



July 2022-June  
2024

# Innovate Reconciliation Action Plan



## Pictures across the document

Front Cover

Top –

Carved Lizard Local Aboriginal History Information Plinth – Joe Hurst (1996) – Callan Point Rozelle – photographer Deborah Lennis

Bottom –

Fish Traps – Clarke/Edwards (2019) – Gadigal/Wangal Wayfinding Project – King George Park Callan Park – photographer Barbara Becker

Page 1 – Inner West Aboriginal & Torres Strait Islander design, with a disclaimer (2019) – designer - Rhonda Sampson

Page 2 – Inner West Aboriginal and Torres Strait Islander Advisory Committee Members 2022 – photographer

Page 3 – Mayor Inner West Council – Cllr Darcy Byrne

Page 4 – General Manager Inner West Council – Peter Gainsford

Page 5 - Idealised Aboriginal Flag -

Page 8 – Infographics (2022) – Informed Decisions

Page 10 – Aboriginal Language Map – AIATSIS.gov.au

Page 16 – Cadi – The Clansman – Blak Douglas (2020) – Gadigal/Wangal Wayfinding Project – Hawthorn Canal, Lilyfield – photographer David Malloy

Page 18 – Cadigal Mural – Tim Phibbs, PJ Simpson, Kevin May, and Joanne Cassady (2019) – Gadigal/Wangal Wayfinding Project Cadigal Reserve, Lamport St Wall, Summer Hill - photographer David Malloy

Page 20 - LGNSW Leo Kelly OAM Arts and Culture Award winning Gadigal/Wangal Wayfinding Project Collage- photographer David Malloy

Top L – Cadigal Mural – Tim Phibbs, PJ Simpson, Kevin May, and Joanne Cassady (2019)

Right - Cadi – The Clansman – Blak Douglas (2020)

Middle L – Nawi Joe Hurst (2020) – Steel Park, Cooks River – Marrickville South

Bottom L – Gurugal, Yanu Barrabugu (Past, Present Future) – Jasmine Sarin (2021) – Camperdown Memorial Rest Park, Lennox St entrance, Newtown.





## Advisory Committee Foreword

The Inner West Aboriginal and Torres Strait Islander Advisory Committee acknowledge the Gadigal and Wangal peoples of the Eora Nation as the Traditional Custodians of these lands and who maintain their unique and unbroken connection to these lands and waters.

Today the Inner West is a gathering place for Aboriginal and Torres Strait Islander peoples from across Australia who continue to fight for sovereignty, self-determination, human rights and maintaining our culture and traditions.

Reconciliation is a process in which there is acknowledgement of the past, understanding the present, and embracing a future based on the co-existence of rights. Reconciliation means accepting the fact we cannot do it alone and we need help.

The Advisory Committee would love to see Council assist reconciliation by

- The establishment of a Community Hub, a permanent cultural safe space for gathering of Aboriginal and Torres Strait Islander peoples. There is a need for this space to have access to technology and internet.
- By acknowledging and making culture visible as it is integral to placemaking and connecting to Country, install 3 Survival Memorials, establish walking trails across the Inner West, nurture connecting to Country to include tours, stories, dance, and services.
- All Council tenders over \$150,000 advertised on Supply Nation, positive procurement in favour of local Aboriginal and Torres Strait Islander businesses.
- Create leadership and employment opportunities for Aboriginal and Torres Strait Islander peoples of increasing scale across Council
- Intergenerational and Cross-cultural competencies, education and exchange for all staff and councillors.
- Create opportunities for new research on archaeology in collaboration with residents.

Before any decisions are made regarding Aboriginal and Torres Strait Islander culture, Aboriginal and Torres Strait Islander peoples need to be informed, this includes young people regarding decision making.

On days of significance, Council should be acknowledging what has happened in the past so we can move forward together. Strengthening this relationship requires understanding past truths, present truths and future truths. Truth-telling about Australia's real history must sit at the heart of this relationship. It means an honest respectful acknowledgement of this country's Aboriginal and Torres Strait Islander peoples and their struggles for justice.

Aboriginal and Torres Strait Islander Advisory Committee statement "Our communities need to be supported and empowered with real and genuine connections – not just symbolism. These efforts must be grounded in equality, equity, institutional integrity and historical acceptance. The voices and the lives of Aboriginal and Torres Strait Islander peoples matter and developing a balanced relationship is vital for genuine and truthful engagement. The Aboriginal and Torres Strait Islander Advisory Committee encourages Inner West to be brave and be a leader in Reconciliation".

## **Mayoral Foreword**

I'm very proud to present the Inner West Council Innovate Reconciliation Action Plan (RAP).

