



Reconciliation Action Plan

July 2022 – July 2024



Gawler





Acknowledgement of Country

Kadlitiyarlu tampinhi yalaka ngadlu Kurna yartangka inparrinhi. Ngadludlu tampinhi, parnaku tuwila yartangka. Kurna Miyurna yaitya yarta-mathanya Wama Tarntanyaku, parnaku yailtya, parnaku tapa puru purruna. Kurna Miyurna ithu yailtya purruna, yarta kuma puru martinhi, puru warri-apinhi, puru tangka martulayinhi.

The Town of Gawler acknowledges this land we meet on today is the Traditional Lands for the Kurna people and that we respect their spiritual relationship with their Country. We also acknowledge the Kurna people as the custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.

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The use of terms in this document has been guided by the Aboriginal members of the Gawler Reconciliation Action Plan Working Group. The terminology used on Kurna Country and throughout this document is *Aboriginal people*.

In August 2020, Kurna Warra Pintyanthi (KWP) made a decision to use Kadlitiya as the name for Gawler itself. KWP is the leading authority on Kurna language research.



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Message from Town of Gawler RAP Working Group Chairperson, Dale Giles

As Chairperson of Gawler's RAP Working Group, I am excited to present the Town of Gawler's second Innovate RAP, and I very much look forward to supporting the Town of Gawler and the community to implement this RAP in partnership with the local Aboriginal community.

The RAP has been developed through a collaborative process of sharing, listening and learning between Aboriginal and non-Aboriginal members of our Working Group. We have worked hard to shape this document into an attainable and sustainable plan that will take the Town of Gawler into the next stage of its reconciliation journey. This Plan will assist Council to embed and embrace culturally appropriate practice into the daily operations of the organisation.

Since the launch of Gawler's first RAP, much work has been done to strengthen relationships between Aboriginal and non-Aboriginal people within our community, but I am hopeful, as the Council delivers on the RAP actions, that this new RAP will drive a renewed commitment towards cultural safety and changing the lives of Aboriginal people.

Reconciliation is complex and is not just about raising awareness but about actions that we can all take. We must listen, learn and challenge ourselves and others and then use this knowledge to take the necessary actions. For reconciliation to be effective, it must involve truth-telling; recognising, understanding, and accepting the wrongs of the past and the impacts these wrongs have had, and continue to have, on Aboriginal and Torres Strait Islander people. With this acceptance and empathy only then can we actively address issues of social inequality and systemic racism.

This comprehensive document highlights the good work that has already occurred but also lights the pathway going forward on the Town of Gawler reconciliation journey. It is up to all of us to work together to make sure that future generations are able to grow and flourish in a community that recognises and values Aboriginal and Torres Strait Islander people and cultures.





Message from Town of Gawler Mayor, Karen Redman

For many thousands of years the Kaurna people have been the Traditional Custodians of Adelaide and the Adelaide Plains, including the land that is now the Town of Gawler. Kaurna people, both past and present, have a strong connection to Gawler and its many areas of significance. This strong spiritual relationship to Country, their cultural and heritage beliefs are still just as important to the living Kaurna people today.

I am extremely proud to see Gawler continue its reconciliation journey with the development and endorsement of its second Innovate Reconciliation Action Plan. The RAP enables Council, as an organisation, to build on what has already been achieved but to also form solid partnerships and see a strengthened coordination of our efforts.

The RAP framework is based upon the three key areas of relationships, respect and opportunities. It focuses on strengthening positive relationships with the Aboriginal community, acknowledging and respecting Aboriginal culture, and providing opportunities to ensure that Aboriginal people have the same opportunities as others in the community.

Reconciliation is about achieving recognition, respect and change for Aboriginal people. An integral part of this is truth-telling. We must all gain a deeper understanding of the past and acknowledge the historical and ongoing impact and trauma that colonisation has had, and continues to have, upon Aboriginal people. We can achieve this by working together to listen, learn and share previously untold and unrecognised parts of history from both a local and national level.

There is still much work to be done on the path of reconciliation. As an organisation, Council plays an important role within the community, to advocate, lead by example and provide the whole community with opportunities for learning and active participation. Our ultimate goal is a community where people feel welcome and safe to interact, and where the sharing of our stories and histories can occur in an open and truthful way.

Council is honoured to have such a supportive, passionate and dedicated Gawler Reconciliation Action Plan Working Group that comprises members of the Aboriginal community together with non-Aboriginal people from Council and community. I sincerely thank all members for the significant time and effort they have contributed to developing this Plan.

In order to advance reconciliation and move towards a unified community that respects, celebrates and is proud of Aboriginal and Torres Strait Islander cultures, I invite everyone to read the RAP, reflect upon it and become actively involved in its initiatives.



Message from Town of Gawler CEO, Henry Inat

The Town of Gawler is proud to present its second Innovate Reconciliation Action Plan. This RAP is Council's key strategic document that identifies practical actions Council and its partners will take to build relationships, enhance respect and increase opportunities with Aboriginal people. This Plan provides staff, council members, volunteers and members of the community an avenue to contribute to the reconciliation process.

The Town of Gawler can be proud of its journey and achievements in progressing reconciliation thus far however, as an organisation, we still have much to achieve in addressing the gap in Aboriginal disadvantage for our local community. In order to advance reconciliation, achieve social justice and equity we must learn to embed reconciliation and its principles into our everyday business.

