lincoln community embracing the reconciliation commitment through our individual and collective actions to ensure development of meaningful relationships, respect and opportunities for all Aboriginal and Torres Strait Islander peoples in our community.

Brad Flaherty

Mayor
City of Port Lincoln





RECONCILIATION AUSTRALIA

Chief Executive Officer Statement

Reconciliation Australia welcomes City of Port Lincoln to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural *Reflect* RAP.

City of Port Lincoln joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This *Reflect* RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This *Reflect* RAP enables City of Port Lincoln to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations City of Port Lincoln, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



Artist Credit

The artwork on the cover and featured throughout our RAP was created by Vera Richards.

Vera is a local Aboriginal woman belonging to the Barngarla (Parnkalla) tribe of Galinyala (Port Lincoln). Her traditional connection to country spans from the Eyre Peninsula, the West Coast right through to the Goldfields regional and Southern Wheatbelt of Western Australia.

Vera's creative inspiration is drawn through her passion for her culture, heritage and the Dreaming and Creation Stories that have been passed down to her through her ancestors. Vera is connected to the country, the sky and the universal spirit and through this she has a unique love of the natural world with all its wondrous creatures. Vera primarily focuses on acrylic painting on many surfaces and her works are imbued with the deep emotion that is etched into the landscape from the beginning of time immemorial.

All of Vera's paintings follow a story with a dynamic narrative so that when she puts paint to brush there is always a story to tell.

Vera's artwork featured throughout the RAP was selected by the Barngarla Determination Aboriginal Corporation and it tells Barngarla Dreaming and Creation stories of Port Lincoln and surrounds as well as Songlines and Creation stories that cross Australia such as the Story of the Seven Sisters.





Our Business & Community

The City of Port Lincoln, situated at the base of the Eyre Peninsula, is located on the lands of the Barngarla People and covers an area of approximately 3000 hectares.

The natural setting of Boston Bay is a defining feature of Port Lincoln, with the foreshore a highly valued recreation space and visitor experience. Our economy continues to diversify through the innovation and growth of production and industry, bringing new investment, workforce and population growth. In the 2016 Census Port Lincoln had a population of 14,120 people with a median age of 40 years.

We are a diverse community with approximately 16.5% of our residents born overseas and Aboriginal and Torres Strait Islander peoples making up 5.1% of our population.

The City of Port Lincoln's administration office is located in the Central Business District, while the operations depot is located within the city's industrial precinct. The City of Port Lincoln also operates the Nautilus Arts Centre, Port Lincoln Library and Visitor Information Centre. The Port Lincoln Leisure Centre is owned by the City of Port Lincoln and managed by YMCA.

Employing over 60 individuals, the City of Port Lincoln Council provides leadership on behalf of the community by providing cost effective and relevant services focused on the following Goals:

- Economic Growth and Opportunity
- Liveable and Active Communities
- Governance and Leadership
- Sustainable Environment
- Community Assets and Placemaking

Information about employees who identify as Aboriginal and/or Torres Strait Islander people is confidential and disclosure is voluntary. Therefore, the number of Aboriginal and Torres Strait Islander staff employed by Council is not known at this stage, and appropriate strategies to capture the diversity details of our staff will be investigated throughout the implementation of our *Reflect* RAP.

One of Council's core roles is to support and engage with our community to promote and enhance social inclusion and community resilience and wellbeing. This includes the wellbeing of all Aboriginal and Torres Strait Islander peoples who live in Port Lincoln and/or have a strong connection to the area.



Our RAP

In 2016 the City of Port Lincoln adopted Strategic Directions, a ten year strategic plan developed through engagement with council elected members and staff, business leaders, community organisations, other stakeholders and the wider community. As a result of this engagement with our community, the following key action was included within our Strategic Plan: **engage and collaborate with the Aboriginal community to develop and implement a Reconciliation Action Plan.**

In May 2019, Council resolved to initiate the development of a Reconciliation Action Plan (RAP), and invitations were extended to the following key stakeholder groups to form membership of a RAP Working Party alongside senior Council representatives:

- Barngarla Determination Aboriginal Corporation (BDAC)
- Port Lincoln Aboriginal Health Services (PLAHS)
- Port Lincoln Aboriginal Community Council (PLACC)

The role of the RAP Working Party is to develop a clear and structured framework to apply the principles of reconciliation across Council functions and activities, assist in creating opportunities and promote a culture of respect and understanding for Aboriginal and Torres Strait Islander peoples.

Communication with Reconciliation Australia, research into RAP's adopted by other councils, and analysis of council activities to date indicated that a *Reflect* RAP was the right starting point for the City of Port Lincoln to further strengthen relationships and ensure reconciliation is advanced within the community in a truly meaningful manner.