This is Council's guiding policy document towards reconciliation, which has been developed in consultation with the Aboriginal and Torres Strait Islander peoples and the wider community of the Inner West.

It is important to remember that, given the treatment of Aboriginal and Torres Strait Islander peoples and the lack of recognition of their custodianship and place in our history, the National Apology in 2008 was only the beginning of the Reconciliation process. Reconciliation cannot be achieved while the huge disparity in health, well-being and life opportunities continues to exist.

The Inner West Innovate Reconciliation Action Plan will provide Council with an opportunity to build on previous work for meaningful reconciliation between Aboriginal and Torres Strait Islander peoples.

We have and will continue to join with other organisations across the Inner West and the Australian community to help close the gaps in life expectancy and opportunities; we see it as a national priority for governments at all levels, as well as for the Australian society. Let us unite, in looking to the future and building a united and peaceful country where respect, equality opportunities and truth-telling are open to all peoples regardless of race.

Inner West Council has made a firm commitment to recognising and celebrating Aboriginal and Torres Strait Islander culture and heritage of our area. The Gadigal and Wangal peoples are the Traditional Custodians the land and waterways for thousands of years and their presence is evident across the entire Inner West through carvings, middens and other sites and objects.

Council has introduced a range of initiatives to support and recognise our local Aboriginal and Torres Strait Islander residents, their cultures, and their heritage. Including Acknowledgement and Welcome to Country before Council meetings and events, flying the Aboriginal flag permanently outside the Council chambers and the naming of the five wards with local Aboriginal words.

It is a public affirmation of Council's support of our local Aboriginal and Torres Strait Islander residents and community leaders. To further our support in 2022, Councillors unanimously voted to support 'the Uluru Statement from the Heart and it's principles.

I am proud of our achievements to date, and I am confident that this plan will enable Council to remain a leader in Aboriginal affairs and a leading practice model for government.

Cr Darcy Byrne

**Mayor of the Inner West**

## **GM Foreword**

Responding to the Uluru Statement from the Heart with justice, equity and reconciliation is an urgent need for every Australia.

It is my privilege as the General Manager of Inner West Council to present our Innovate Reconciliation Action Plan for engagement and to commit on behalf of our Council officers to these actions that will bring reconciliation alive in the Inner West.

Our approach to reconciliation is centred in inclusive strategies developed with Aboriginal and Torres Strait Islander peoples. This inclusion is critical to achieving the sustainable, liveable and connected community identified in Council's Community Strategic Plan

This plan has 20 actions themes of relationships, respect, and opportunities. The implementation of the 80+ deliverables will support the Inner West down the path of reconciliation and provide the Aboriginal and Torres Strait Islander communities with support, assistance, and opportunities in meeting challenges into the future.

Council looks forward to working with the Aboriginal and Torres Strait Islander community to advance reconciliation across the Inner West.

Peter Gainsford

General Manager

## **Acknowledgement to Country**

We the residents of the Inner West acknowledge that Aboriginal and Torres Strait Islander peoples were the first peoples of this land. We greet the living members of the oldest continuing culture on earth and celebrate your wisdom and special connection to these lands and waters. We greet all the Aboriginal and Torres Strait Islander peoples of Australia, especially the Gadigal and Wangal peoples of the Eora Nation who are the Traditional Custodians of the lands in which Council operates.

## **Aboriginal and Torres Strait Islander Statement**

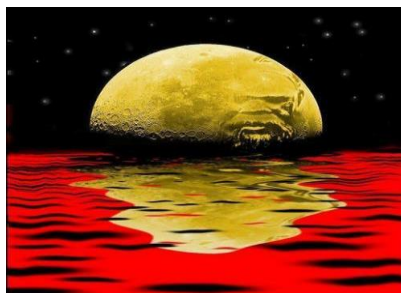
Inner West Council acknowledges the Gadigal and Wangal peoples of the Eora nation, who are the Traditional Custodians of the lands in which the Inner West Local Government Area is situated.

We celebrate the survival of Aboriginal and Torres Strait Islander cultures, heritage, beliefs and their relationship with the land and water. We acknowledge the continuing importance of this relationship to Aboriginal and Torres Strait Islander peoples living today, despite the devastating impacts of European invasion. We express our sorrow for past injustices and support the rights of Aboriginal and Torres Strait Islander peoples to self-determination.

Inner West Council understands our responsibilities and role in working with Aboriginal community to promote cultural heritage and history, address areas of disadvantage, and protect and preserve the environment as well as sites of significance to Aboriginal and Torres Strait Islander peoples. In doing so we acknowledge that Aboriginal and Torres Strait Islander cultures continue to strengthen and enrich our community.

Today, diverse groups of Aboriginal and Torres Strait Islander peoples live and work across the Inner West. We admire the resilience displayed in their significant achievements and in making immense contributions to both Council and the broader community.