The RAP highlights many actions that aim to extend cultural learning opportunities for our staff and community. The implementation of its deliverables intend to deepen community awareness, drive social change and help create a community that shows great pride and respect for Aboriginal people and culture.

This RAP identifies opportunities to improve and increase employment outcomes for Aboriginal and Torres Strait Islander people. We have a goal of increasing our Aboriginal workforce by removing barriers to employment and ensuring that we support a culturally safe and welcoming workplace.

Furthermore, we aim to increase our engagement with Aboriginal and Torres Strait Islander suppliers, beginning with the review of our current procurement procedures followed by the development and implementation of processes and procedures that support and focus on Aboriginal and Torres Strait Islander procurement. These business opportunities will support improved economic and social outcomes in the long term.

In moving ahead with the next phase of our reconciliation journey we look forward to strengthening relationships with our existing partners and new stakeholders alike, to build on the great work already accomplished but, most importantly, to achieve positive outcomes with Aboriginal people.

Finally, I would like to express my appreciation to the Gawler Reconciliation Action Plan Working Group for the considerable time and effort they have dedicated towards the development of this RAP.



Message from Reconciliation Australia CEO, Karen Mundine

Reconciliation Australia commends the Town of Gawler on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP). Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The Town of Gawler continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the Town of Gawler will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the Town of Gawler using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the Town of Gawler to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, the Town of Gawler will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the Town of Gawler's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Town of Gawler on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Our Vision for Reconciliation

At the Town of Gawler our vision for reconciliation is to build respect, understanding and dialogue between Aboriginal and non-Aboriginal people, with a focus on creating environments where meaningful interactions and relationships can occur.

Reconciliation is about providing opportunities for all members of the community to interact, listen, learn and share. It is about providing opportunities to understand and recognise Aboriginal history, cultures, knowledge and rights and value the important role that Aboriginal cultures contribute to our shared histories.

Reconciliation is acknowledging unjust practices and policies of the past, the impact this has upon

the Aboriginal community, and accepting that the healing process and the building of strong and respectful relationships between Aboriginal and non-Aboriginal people will take time.

Reconciliation is about action. The Town of Gawler is committed to increasing social equity for all within the Aboriginal community and building a respectful community and culture that is free from racism and discrimination.



Our Business

The Town of Gawler is located 42 kilometres north of Adelaide at the edge of the metropolitan area. It acts as a key regional centre for communities to the north of Adelaide. As of 2021, Gawler's population was 24,989, with a catchment of an estimated 90,000 people who use Gawler for employment, education, healthcare and a range of other services.

According to the 2021 Australian Census, 657 people within the Town of Gawler identified as Aboriginal and/or Torres Strait Islander people. It is acknowledged that there may be a far greater number of Aboriginal people in the Gawler community not captured within the Census data.

The Town of Gawler covers an area of 41 square kilometres and includes the areas of Evanston, Evanston Gardens, Evanston Park, Evanston South, Gawler, Gawler East, Gawler South, Gawler West, Hillier, Kudla, Reid, Uleybury (part) and Willaston.

Council's core business is to deliver quality services, programs and infrastructure that is responsive to the needs, interests and aspirations of individuals and groups within the community. In meeting these responsibilities, Council has a vision for a liveable, cohesive, active, innovative, and sustainable community.

As of June 2022, the total number of full time equivalent employees at the Town of Gawler was 144. Currently, no records are held regarding staff members that identify as Aboriginal and/or Torres Strait Islander people.

However, processes have been, and will continue to be, implemented to collect this data to inform future decision making and community engagement, as well as tracking progress against RAP targets.

Council facilities and services include the Gawler Administration Centre, two branches of the Gawler Public Library, the Gawler Sport and Community Centre, the Gawler Aquatic Centre, the Gawler Visitor Information Centre, and the Gawler Elderly Centre. The Gawler Civic Centre, which includes the heritage listed Town Hall and Institute Building, is a significant business and cultural centre for Gawler and surrounding regions.

Gawler has six schools and two that are situated just outside of the Town of Gawler boundary. Within these eight local schools, there are 311 Aboriginal students, with 120 of these students attending Gawler and District College B-12.

Our Reconciliation Journey

Gawler holds great significance for Aboriginal people past and present. The Town of Gawler continues to support, implement and collaborate on a range of initiatives that recognise and value the contribution that Aboriginal and Torres Strait Islander people make to the Gawler community.

- 2002** • The Gawler Environment and Heritage Association initiated the 'Action Plan for Gawler River Junction'. The development of this document led to the first of many reconciliation initiatives for the Town of Gawler.
- 2003** • 'An Indigenous Heritage Study of the Gawler River Junction' was completed. This took place in collaboration with Kaurna Elders and identified the river junction as a culturally important site.