During the RAP development phase, RAP Working Party members have been responsible for engaging with their representative organisations and liaising with stakeholder groups to bring forward ideas and propose actions to advance reconciliation. During the RAP implementation phase, RAP Working Party members are responsible for communication and promoting the implementation of deliverables within this *Reflect* RAP to their respective organisations and colleagues.

Overall, with strong support from Council's Senior Executive Team and Elected Members and valuable support from RAP Working Party representatives, the City of Port Lincoln's *Reflect* RAP is well placed to succeed.



Matthew Morgan, Andrea Broadfoot, Jayden Richards, Jason Bilney, Helena Jones, Harry Miller, Brad Flaherty (absent Linda Davies)



RAP Working Party

RAP WORKING PARTY MEMBERSHIP

- Jason Bilney, BDAC Director
- Jayden Richards, BDAC Director & RAP Working Party Co-Chair
- Harry Miller, PLAHS
- Matthew Morgan CEO, RAP Working Party Co-Chair
- Helena Jones, Acting Manager Community, Culture & Recreation
- Mayor Brad Flaherty
- Councillor Linda Davies
- Councillor Andrea Broadfoot

RAP CHAMPIONS

Council's Chief Executive Officer: will champion the RAP internally and externally

Council's Manager Community, Culture & Recreation: will champion the RAP internally and externally

Jayden Richards, RAP Working Party Co-Chair: will champion the RAP externally

Timeline

July 2018	Discussions initiated with BDAC regarding initiating a RAP for the City of Port Lincoln
November 2018	Local Government Elections
May 2019	Council resolved to re-initiate development of a RAP and invitations sent to stakeholder groups to form the RAP Working Party
September 2019	First meeting of the RAP Working Party held
December 2019	Intent to develop a RAP lodged with Reconciliation Australia and RAP Working Party Terms of Reference adopted
February 2020	First draft of the RAP workshopped with Working Party
August 2020	Presentation of RAP progress to Elected Members
June 2021	RAP Artwork Commissioned
September 2021	RAP launched



Our Partnerships & Current Activities



Previous collaboration and engagement with Aboriginal and Torres Strait Islander peoples have included:

- Provision of grant funding for National Reconciliation Week and NAIDOC Week activities
- Consultation on guiding plans such as the Foreshore Master Plan
- Engaging Barngarla representatives for survey and monitoring work when undertaking projects and works at identified significant sites
- Engaging Barngarla representatives for Welcome to Country at council events, forums and conferences
- Flying the Aboriginal flag above the Nautilus Arts Centre
- 'Wattle You Do' public artwork project between Tasman Terrace and the Port Lincoln Visitor Information Centre
- Council formally adopting an Acknowledgment of Country at the commencement of Ordinary Council Meetings as of July 2020
- Liaising with and commissioning Barngarla representatives for the Parnkalla Trail logo

However, these reconciliation activities have been informal and ad hoc in nature, without a plan or guiding framework. Additionally, the principles underpinning reconciliation have not been applied consistently across Council departments and activities. These observations demonstrate the City of Port Lincoln is only just beginning our journey of reconciliation and this *Reflect* RAP is therefore the welcomed first step we will take on a shared journey.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area.	December 2021	Manager Community, Culture & Recreation/ Community Wellbeing & Activation Officer
	1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2022	Manager Community, Culture & Recreation/ Community Wellbeing & Activation Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to Council staff, elected members and volunteers.	May 2021, 2022	Chief Executive Officer
	2.2 Support RAP Working Party members to participate in an external NRW event.	27 May- 3 June 2021, 2022	Chief Executive Officer
	2.3 Encourage and support Council staff, elected members and volunteers to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2021, 2022	Chief Executive Officer
	2.4 Consider providing support (either financial or in-kind) towards a NRW community event.	27 May- 3 June 2021, 2022	Manager Community, Culture & Recreation
	2.5 Collaborate with identified Aboriginal and Torres Strait Islander stakeholders and organisations to source external funding for NRW events held by these Aboriginal and Torres Strait Islander organisations.	May 2021, 2022	Manager Community, Culture & Recreation



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation in our community.	3.1 Communicate Council's commitment to reconciliation to all staff, elected members, volunteers and the wider community.	September 2021	Chief Executive Officer
	3.2 Identify external stakeholders that Council can engage with on our reconciliation journey.	March 2022	Manager Community, Culture & Recreation
	3.3 Promote the achievement of RAP actions and deliverables through council communication channels.	September 2022	Community Wellbeing & Activation Officer
	3.4 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	September 2022	Manager Community, Culture & Recreation
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	September 2022	Manager People, Governance & Communication
	4.2 Conduct a review of Council Human Resource policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2022	Manager People, Governance & Communication