Inner West Council is committed to embedding the values and perspectives of the Aboriginal and Torres Strait Islander communities to ensure we learn from the mistakes of our past and forge a positive future of long-lasting value built on mutual respect, equality, and opportunity.



## **Our commitment to Reconciliation**

Our vision for reconciliation is an Inner West where Aboriginal and Torres Strait Islander peoples are valued and recognised as the First Peoples of this land, and where full respect and understanding is extended to Aboriginal and Torres Strait Islander peoples by all in our community

Inner West Council views reconciliation as core to community development for Aboriginal and Torres Strait Islander peoples and is working to create the Inner West as a place Aboriginal and Torres Strait Islander peoples have equal access and opportunities.

Council's approach to reconciliation is centred in inclusive strategies developed with Aboriginal and Torres Strait Islander peoples. This inclusion is critical to achieving the sustainable, liveable, and connected community identified in Council's Community Strategic Plan.

Our community recognises the importance of Aboriginal and Torres Strait Islander cultures to our heritage and Council seeks to educate all peoples of the Inner West in the cultural histories and spiritualities of Aboriginal and Torres Strait Islander peoples of this land. Our community will protect and honour sites in this area which are of cultural and spiritual significance to Aboriginal and Torres Strait Islander peoples of this area.

Our community will endeavor to ensure that Aboriginal and Torres Strait Islander peoples receive the same opportunities as that of the broader Australian community. Our Council will provide meaningful and effective programs to address the issues within Aboriginal and Torres Strait Islander communities.

For Aboriginal and Torres Strait Islander community members, the Inner West community grieves for the loss of land, children, health, and lives, and expresses deep regret and sorrow at past practices which have led to the suffering that continues to be experienced. Without justice for all, none of us can walk this land in freedom, therefore Council will uphold the rights of all Aboriginal and Torres Strait Islander peoples. We are committed to redress the wrongs done in the past and embrace a hope for a future where Aboriginal and Torres Strait Islander peoples help guide us to an inclusive society celebrating unity in diversity.

Council commits to Aboriginal and Torres Strait Islander cultures being at the centre of our broad cultural life.

## OUR BUSINESS

The Inner West Local Government Area lies immediately west of the City of Sydney and covers the suburbs of Balmain, Birchgrove, Balmain East, Lilyfield, Rozelle, Leichhardt, Annandale, Haberfield, Croydon, Dulwich Hill, Ashfield Summer Hill, Croydon Park, Petersham, Camperdown, Newtown, Stanmore, Enmore, Lewisham, St Peters Marrickville, Marrickville South, Sydenham, and Tempe; the estimated resident population for 2022 is 210,000.

The elected Councillors and the administration of Council perform functions and exercise powers under the *Local Government Act 1993*. The Act requires Council to (directly or on behalf of other levels of government) exercise all its functions with due regard to the cultural diversity of the communities within the Local Government Area (LGA).

The Inner West Council employs 1,400 peoples in which 30 identify as Aboriginal or Torres Strait Islander, however, Council has only 2 identified positions including the Cultural Advisor and Aboriginal Community Development Officer.

Council staff are located across several locations within the Inner West including 3 depots in St Peters, Leichhardt, and Balmain; 5 Aquatic Centres- Leichhardt Park, Ashfield, Dawn Fraser Baths, Annette Kellerman, and Fanny Durack. with Leichhardt Park and Ashfield which have a creches; 4 Administration buildings situated in Petersham, Leichhardt, Ashfield, and St Peters.

Council provides 8 libraries located at Marrickville, Leichhardt, Ashfield, Haberfield, Dulwich Hill, Balmain St Peters, and Stanmore as well as seventeen 17 Childhood Centres including long day care and Out of School hours centres. Each of Councils childhood centres have their own *Narragunnawali*. Council also operates 20 community facilities across the Inner West.

The new *Local Government Amendment (Planning and Reporting) Act 2009* – requires Councils to develop a Community Strategic Plan, a Delivery Program and an Operational Plan that reflects the community's priorities and aspirations that are framed within a quadruple bottom line perspective. Our vision is for community and Council to work together to promote and develop the Inner West as a sustainable, liveable, and connected community.

The Inner West is among the top twenty most prosperous communities in Australia based on the Socio-Economic Indexes for Areas measure of the relative level of socio-economic disadvantage and/or advantage. However, some Aboriginal and non-Aboriginal residents live with deep disadvantage, real poverty and housing stress across the Inner West.