Following engagement with Kaurna Warra Pintyanthi, the name Parridla Taikondi (meaning 'rivers coming together') was adopted by Council for the river junction area. The official launch of Parridla Taikondi occurred in October 2003.
- 2005** • Council adopted a Reconciliation Statement that was endorsed and signed by Kaurna Elders.
- 2006** • The Town of Gawler is a signatory to the Kaurna Peoples Local Government Indigenous Land Use Agreement (ILUA). The Local Government Association of South Australia established the Local Government Leadership Group to streamline ILUA negotiations. The Town of Gawler was actively involved in this process. The Kaurna Peoples Native Title Claim was determined by the Federal Court in March 2018, with no land subject to Native Title under this determination within the Town of Gawler.
- 2011** • The Town of Gawler encompasses numerous areas of significance for the Aboriginal community, most notably its three rivers - the North and South Para Rivers and the Gawler River. In 2011, the Gawler Rivers Path (Tapa Pariara) was launched. The unveiling of upgraded interpretive signage along the pathway occurred during National Reconciliation Week in 2012.
- 2012** • Council resolved to permanently display the Aboriginal Flag at the front of the Town Hall building. The flag is also on permanent display at the Gawler Administration Centre, which became a Council facility in 2016.
- 2013** • As part of the Gawler Urban Rivers Master Plan (April 2013), Council engaged with the Kaurna Nation Cultural Heritage Association to undertake cultural heritage mapping within all green field developments including along the Gawler River and within Reid Reserve.

- 2015** • In 2015, the Gawler Reconciliation Action Group was formed. This group comprises representatives from the Gawler Health Service, Council and other community organisations. The group plans and implements many of Gawler's Reconciliation and NAIDOC Week events and is responsible for the coordination of the Gawler Reconciliation Community Fun Day and, more recently, the Kadlitiya Kids Day.
- Council works closely with the Aboriginal Health Team based at the Gawler Health Service and continues to build on this partnership. The Aboriginal Health Team has been operating since 2009, and now has well over 900 clients. The Team provides a range of services to the Aboriginal community from Gawler and surrounding regions, including the long-running weekly Nunga Lunch.
- 2016** • In February 2016, Council formed its first Reconciliation Action Plan (RAP) Working Group and after significant time and effort by the RAP Working Group, the Town of Gawler launched its first RAP in November 2018.
- 2019** • The Gawler Civic Centre, officially opened in April 2019, is a significant business and cultural centre for Gawler and surrounding regions. It includes the heritage listed Town Hall and Institute Building, as well as the Gawler Public Library, Youth Space and Cultural Heritage Gallery. The Gawler Civic Centre continues to be the venue for many of Gawler's reconciliation focused initiatives and events.

Council's first RAP most certainly paved the way for Gawler's continual growth into a place where reconciliation is alive and vibrant. It has provided many opportunities for staff and community alike to participate, learn about, celebrate and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander people. Some of these initiatives include:

- Cultural learning sessions for staff and community.
- Installation of several significant public artworks.
- Commissioning of a beautiful emu cloak, as an addition to the Gawler Heritage Collection, that highlights the workmanship and traditional skills of Aboriginal women.
- Engagement with Aboriginal Elders and anthropologists to discover more information about Aboriginal objects handed in to Council.
- Annual Nunga Fringe.
- Kaurna language workshops.
- Traditional basket weaving and painting workshops.
- Kadlitiya Yarning Circles.
- Updating of Cultural Walk and River Walk signage.
- Kaurna Cultural Mapping Project.

The current RAP Working Group was endorsed in December 2019.

The RAP Working Group is proud to present the Town of Gawler Reconciliation Action Plan July 2022 – July 2024 and to build on the significant work that has already been done.

Our Reconciliation Action Plan

This is the second Innovate Reconciliation Action Plan for the Town of Gawler. The RAP focuses on the three key areas of relationships, respect and opportunities:



Developing and strengthening meaningful **RELATIONSHIPS** that will assist Council to respond to the needs and aspirations of the Aboriginal community.



Building **RESPECT** through knowledge sharing and gaining an understanding of Aboriginal history, cultures and customs.



Creating **OPPORTUNITIES** to close the gap regarding education, employment, economic development and health, and ensuring that Council services are accessible to the Aboriginal community.

The Gawler Reconciliation Action Plan Working Group was first established in February 2016. Membership of the Working Group is sought every four years. The RAP Working Group is responsible for the development of the RAP, and then oversees, supports and guides its implementation.

The RAP Working Group comprises representation from across the organisation and the local community. RAP Working Group members include:

- Three representatives of the local Aboriginal community.
- One representative of the local non-Aboriginal community.
- Council Members.
- Manager Library and Community Services.
- Community Development Officer.
- Members of the Executive Management Team (on a rotational basis).

Our internal RAP Champions are Mayor Karen Redman and CEO Henry Inat.

Relationships

Meaningful relationships will assist Council to respond to the needs and aspirations of the local Aboriginal community. Council seeks to develop and strengthen its relationships with Aboriginal people and work in partnership towards providing a healthy, active, safe and engaged community.



Focus Area: Reconciliation Action Planning and Promotion			
Action	Deliverable	Timeline	Responsibility
1. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Raise internal and external awareness of our RAP to promote reconciliation across our organisation and community. 	July 2022 review annually	CEO Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Raise awareness about contemporary reconciliation initiatives and community projects and activities. 	July 2022 review annually	
	<ul style="list-style-type: none"> Continue to implement strategies to engage our organisation in reconciliation. 	July 2022 review annually	
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly by promoting reconciliation via the Council website, social media and information sharing at events and within Council facilities. 	July 2022 review annually	
	<ul style="list-style-type: none"> Explore opportunities to positively influence internal and external stakeholders to drive reconciliation outcomes. 	November 2022 review annually	
	<ul style="list-style-type: none"> Include awareness of the RAP in staff and volunteer inductions. 	December 2022 review annually	
	<ul style="list-style-type: none"> Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. 	July 2022 review annually	
	<ul style="list-style-type: none"> Develop and implement a strategy to communicate our RAP to all internal and external stakeholders. 	July 2022 review annually	
	<ul style="list-style-type: none"> Invite guest speakers to present to all levels of the organisation on key initiatives. 	July 2022 review annually	
	<ul style="list-style-type: none"> Maintain an annual Reconciliation SA membership. 	August 2022, 2023	
	<ul style="list-style-type: none"> Host at least one reconciliation event or activity for staff and community outside of National Reconciliation Week. 	September 2022, 2023	Community Development Officer