Respect



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	September 2022	Manager Community, Culture & Recreation
	5.2 Conduct a review of cultural learning needs across the organisation.	September 2022	Manager People, Governance & Communication
	5.3 Engage with Traditional Owners, the Barnjarla People, to implement cultural awareness training for Council employees, elected members and volunteers.	July 2022	Community Wellbeing & Activation Officer / Manager People, Governance & Communication
	5.4 Incorporate cultural awareness training into induction programs for all new employees, elected members and volunteers.	December 2022	Manager People, Governance & Communication / Community Wellbeing & Activation Officer

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Develop an understanding of the Barngarla People, the Traditional Owners of the lands and waters within our organisation's operational area.	December 2021	Chief Executive Officer / Manager Community, Culture & Recreation
	6.2 Increase Council employee and elected member understanding of the purpose and significance behind Aboriginal and Torres Strait Islander cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2022	Chief Executive Officer
	6.3 Liaise with local Traditional Owners, the Barngarla People, to develop a procedure to guide use of cultural protocols, including Acknowledgment of Country and Welcome to Country protocols, within council documents and during council committee meetings and workshops (public and internal) and events.	December 2021	Community Wellbeing & Activation Officer
	6.4 Include an Acknowledgement of Country on Council's printed and electronic collateral eg email signature blocks, letterhead and reports.	March 2022	Community Wellbeing & Activation Officer / Corporate Communications Officer
	6.5 Consult with Traditional Owners, the Barngarla People, and local Aboriginal and Torres Strait Islander stakeholders and organisations to include and update information on Council website regarding local Aboriginal and Torres Strait Islander cultures and histories.	March 2022	Community Wellbeing & Activation Officer / Corporate Communications Officer
	6.6 Develop a framed Reconciliation Statement/ Acknowledgement for display in the Council Chambers and other council facilities such as administration reception areas, library, Visitor Information Centre and Nautilus Arts Centre.	July 2022	Manager Community, Culture & Recreation
	6.7 Purchase a portable Reconciliation Statement/Acknowledgement banner for use at Council run programs and events.	July 2022	Community Wellbeing & Activation Officer
	6.8 Liaise with local Traditional Owners, the Barngarla People, and neighbouring Councils to investigate 'Welcome to Barngarla Country' city entrance signage.	July 2022	Coordinator Major Projects



RESPECT (continued)

Action	Deliverable	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst Council staff, elected members and volunteers about the meaning of NAIDOC Week.	July 2021, 2022	Chief Executive Officer
	7.2 Introduce Council staff, elected members and volunteers to NAIDOC Week by promoting external events in our local area.	July 2021, 2022	Chief Executive Officer
	7.3 Support the RAP Working Party to participate in an external NAIDOC Week event.	First week in July 2021, 2022	Chief Executive Officer
	7.4 Consider providing support (either financial or in-kind) towards a NAIDOC week event.	July 2021, 2022	Manager Community, Culture & Recreation
	7.5 Collaborate with stakeholders to source external funding for NAIDOC week events and activities held by these Aboriginal and Torres Strait Islander organisations.	July 2021, 2022	Manager Community, Culture & Recreation



Action	Deliverable	Timeline	Responsibility
8. Promote Aboriginal and Torres Strait Islander cultures and histories	8.1 Engage and collaborate with identified Aboriginal and Torres Strait Islander stakeholders and organisations to investigate strategies for the appropriate recognition of all local Aboriginal and Torres Strait Islander cultures and histories.	September 2022	Manager Community, Culture & Recreation/ Coordinator Major Projects
	8.2 Undertake an audit of Council signs in liaison with local Aboriginal and Torres Strait Islander stakeholder groups to identify locations which relate to Traditional Owners, the Barngarla People, and other local Aboriginal and Torres Strait Islander peoples.	December 2022	Manager Community, Culture & Recreation/ Coordinator Major Projects
	8.3 Consult with local Aboriginal and Torres Strait Islander peoples regarding utilising council facilities to promote their cultures and histories. For example, placement of artwork for sale within the Nautilus Arts Centre Gallery Shop as well as scheduling exhibitions within the centre's galleries particularly during National Reconciliation Week/NAIDOC Week and other community festivals.	December 2021	Manager Community, Culture & Recreation/ Nautilus Arts Centre Coordinator