The 2016 census revealed the following facts about the Inner West:

- 17% of the Aboriginal and Torres Strait Islander households are purchasing their own dwellings, compared to 26% of all households.
- 10% of Aboriginal and Torres Strait Islander households own their own home, compared with 23% of all households.
- 22% of Aboriginal and Torres Strait Islander households live in public housing compared to 3% of all households.
- 69% of Aboriginal and Torres Strait Islander households live in rented dwellings, compared to 41% of all households.
- The average median wage for Aboriginal and Torres Strait islander peoples was 59% lower than the overall median.
- 15% of the Aboriginal and Torres Strait Islanders workforce are unemployed compared with 4% of the wider workforce.



- 22% of Aboriginal and Torres Strait Islander families are lone parent, compared to 8% of all families in the Inner West.

## FIRST NATIONS IN INNER WEST

**1.1%** OF INNER WEST'S IDENTIFIED AS ABORIGINAL OR TORRES STRAIT ISLANDER IN 2016  
COMPARED WITH 1.5% ACROSS GREATER SYDNEY

### AGE BREAKDOWN

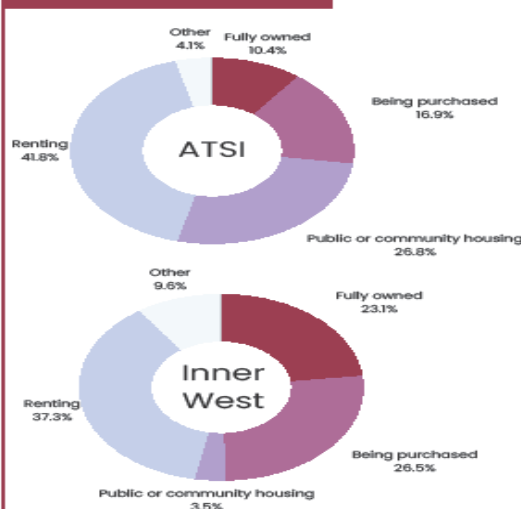


The Aboriginal and Torres Strait Islander population is significantly younger than the Inner West population overall. Around 1 in 4 are aged under 18 years.

### HOUSEHOLD TYPE



### HOUSING TENURE



The tenure types of Aboriginal and Torres Strait Islander households differs significantly from the Inner West population overall. There are:

- Higher proportions in Public or community housing
- Higher proportions renting
- Lower proportions fully own their homes
- Lower proportions are purchasing a home

### EMPLOYMENT & INCOME

**11.8%** of the Aboriginal and Torres Strait Islander workforce were unemployed in 2016, compared to **4.8%** of the wider workforce



The median weekly income for an Aboriginal or Torres Strait Islander in Inner West is **\$620**. This is **55% lower** than the median weekly income of Inner West residents overall, **\$955**.

### REFERENCES

Australian Bureau of Statistics, Census of Population and Housing, 2016

## Our Reconciliation Action Plan

Inner West Council, through consultation with Aboriginal and Torres Strait communities, has committed to the delivery of this Reconciliation Action Plan. Council has made this commitment in recognition that the delivery of this key plan provides an opportunity to build stronger relationships with and respect for the contributions of Aboriginal and Torres Strait Islander peoples.

The Reconciliation Action Plan was developed through a process which included:

- United Nations Declaration on the Rights of Indigenous Peoples (March 2009)
- Reconciliation Australia (March 2021) *Guidelines to Producing a RAP*
- Creative Inner West Cultural Strategy 2022– 2025
- Community forum with Aboriginal and Torres Strait Islander peoples and other key external stakeholders from the Inner West
- Internal Aboriginal and Torres Strait Islander staff and other employees which included our champions:
  - Cultural Advisor – Deborah Lennis (Champion)
  - General Manager – Peter Gainsford (Champion)
  - Director Community – Ruth Callaghan (Champion)
  - Social & Cultural Planning Manager– Simon Watts (Champion)
  - Senior Manager People & Culture
  - Senior Manager Sport & Recreation
  - Community Wellbeing Manager
  - Strategic & Corporate Communications Manager
  - Procurement Services Manager
  - Strategic Planning Manager
  - Workforce and Diversity Manager
  - Chief Financial Officer
  - Children's Services Operations Manager
  - Events Manager
  - Library Programs & Event Coordinator
  - Community History & Heritage Coordinator
  - Aboriginal Community Development Officer
  - Public Arts and Placemaking Leader
  - Economic Development Team Leader
  - Grants & Research Officer
  - Principal Designer Public Domain
  - Community & Cultural Planning Coordinator
  - Community Facilities Coordinator

The Inner West Aboriginal and Torres Strait Islander Advisory Committee is the representative group for the local Aboriginal community in the development and implementation of the Reconciliation Action Plan. All these members are Aboriginal or Torres Strait Islander peoples including:

- Uncle Bob Webb
- Uncle Allan Barnes
- Aunty Jennifer Thomsen
- Cathy Craigie
- Ben Bowen
- Pamela Touma
- Derek Wilson, Aboriginal Community Liaison Officer Inner West Police Area Command
- Janelle Scott, Learn to Swim Instructor Inner West Aquatics
- Katrina Thorpe

- Shane Hinton
- Therese Heffernan
- Agnes Ware
- Sue Griffiths
- Nardi Simpson.
- Tarunna Sebastian

Each of these processes had a focus on community ideas for inclusion in the RAP and for Inner West Council to strengthen relationships, respect and opportunities for local Aboriginal and Torres Strait Islander communities which will lead to true reconciliation.