Relationships

Focus Area: Community Engagement			
Action	Deliverable	Timeline	Responsibility
2. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander people and communities to support positive outcomes.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander people and communities to develop strategies that ensure culturally safe engagement. 	December 2022 review annually	Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders. 	March 2023	Community Development Officer
	<ul style="list-style-type: none"> Encourage proposals from the Aboriginal community relating to Aboriginal affairs, topics and concerns to be presented to Council, contributing to open communication between community, staff and Council. 	July 2022 review annually	CEO Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Support local community groups and clubs to promote to and engage with Aboriginal people and actively participate in reconciliation. 	July 2022 review annually	Community Development Officer
3. Support the objectives of the Kurna People Local Government Indigenous Land Use Agreement (ILUA).	<ul style="list-style-type: none"> Build relationships with the ILUA Committee to best support the agreement. 	July 2022 review annually	Executive Manager Development & Compliance
	<ul style="list-style-type: none"> If and when required, meet ILUA obligations in a timely manner. 	July 2022 review annually	
	<ul style="list-style-type: none"> Notify and consult with Kurna Yerta Aboriginal Corporation regarding any developments and projects expected to impact Aboriginal heritage. 	July 2022 review annually	



Relationships

Focus Area: Reconciliation in Action			
Action	Deliverable	Timeline	Responsibility
4. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander people and other Australians.	<ul style="list-style-type: none"> Register all of our NRW events on Reconciliation Australia's NRW website. 	May 2023, 2024	Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and community. 	May – June 2023, 2024	
	<ul style="list-style-type: none"> Organise at least one internal event for NRW each year. 	May – June 2023, 2024	
	<ul style="list-style-type: none"> Our organisation supports and co-hosts an external NRW event. 	May – June 2023, 2024	
	<ul style="list-style-type: none"> Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 	May – June 2023, 2024	
	<ul style="list-style-type: none"> Encourage staff and senior leaders to participate in internal and external events to recognise and celebrate NRW. 	May – June 2023, 2024	CEO
	<ul style="list-style-type: none"> Extend an invitation to Aboriginal and Torres Strait Islander people to share their reconciliation experiences and stories. 	July 2022 review annually	
5. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of current HR policies and procedures to identify existing anti-discrimination provisions and future needs. 	December 2022	CEO
	<ul style="list-style-type: none"> Based on a review of HR policies and procedures, develop, implement and communicate an anti-discrimination policy for our organisation. 	April 2023	Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal advisors to consult on our anti-discrimination policy. 	May 2023	Manager People & Culture
	<ul style="list-style-type: none"> Educate senior leaders and staff about the types of racism, the effects of racism and how to embed anti-racism in organisational culture. 	November 2022 review annually	Community Development Officer

Respect

Council recognises the importance of respect for Aboriginal people in working towards reconciliation. Respect is developed through knowledge sharing and gaining an understanding of Aboriginal history, cultures and customs. This will assist Council in achieving its goal of being a uniquely identifiable town.



Focus Area: Acknowledgement of Country and Cultural Protocols			
Action	Deliverable	Timeline	Responsibility
6. Engage employees, council members, volunteers, community and stakeholders in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	<ul style="list-style-type: none"> Develop and promote a cultural protocol document that considers different types of protocols relevant to staff, including Welcome to Country and Acknowledgement of Country. 	December 2022	Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country. 	July 2022 review annually	Community Development Officer
	<ul style="list-style-type: none"> Develop an Acknowledgement of Country card for all staff to have and utilise. 	August 2022	Community Development Officer
	<ul style="list-style-type: none"> Promote key contacts for organising a Welcome to Country. 	July 2022 review annually	
	<ul style="list-style-type: none"> Invite a Traditional Custodian to provide a Welcome to Country at all significant Council events. 	July 2022 review annually	CEO
	<ul style="list-style-type: none"> Include Acknowledgement of Country at the commencement of important internal and external meetings and on all Council meeting agendas. 	July 2022 review annually	
	<ul style="list-style-type: none"> Include Acknowledgement of Country at the beginning of all significant Council documents/plans/strategies. 	July 2022 review annually	CEO Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Include Acknowledgement of Country on Council's website and in electronic communication. 	July 2022 review annually	Manager Information, Governance & Business Improvement
	<ul style="list-style-type: none"> Organise and display an Acknowledgment of Country plaque in all Council public buildings. 	December 2023	Executive Manager Community & Strategy Executive Manager Infrastructure & Operations
	<ul style="list-style-type: none"> Encourage the inclusion of Welcome to Country or Acknowledgement of Country for Council sponsored/ supported events. 	December 2022 review annually	CEO Executive Manager Community & Strategy