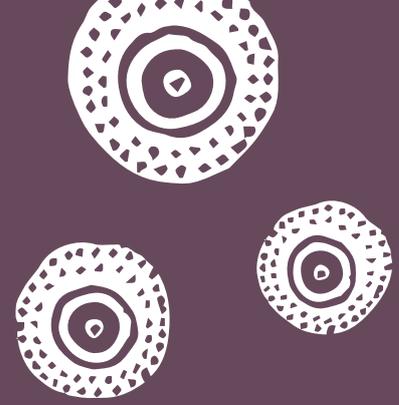


Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	9.1 Review Council's recruitment framework to investigate strategies to support and facilitate Aboriginal and Torres Strait Islander employment opportunities.	September 2022	Manager People, Governance & Communication
	9.2 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2022	Manager People, Governance & Communication
	9.3 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2022	Manager People, Governance & Communication
	9.4 Support and promote strategies to increase Aboriginal and Torres Strait Islander representation in Local Government.	December 2022	Chief Executive Officer
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1 Review Council's procurement policy framework to investigate strategies to support procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2022	Manager Finance & Business



Action	Deliverable	Timeline	Responsibility
<p><i>...continued</i></p> <p>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	10.2 Review Council's procurement policy framework to investigate strategies to support procurement from businesses that demonstrate commitment to reconciliation core principles; respect, relationships and opportunities via implementation of a RAP, specific employment or engagement activities and/ or established cultural awareness practices.	September 2022	Manager Finance & Business
	10.3 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2022	Manager Finance & Business
	10.4 Encourage Aboriginal and Torres Strait Islander businesses to submit expressions of interest for any future procurement panels and involve Aboriginal and Torres Strait Islander businesses in any capacity building exercises organised by Council.	September 2022	Manager Finance & Business
	10.5 Investigate Supply Nation membership.	September 2021	Community Wellbeing & Activation Officer
<p>11. Promote participation opportunities for Aboriginal and Torres Strait Islander peoples</p>	11.1 Investigate strategies to support increased Aboriginal and Torres Strait Islander participation within local youth, sporting and other community organisations.	September 2022	Manager Community, Culture & Recreation
	11.2 Develop relationships with external stakeholders to explore opportunities to support local Aboriginal and Torres Strait Islander student learning and/or scholarship programs.	September 2022	Manager Community, Culture & Recreation



Governance

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Party (RWP) to drive governance of the RAP.	12.1 Review and update RWP Terms of Reference and membership required to maintain a RWP to oversee RAP implementation.	September 2021	Chief Executive Officer
	12.2 Ensure continued Aboriginal and Torres Strait Islander leadership and representation on the RWP.	September 2021	Chief Executive Officer & Manager Community, Culture & Recreation
13. Provide appropriate support for effective implementation of RAP commitments.	13.1 Identify resource needs for RAP implementation for consideration in council budget and Annual Business Plan.	January 2022	Chief Executive Officer & Manager Community, Culture & Recreation
	13.2 Engage senior Council leaders in the delivery of RAP commitments.	July 2021	Chief Executive Officer
	13.3 Identify appropriate systems and capability to track, measure and report on RAP commitments.	September 2021	Community Wellbeing & Activation Officer

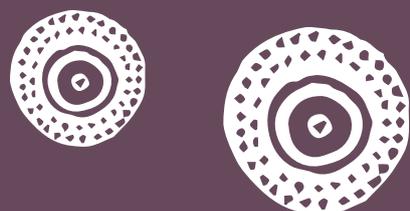


Action	Deliverable	Timeline	Responsibility
<p>14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</p>	<p>14.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</p>	<p>30 September 2022</p>	<p>Community Wellbeing & Activation Officer</p>
<p>15. Continue our reconciliation journey by developing our next RAP.</p>	<p>15.1 Register via Reconciliation Australia's website to begin developing Council's next RAP.</p>	<p>September 2022</p>	<p>Community Wellbeing & Activation Officer</p>



"I look forward to Council and the Port Lincoln community embracing the reconciliation commitment through our individual and collective actions to ensure development of meaningful relationships, respect and opportunities for all Aboriginal and Torres Strait Islander peoples in our community."

Mayor Brad Flaherty



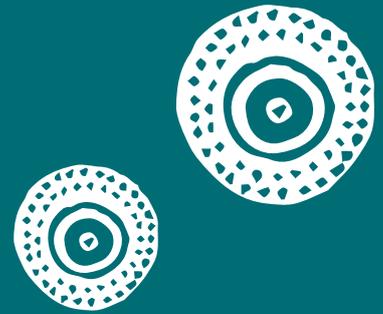
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City of
Port Lincoln
Seafood Capital of Australia