In 2015, following amalgamation of the former councils into Inner West, Council commissioned research on the Country and waterways at the tie of colonisation<sup>i</sup>. In consultation with Metropolitan Local Aboriginal Land Council, and Council's Aboriginal and Torres Strait Islander Advisory Committee Council adopted the following names for its five-ward structure in recognition of coastal Sydney's Aboriginal history: Baludarri / Balmain, Damun / Stanmore, Gulgadya / Leichhardt, Djarrawunang / Ashfield and Midjuburi / Marrickville.

In 2016, the Inner West had 2,029 Aboriginal and Torres Strait Islander residents (1.1% of the Inner West population) which is an increase of 8.6% from 2011. Aboriginal and Torres Strait Islander peoples, cultures and histories have made a significant contribution to the cultural life of the Inner West.

The Australian Council for the Arts has stated "that supporting Aboriginal and Torres Strait Islander arts and culture is perhaps the single greatest contribution we make to our national and global identity".<sup>ii</sup>

Local places are a rich opportunity to share culture and learn from each other, and the desire within the local Aboriginal and Torres Strait Islander communities and non-Aboriginal communities to connect with local Aboriginal places through mapping and understanding local places. The Inner West communities believe this can be achieved through cultural exchange, including language and digital storytelling, and particularly with Aboriginal Elders, and community



## Relationships

Building positive, respectful, and meaningful relationships between Aboriginal and Torres Strait Islander peoples, organisations, communities, professionals, and staff is important to Inner West Council due to the commitment to the Principles of Reconciliation. The Council's core business is to serve the whole community and relationships that are mutually respectful are the foundation for two-way communication.

**Focus area:** Expanding networks, advocacy and initiatives that support building relationships with Aboriginal and Torres Strait Islander peoples, communities, services, and corporations.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
1.1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.1.1 Identify Aboriginal and Torres Strait Islander stakeholders, community members, and organisations within our local area.	Sept 2022	Cultural Advisor, Economic Development Team Leader
	1.1.2 Develop and implement an engagement plan to work with Aboriginal & Torres Strait Islander stakeholders and organisations	Feb 2023	Cultural Advisor
	1.1.3 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2023	Strategic and Corporate Communications Manager
1.2 Promote positive race relations through anti-discrimination strategies	1.2.1 Identify and promote Council initiatives on Closing the Gap that contribute to achieving these targets	December 2022	Community Wellbeing Manager
	1.2.2 Develop an Anti-Racism Strategy, including education on the effects of racism	June 2024	Community Wellbeing Manager
	1.2.3 Engage with Aboriginal and Torres Strait Islander staff, evaluate and improve People and Culture policies and procedures to strengthen anti-discrimination outcomes	Feb 2023	Senior Manager People and Culture
	1.2.4 Implement and communicate new anti-discrimination policy for the organisation	June 2023	Senior Manager People and Culture
1.3 Promote positive race relations through social justice strategies	1.3.1 Engage with Aboriginal and Torres Strait Islander staff to create and adopt a social justice statement for Council	July 2022	Community and Cultural Planning Coordinator
	1.3.2 Evaluate and provide advice on major strategies, policies, action plans and planning proposals to strengthen social justice outcomes.	October 2022.	Community and Cultural Planning Coordinator.