Respect

Focus Area: Acknowledgement of Country and Cultural Protocols			
Action	Deliverable	Timeline	Responsibility
7. As a sign of respect and recognition to Aboriginal people, appropriately display the Aboriginal and Torres Strait Islander flags at Council buildings/ facilities.	<ul style="list-style-type: none"> Be guided by the Gawler Aboriginal Health Team regarding the Aboriginal flag being flown at half-mast as a sign of respect at the passing of significant Elders in the community and/or on other significant dates such as National Sorry Day. 	July 2022 review annually	Executive Manager Finance & Corporate Governance Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Fly the Torres Strait Islander flag alongside the Aboriginal flag during National Reconciliation and NAIDOC Weeks. 	May, June & July 2023, 2024	Executive Manager Finance & Corporate Governance



Respect

Focus Area: Cultural Learning			
Action	Deliverable	Timeline	Responsibility
<p>8. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</p> <p><i>Cultural learning opportunities will be aligned to staff levels of understanding and will cover cultural awareness, cultural competency and cultural safety.</i></p> <p>Cultural awareness: new staff inductions and onboarding.</p> <p>Cultural competency: ongoing learning/training.</p> <p>Cultural safety: ongoing and embedded into every day work.</p>	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	October 2022 review annually	Executive Manager Community & Strategy Manager People & Culture Community Development Officer
	<ul style="list-style-type: none"> Following a review, develop and implement a cultural learning strategy that addresses the continuous cultural learning needs in all areas of our organisation. 	December 2022	
	<ul style="list-style-type: none"> Work with local Traditional Custodians and/or Aboriginal and Torres Strait Islander consultants to develop cultural learning program/s and training opportunities. 	July 2022 review annually	
	<ul style="list-style-type: none"> Consider various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion, including cultural mentoring opportunities). 	July 2022 review annually	
	<ul style="list-style-type: none"> All staff, including Council's Executive and Leadership Teams, volunteers and council members participate in cultural learning. 	June 2023 review annually	CEO
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members to participate in cultural learning. 	July 2022 review annually	Executive Manager Community & Strategy Manager People & Culture Community Development Officer
	<ul style="list-style-type: none"> Ensure cultural learning opportunities are specific to Gawler and the local area. 	July 2022 review annually	
	<ul style="list-style-type: none"> Within 12 months of commencing work at the Town of Gawler, new staff and volunteers participate in cultural learning. 	June 2023 review annually	Executive Manager Community & Strategy Manager People & Culture Team Leader Home Assist & Volunteering Community Development Officer
	<ul style="list-style-type: none"> Conduct an annual staff survey to capture staff levels of understanding. 	September 2022, 2023	Manager People & Culture Community Development Officer

Respect

Focus Area: Cultural Identity and Education			
Action	Deliverable	Timeline	Responsibility
9. Promote and advocate for localised truth-telling processes and initiatives.	<ul style="list-style-type: none"> Identify resources that can support Council to engage with the local Aboriginal community around the topic of truth-telling. 	September 2022 review annually	Executive Manager Community & Strategy Manager Library & Community Services Community Development Officer
	<ul style="list-style-type: none"> Support/host at least one Kadlitiya Yarning Circle each year. 	December 2022 review annually	
	<ul style="list-style-type: none"> Continue to host safe, open community forums/platforms that enable and encourage storytelling, truth-telling and sharing of different perspectives. 	July 2022 review annually	
	<ul style="list-style-type: none"> Investigate traditional meaning and use of place and promote to the wider community where appropriate. 	July 2022 review annually	
	<ul style="list-style-type: none"> Explore opportunities to utilise the Gawler Cultural Heritage Gallery for exhibitions that enhance local truth-telling. 	July 2022 review annually	
	<ul style="list-style-type: none"> Continue to provide a wide variety of resources in the Library that promote Aboriginal history and truth-telling. 	July 2022 review annually	
10. Increase opportunities for staff to learn about and incorporate Kaurna language into every day communications.	<ul style="list-style-type: none"> Include elements of Kaurna language in staff cultural learning opportunities. 	July 2022 review annually	Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Include the Statement of Acknowledgement in both Kaurna and English at the beginning of significant Council documents. 	July 2022 review annually	
	<ul style="list-style-type: none"> Encourage and support staff to use Kaurna language in every day interactions, such as in email signatures. 	July 2022 review annually	
	<ul style="list-style-type: none"> Investigate the dual naming of Council facilities and internal spaces. 	July 2022 review annually	

Respect

Focus Area: Cultural Identity and Education			
Action	Deliverable	Timeline	Responsibility
11. Increase opportunities for the community to learn about Kurna language.	<ul style="list-style-type: none"> Create and improve signage across the Town of Gawler using Kurna language wherever possible. 	July 2022 review annually	Executive Manager Community & Strategy Manager Library & Community Services Community Development Officer
	<ul style="list-style-type: none"> Continue to include Kurna language workshops at events and initiatives such as NRW, NAIDOC Week, Nunga Fringe and Youth Week. 	July 2022 review annually	
	<ul style="list-style-type: none"> Continue to include Kurna language information and resources at the Library and in Library programming. 	July 2022 review annually	
	<ul style="list-style-type: none"> Provide Kurna language workshops in the Youth Space. 	December 2022 review annually	
12. Identify places that have cultural significance across the Town of Gawler and surrounding areas.	<ul style="list-style-type: none"> Undertake the Gawler Kurna Cultural Heritage Mapping Project. 	December 2022	Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Identify partners within the Barossa, Light and Lower North Region who are interested in collaborating on a regional cultural mapping project. 	April 2023 review annually	CEO
	<ul style="list-style-type: none"> Actively involve staff in the consolidation of corporate knowledge regarding Aboriginal culture and heritage as it relates to locations and the physical environment. 	July 2022 review annually	Executive Manager Community & Strategy Executive Manager Infrastructure & Operations Community Development Officer