1.4 Build relationships through celebrating National Reconciliation Week.	1.4.1 Promote and circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and internal stakeholders.	April 2023	RAP Champions
	1.4.2 RAP Working Group members to participate in an external NRW event	May annually	RAP Champions
	1.4.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	May annually	RAP Champions & Working Group
	1.4.4 Organise at least one NRW event for the community each year	April annually	Aboriginal Community Development Officer
	1.4.5 Register all our NRW events on Reconciliation Australia's website and our website.	April/May annually	Strategic & Corporate Communication Manager
1.5 Promote reconciliation and social justice through our sphere of influence	1.5.1 Aboriginal Survival Memorials as sites for reconciliation.	December 2022 June 2023 June 2024	Public Art & Placemaking Leader, Cultural Advisor
	1.5.2. Implement strategies to engage our staff in Reconciliation	April annually	Senior Manager People & Culture
	1.5.3 Communicate our commitment to reconciliation publicly.	July annually	Strategic & Corporate Communication Manager
	1.5.4 Explore opportunities to positively influence our external stakeholders to drive reconciliation and 'Closing the Gap' outcomes.	Sept annually	RAP working Group,
	1.5.5 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	July annually	Director Community, Cultural Advisor
	1.5.6 Identify opportunities with Inner West fest for local Aboriginal and Torres Strait Islander creatives and businesses to engage with residents.	April annually	Events Manager, Aboriginal Community Development Officer
	1.5.7 Identify opportunities to hang Aboriginal and Torres Strait Islander information including Language Maps within Council owned and operated facilities.	Dec 2022 June 2023 April 2024	Community Facilities Coordinator
	1.5.8 Install Welcome to Country Statements in all Council meeting rooms, including in community facilities.	Dec 2022 June 2023 April 2024	Community Facilities Coordinator, Cultural Advisor



## Respect

Council acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this land. In respecting this unique status Council undertakes to instill a culture of mutual communication and education between Aboriginal and Torres Strait Islander peoples, Council and community members of the Inner West. The Council will adapt practices and processes to reflect this relationship, and actively promote reconciliation and respect for Aboriginal and Torres Strait Islander culture and heritage throughout the Inner West.

**Focus area:** Refine existing practices and protocols to guide the Council's dealings with Aboriginal and Torres Strait Islander peoples. Promote leadership and participation in public, Aboriginal and Torres Strait Islander celebrations, programs and events.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
2.1 Increase understanding, value, and recognition of Aboriginal & Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning	2.1.1 Conduct a review of cultural learning needs within our organisation.	Sept 2022 July 2023 June 2024	Senior Manager People & Culture, Cultural Advisor,
	2.1.2 Consult with local Traditional Custodians and Advisory Committee of the development and implementation of a cultural learning strategy	Sept & March annually	Cultural Advisor, RAP Champions
	2.1.3 Develop, implement, and communicate a cultural learning strategy for all our staff	Jan & July annually	Workforce & Diversity Manager, Cultural Advisor
	2.1.4 Provide opportunities for RAP Working Group members, People & Culture managers, and any other key leaders to participate in formal and structured cultural learning.	Jan 2023 and during induction	Workforce & Diversity Manager, Senior Manager People & Culture
	2.1.5 Utilise local cultural heritage and history to deepen Inner West creative projects and public art	July & Jan annually	Community History & Heritage Coordinator, Public Arts & Placemaking Leader
	2.1.6 Explore ways to share culture as a method for local community development, belonging, and connection to place.	July 2022 continuously	Communications & Engagement Manager, RAP Working Group
2.2 Increase access for Aboriginal & Torres Strait Islander peoples of all ages and abilities to participate in the broad cultural life of the Inner West,	2.2.1 Provide opportunities that attract, engage, and increase participation in the full suite of our programs and services, especially those that promote physical and mental activities to achieve health and wellbeing.	July 2022 continuously	Senior Manager Sports & Recreation, Community Wellbeing Manager
	2.2.2 Pilot and evaluate creative Healthy Aging projects	July 2022 continuously	Community Wellbeing Manager

	<p>2.2.3 Pilot and evaluate creative children and youth projects</p> <p>2.2.4 Support local sharing of Aboriginal and Torres Strait Islander culture through place-based/learning on Country initiatives including in early child services.</p>	<p>July 2022 continuously</p> <p>July 2022 continuously</p>	<p>Community Wellbeing Manager</p> <p>Aboriginal Community Development Officer, Children's Services Operations Manager</p>
2.3 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<p>2.3.1 Reenforce staffs' understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country protocols</p> <p>2.3.2 Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country protocols</p> <p>2.3.3 Invite a local Traditional Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year</p> <p>2.3.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings</p>	<p>July 2022 continuously</p> <p>August 2022 continuously</p> <p>Jan 2022 continuously</p> <p>Jan 2022 continuously</p>	<p>Cultural Advisor, Senior Manager People &amp; Culture</p> <p>Manager Social &amp; Cultural Planning, cultural Advisor</p> <p>Cultural Advisor</p> <p>All Staff</p>
2.4 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<p>2.4.1 RAP Working Group to participate in an external NAIDOC Week event</p> <p>2.4.2 Inform senior management of HR policies and procedures for staff participating in NAIDOC Week.</p> <p>2.4.3 Promote and encourage participation in external and internal NAIDOC events to all staff</p>	<p>July annually</p> <p>Jan annually</p> <p>June 2022 June 2023 June 2024</p>	<p>RAP Champions &amp; Working Group</p> <p>Senior Manager People &amp; Culture</p> <p>Community Wellbeing Manager, Strategic &amp; Corporate Communications Manager</p>
2.5 Partner with neighbouring Councils and local stakeholders to host Aboriginal archaeological induction for public domain and project management	<p>2.5.1 Maintain membership in the Council partnerships of the Cooks River Alliance (CRA) and Parramatta River Catchment Group (PRCG)</p> <p>2.5.2 Develop and maintain stakeholder engagement on the future of Callan Park with Greater Sydney Parklands</p>	<p>Jan 2022 continuously</p> <p>August 2022 continuously</p>	<p>Cultural Advisor, Councillors, relevant Council staff</p> <p>Advisory Committee, RAP Working Group</p>

	2.5.3 Develop a long-term strategy to preserve Aboriginal sites of significance in collaboration with Aboriginal and Torres Strait Islander community stakeholders and key experts.	Feb 2023 continuously	Cultural Advisor, Advisory Committee, Rap Working Group
2.6 Explore opportunities for the recognition and commemoration of Aboriginal and Torres Strait Islander culture and heritage	<p>2.6.1 Explore and support opportunities for participation in LG Conferences by staff, and RAP Working Group</p> <p>2.6.2 Explore and support opportunities for participation in LG Conferences by Advisory Committee and local Aboriginal &amp; Torres Strait Islander peoples.</p> <p>2.6.3 Explore opportunities for local Aboriginal and Torres Strait Islander civic reception – Pauline McLeod Awards</p> <p>2.6.4 Explore opportunity for an Aboriginal and Torres Strait Community Hub</p> <p>2.6.5 Explore opportunities for mapping sites of significance to the local Aboriginal and Torres Strait Islander communities, including current/new sites</p> <p>2.6.6 Build a suite of images that can be used across Council</p>	<p>September annually</p> <p>September annually</p> <p>March annually</p> <p>August 2023 Continuously</p> <p>November 2022 continuously</p> <p>Nov 2022 continuously</p>	<p>Workforce &amp; Diversity Manager, Senior Manager People &amp; Culture</p> <p>Cultural Advisor, Community Wellbeing Manager</p> <p>Community Wellbeing Manager, Events Manager</p> <p>Social &amp; Cultural Planning Manager, Strategic Investments &amp; Property</p> <p>Strategic Planning Manager</p> <p>Aboriginal Community Development Officer, Strategic &amp; Corporate Communications Manager</p>
2.7 Create connections to Aboriginal and Torres Strait Islander history and culture through Aboriginal led activities including public art, performance and placemaking	<p>2.7.1 Create culturally safe places, public artworks and cultural activations, governed by Aboriginal curation, that honours Aboriginal survival and culture</p> <p>2.7.2 Investigate how Aboriginal history, storytelling of place can be incorporated into Council activities</p>	<p>Dec 2022 continuously</p> <p>August 2022 continuously</p>	<p>Public Arts &amp; Placemaking Leader, Aboriginal Advisory Committee,</p> <p>Library Programs &amp; Event Coordinator, Aboriginal Community Development Officer.</p>

2.8 Develop a suite of guides for staff to help understand and promote reconciliation, culture, and heritage	2.8.1 Review and update the Welcome/Acknowledgement to Country Staff guide	July 2022 June 2024	Community Wellbeing Manager
	2.8.2. Develop and implement a Flag Policy for all Council's flagpoles	Oct 2022 Oct 2023	Social & Cultural Planning, Cultural Advisor
	2.8.3 Create a Signage Policy, which includes and allows for Aboriginal history, culture and interpretational outcomes which connects peoples to place	July 2022 July 2024	Manager Social & Cultural Planning, Principal Designer Public Domain
	2.8.4 Create a Protocols Guide/policy in-conjunction with Terri Janki's 10 True Track Principles	Dec 2022	Manager Social & Cultural Planning, Cultural Advisor
	2.8.5 Create and review an Aboriginal Naming Policy to guide direction for dual naming across Inner West	July 2022 Dec 2023	Manager Social & Cultural Planning
	2.8.6 Develop guidance on memorialising and respecting the lives and passing of Aboriginal and Torres Strait Islander peoples	March 2023	Cultural Advisor, Advisory Committee



## Opportunities

Since the time of European colonisation Aboriginal and Torres Strait Islander peoples have had to face marginalisation, disadvantage, and exploitation. By providing opportunities for Aboriginal and Torres Strait Islander peoples it will contribute to 'closing the gap' in the many areas of disadvantage and for greater self-determination for all Aboriginal and Torres Strait Islander peoples, communities and stakeholders within the Inner West LGA.