Respect

Focus Area: Cultural Identity and Education			
Action	Deliverable	Timeline	Responsibility
13. Promote Aboriginal culture and history in public places through planning, signage and public art.	<ul style="list-style-type: none"> Promote the Gawler Cultural Heritage Gallery as an opportunity to showcase Aboriginal art, heritage and research. 	July 2022 review annually	Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Implement the naming of significant venues, places and open spaces with Kaurna names. 	December 2023 review annually	CEO
	<ul style="list-style-type: none"> Develop one public art element in a public space each year. 	December 2022 review annually	Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Continue to include Aboriginal artworks in Council buildings. 	July 2022 review annually	
	<ul style="list-style-type: none"> In partnership with the Aboriginal community, develop a memorial at a space of significance. 	June 2023 review annually	
	<ul style="list-style-type: none"> Investigate opportunities for the South Australian Museum collection of Gawler artefacts to be exhibited in the Town of Gawler. 	July 2023 review annually	Executive Manager Community & Strategy
14. Ensure the Gawler Public Library collection contains resources to educate the community about Aboriginal and Torres Strait Islander culture and history.	<ul style="list-style-type: none"> Increase the number of resources purchased from approved Aboriginal and Torres Strait Islander suppliers. 	July 2022 review annually	Manager Library & Community Services
	<ul style="list-style-type: none"> Continue to increase the current collection. 	July 2022 review annually	
	<ul style="list-style-type: none"> Continue to increase the breadth of the collection. 	July 2022 review annually	
	<ul style="list-style-type: none"> In collaboration with members of the Aboriginal community, implement displays, programs and activities related to Aboriginal culture, history and significant dates. 	July 2022 review annually	

Respect

Focus Area: Celebrating Culture			
Action	Deliverable	Timeline	Responsibility
15. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Provide opportunities for Council and the wider community to recognise the importance of NAIDOC Week as it relates to Aboriginal culture and achievements. 	July 2022, 2023, 2024	CEO Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Provide and communicate opportunities for all staff to participate in and celebrate NAIDOC Week. 	July 2022, 2023, 2024	
	<ul style="list-style-type: none"> Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week. 	July 2022, 2023, 2024	
	<ul style="list-style-type: none"> RAP Working Group to participate in a NAIDOC Week event. 	July 2022, 2023, 2024	
	<ul style="list-style-type: none"> Partner with community to hold NAIDOC Week event/s. 	July 2022, 2023, 2024	
16. Recognition of Aboriginal and Torres Strait Islander dates of significance, contributions and achievements.	<ul style="list-style-type: none"> Update and promote the significant dates list (that includes Gawler, State and National dates). 	July 2022 review annually	Community Development Officer
	<ul style="list-style-type: none"> Investigate ways to raise awareness and educate staff and community regarding 26 January. 	September 2022 review annually	CEO Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Support the implementation of a local Invasion Day. 	January 2023, 2024	
	<ul style="list-style-type: none"> Seek the incorporation of a moment of reflection, gratitude and acknowledgment within the 26 January event. 	January 2023 review annually	
	<ul style="list-style-type: none"> Promote awards initiatives that recognise and celebrate the achievements and contributions made by the local Aboriginal community. 	July 2022 review annually	Executive Manager Community & Strategy Community Development Officer

Opportunities

Council will ensure that all services it supplies are accessible to the Aboriginal community and we will work with the local Aboriginal community to close the gap regarding education, employment, economic development and health. In creating more opportunities for Aboriginal people we are working towards our goal of becoming a strong and vibrant community.



Focus Area: Employment			
Action	Deliverable	Timeline	Responsibility
17. Create opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	<ul style="list-style-type: none"> Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	November 2022 review annually	CEO Manager People & Culture
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce. 	July 2023 review annually	
	<ul style="list-style-type: none"> Engage with and collect information from current Aboriginal and Torres Strait Islander staff to inform future recruitment, employment, retention and professional development opportunities. 	June 2023 review annually	Manager People & Culture
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander Recruitment, Retention and Professional Development Policy aiming for a target of 2% employment of Aboriginal people within the organisation. 	June 2023 review annually	CEO Manager People & Culture
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace (including cultural leave). 	December 2022 review annually	Manager People & Culture
	<ul style="list-style-type: none"> Continue to include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply.' 	July 2022 review annually	Manager People & Culture Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Develop and implement Aboriginal and Torres Strait Islander employment pathways that may include work experience, traineeships, internships, volunteering opportunities, and partnerships with external groups and organisations. 	July 2022 review annually	CEO
	<ul style="list-style-type: none"> Support the development of a social enterprise café model within the Gawler Civic Centre to encourage training and employment outcomes for Aboriginal people. 	December 2023	Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Investigate a sponsorship program for Aboriginal and Torres Strait Islander students that supports with educational fees and/or resources. 	December 2023	Manager People & Culture Youth Development Officer

Opportunities

Focus Area: Supplier Diversity			
Action	Deliverable	Timeline	Responsibility
18. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">Review current procurement procedures to remove possible barriers for Aboriginal and Torres Strait Islander businesses in supplying our organisation with goods and services.	December 2022 review annually	CEO Executive Manager Community & Strategy Manager Finance & Procurement
	<ul style="list-style-type: none">Develop and implement a procedure and associated processes that focus on Aboriginal and Torres Strait Islander procurement.	June 2023	
	<ul style="list-style-type: none">Communicate opportunities to engage Aboriginal and Torres Strait Islander businesses and individuals that can be used to procure goods and services.	December 2022 review annually	
	<ul style="list-style-type: none">Continue to develop commercial relationships with Aboriginal and Torres Strait Islander owned businesses and individuals.	July 2022 review annually	
Focus Area: Community Participation			
19. Identify the need for local programs and services in the Town of Gawler.	<ul style="list-style-type: none">Continue to provide in-kind support to local Aboriginal groups, initiatives and events.	July 2022 review annually	Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none">Work in partnership with Aboriginal agencies and organisations that provide services to the Aboriginal and wider community.	July 2022 review annually	
	<ul style="list-style-type: none">Continue to build on our partnership with the Aboriginal Health Team.	July 2022 review annually	
	<ul style="list-style-type: none">Meet with service providers to establish relevant outreach programs for the Gawler Aboriginal community.	July 2022 review annually	Mayor
	<ul style="list-style-type: none">Facilitate a coordinated advocacy approach targeting key stakeholders to obtain funding for Gawler in regard to program and service gaps.	July 2022 review annually	CEO

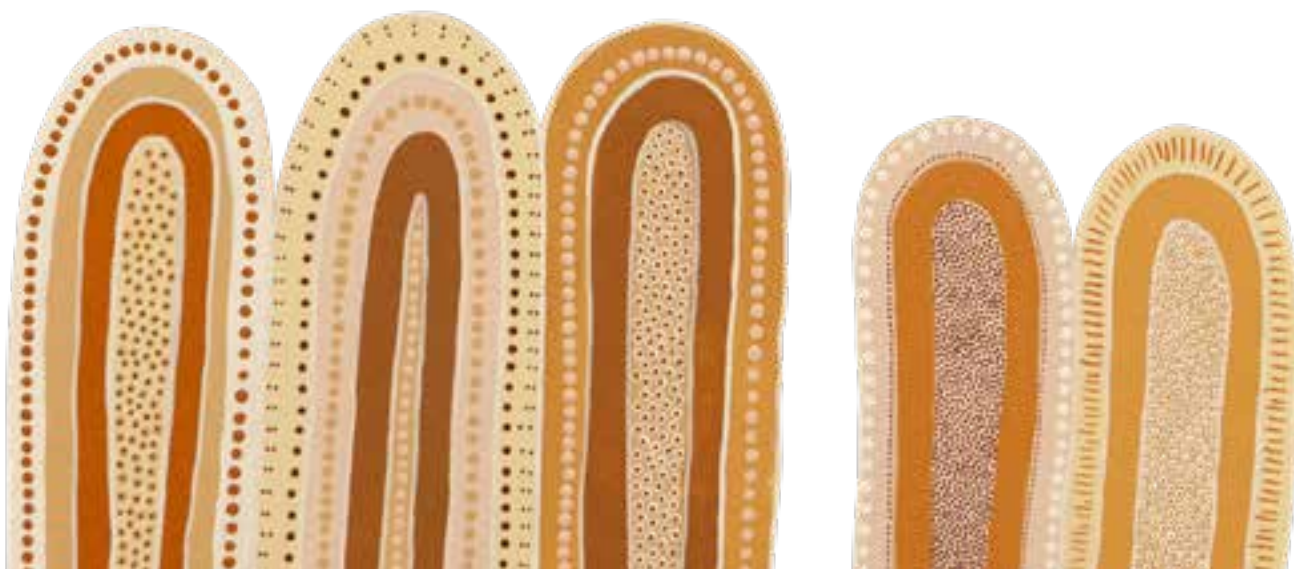
Opportunities

Focus Area: Community Participation			
Action	Deliverable	Timeline	Responsibility
20. Engage with primary schools, secondary schools and early learning centres in the Town of Gawler and surrounding areas, to promote and provide opportunities for community participation.	<ul style="list-style-type: none"> Engage with local secondary schools to provide community connection opportunities for local young Aboriginal people. 	February 2023 review annually	Community Development Officer Youth Development Officer
	<ul style="list-style-type: none"> Engage with all Aboriginal Community Education Officers (ACEOs) within the Gawler area to establish opportunities for community participation. 	February 2023 review annually	
	<ul style="list-style-type: none"> Promote the Narragunnawali interactive platform and RAPs to schools and early learning centres within Gawler. 	February 2023 review annually	
21. Ensure the voices of Aboriginal children and young people are heard and they have the opportunity to participate in decision-making.	<ul style="list-style-type: none"> Engage young Aboriginal people through the appropriate channels. 	July 2022 review annually	Community Development Officer Youth Development Officer
	<ul style="list-style-type: none"> Commit to the ongoing engagement of Aboriginal children and young people as part of Council's Child and Youth Friendly philosophy. 	July 2022 review annually	
	<ul style="list-style-type: none"> Liaise with local schools to promote and encourage participation of young Aboriginal people on the Gawler Youth Advisory Committee. 	July 2022 review annually	