**Focus area:** Increasing the employment, equal participation and retention of Aboriginal and Torres Strait Islander staff, community groups and organisations within the Inner West LGA.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
3.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development	3.1.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	July 2022	Workforce & Diversity Manager, Cultural Advisor
	3.1.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy	March 2023	Senior Manager People & Culture, Cultural Advisor
	3.1.3 Develop and implement and Torres Strait Islander recruitment, retention, and development strategy	July 2023	Workforce & Diversity Manager, Senior Manager
	3.1.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	July 2022 continuously	Senior Manager People & Culture
	3.1.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	Dec 2022 continuously	Workforce & Diversity Manager, Senior Manager People & Culture
	3.1.6 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Dec 2022 continuously	Senior Manager People & Culture
3.2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	3.2.1 Develop and implement and Aboriginal and Torres Strait Islander procurement strategy	June 2023	Procurement Service Manager, Economic Development Team Leader
	3.2.2 Maintain Supply Nation membership	June 2022 continuously	Chief Financial Officer
	3.2.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses using the Supply Nation notice board	June 2022 Continuously	Chief Financial Officer, All Business Partners



	<p>3.2.4 Review and update procurement practices which must comply with the Local Government Act to help remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses</p> <p>3.2.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses</p> <p>3.2.6 Increase representation of Aboriginal and/or Torres Strait Islander from diverse backgrounds in Council Grants, including emerging cultures</p> <p>3.2.7 Develop and communicate and Aboriginal and Torres Strait Islander Economic Development plan</p>	<p>July annually</p> <p>October &amp; April annually</p> <p>August annually</p> <p>November annually</p>	<p>Chief Financial Officer, Procurement Services Manager</p> <p>Economic Development Team Leader</p> <p>Grants &amp; Research Officer</p> <p>Economic Development Team Leader</p>
<p>3.3 Provide precinct and neighbourhood based cultural programming including activations and tours to showcase our distinctive creatives and town centres</p>	<p>3.3.1 Review councils' events and cultural programs to ensure alignment with leading principles of neighbourhood and precinct activation including Aboriginal histories and cultural knowledge</p> <p>3.3.2 Measure the impact and success of local cultural activations</p> <p>3.3.3 Deliver cultural and creative tours and showcasing opportunities</p>	<p>March annually</p> <p>March, June Sept, Dec annually</p> <p>March annually</p>	<p>Events Manager, Aboriginal Community Development Officer</p> <p>Events Manager, Culture Counts</p> <p>Aboriginal Community Development Officer, Community Wellbeing Manager</p>



## **Governance**

### **Reporting and Assessing**

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
4.1 Establish and maintain and effective RAP Working Group (RWG) to drive governance of the RAP	4.1.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG	June, October, Feb, May annually	RWG
	4.1.2 Establish and apply a Terms of Reference for the RWG	July annually	RWG
	4.1.3 Meet at least four time per year to drive and monitor RAP implementation	June, October, Feb, May annually	RWG Chairperson/champion
4.2 Provide appropriate support for effective implementation of RAP commitments	4.2.1 Define resource needs for RAP implementation	July annually	Chairperson/champion
	4.2.2 RAP actions to be embedded in Council's Corporate Planning documents	Jan biannually	Social & Cultural Planning Manager, Chairperson/champion
	4.2.3 Engage our senior leaders and other staff in the delivery of RAP commitments	July 2022 & January annually	Chairperson/champion RWG
	4.2.4 Define and maintain appropriate systems to track, measure and report on RAP commitments	June annually	Chairperson/champion RWG
	4.2.5 Appoint and maintain an internal RAP Champion from Senior Management	July annually	Chairperson/champion RWG
4.3 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	4.3.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence	June annually	Chairperson/champion
	4.3.2 Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire	July annually	Chairperson/champion
	4.3.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	July Annually	Chairperson/Champion
	4.3.4 Report RAP progress to all staff and senior leaders quarterly including Councillor update	July annually	Chairperson/Champion
		October annually	Senior Management Champion

	<p>4.3.5 Publicly report our RAP achievements, challenges, and learnings annually</p> <p>4.3.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer</p> <p>4.3.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP</p>	<p>July annually</p> <p>June 2024</p>	<p>Chairperson/Champion</p> <p>Cultural Advisor</p>
4.4 Continue our reconciliation journey by developing our next RAP	4.4.1 Register via Reconciliation Australia's website to begin developing our next RAP	Feb 2024	RWG

## CONTACT

Deborah Lennis  
Cultural Advisor  
+612 93925755  
Deborah.lennis@innerwest.nsw.gov.au

<sup>i</sup> Inner West Council (2018) *Critical Investigation into Aboriginal Landscape and Culture of the Inner West*, Petersham.

<sup>ii</sup> Australian Council for the Arts (2020) - What Next? Discussion Paper, pp.2