Governance, Tracking Progress and Reporting

Action	Deliverable	Timeline	Responsibility
22. RAP Working Group actively monitors RAP development, implementation and progress of 2022 – 2024 RAP actions.	<ul style="list-style-type: none"> RAP Working Group oversees the development and endorsement of the RAP. 	July 2022	Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander people are represented on the RAP Working Group. 	November 2022 review annually	
	<ul style="list-style-type: none"> Review Terms of Reference for the RAP Working Group. 	November 2023	
	<ul style="list-style-type: none"> Meet at least quarterly to monitor and report on RAP implementation. 	February, May, August, November 2022 - 2024	
23. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	August 2022	CEO
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	August 2022 review annually	
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion/s from senior management. 	July 2022 review annually	
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	July 2022 review annually	



Action	Deliverable	Timeline	Responsibility
24. Ensure the Gawler RAP is made available to the community.	<ul style="list-style-type: none"> The RAP is located on the Town of Gawler website and promoted via social media platforms. 	July 2022	Executive Manager Community & Strategy Community Development Officer
	<ul style="list-style-type: none"> The RAP is available in all Council facilities. 	August 2022	
	<ul style="list-style-type: none"> Communicate ways in which the community, and in particular the Aboriginal community, can provide feedback on the RAP and contribute to RAP initiatives. 	September 2022 review annually	
25. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss important RAP correspondence. 	June 2023, 2024	Community Development Officer
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Statement. 	August 2022, 2023	
	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. 	September 2022, 2023	CEO
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2024	
	<ul style="list-style-type: none"> Conduct an annual internal review of RAP priorities. 	July 2022, 2023	
	<ul style="list-style-type: none"> Publically report RAP challenges and learnings and celebrate RAP achievements and milestones. 	November 2022, 2023	
	<ul style="list-style-type: none"> Report to Council annually regarding the implementation of the RAP. 	November 2022, 2023	
	<ul style="list-style-type: none"> Provide regular updates to all staff and senior leaders. 	July 2022 review annually	
	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	July 2024	Community Development Officer
26. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	December 2023	Executive Manager Community & Strategy
	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. 	February 2024	Community Development Officer

Explanation of Terms

Aboriginal Person

An Aboriginal person is someone who:

- Is of Aboriginal descent.
- Identifies as an Aboriginal person.
- Is accepted as an Aboriginal person by the community in which they live.

Acknowledgement of Country

An Acknowledgement of Country is an opportunity for anyone to show respect for traditional custodians and the continuing connection of Aboriginal and Torres Strait Islander people to Country. It can be given by both non-Aboriginal people and Aboriginal and Torres Strait Islander people.

Assimilation

The process whereby a minority group gradually adapts to the customs and attitudes of the prevailing culture and customs. Government assimilation policies have impacted harshly on Aboriginal and Torres Strait Islander people, with the intent that Aboriginal and Torres Strait Islander people and culture be absorbed or 'assimilated' into the wider population.

Culture

The ideas, customs and social behaviour of a particular people or society.

Cultural Awareness

Developing an understanding of a culture other than your own.

Cultural Competency

The ability to put aside bias and have a respectful attitude towards others. Gaining knowledge and understanding about the difference in cultures to create a culturally safe environment.

Cultural Learning

Opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements. Cultural learning for our organisation encompasses cultural awareness, cultural competency and cultural safety.

Cultural Safety

Creating an environment that is spiritually, socially and emotionally safe for Aboriginal and Torres Strait Islander people to connect with their culture and identity. A commitment to redesigning organisations and systems to reduce racism and discrimination.

Equality

The right of different groups of people to have a similar social position and receive the same treatment.

Kaurna

The Kaurna people are the Traditional Custodians of Adelaide and the Adelaide Plains.

NAIDOC Week

NAIDOC Week occurs in July each year. It is a time to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander people. NAIDOC originally stood for 'National Aborigines and Islanders Day Observance' Committee. NAIDOC is now the title for the whole week, not just the day.

National Reconciliation Week

National Reconciliation Week takes place each year from 27 May to 3 June. The week is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.

Nunga

Nunga is a term of self-reference for many Aboriginal people of South Australia.

Reconciliation

Reconciliation has introduced a greater focus on the relationship between Aboriginal and non-Aboriginal people and opened up a national debate on prejudice, discrimination and racism. It has raised broader questions about our national identity and the place of Aboriginal and Torres Strait Islander histories, cultures and rights in our nation's story. The contemporary definition of reconciliation weaves together the five dimensions of reconciliation; race relations, equality and equity, institutional integrity, historical acceptance and unity.

www.reconciliation.org.au/what-is-reconciliation/

Reconciliation Action Plan

A Reconciliation Action Plan (RAP) provides organisations with a structured approach to advance reconciliation.

Torres Strait Islander Person

A Torres Strait Islander person is someone who:

- Is of Torres Strait Islander descent.
- Identifies as a Torres Strait Islander person.
- Is accepted as a Torres Strait Islander person by the community in which they live.

Traditional Custodian

A group that occupied a particular region prior to European colonisation.

Traditional Land

Ancestral lands, waters and territories that have been occupied long before European settlement and are of fundamental importance for the physical and cultural survival of Aboriginal people.

Welcome to Country

A Welcome to Country occurs at the beginning of a formal event to welcome visitors and offer safe passage. Welcomes can take many forms including singing, dancing, smoking ceremonies or a speech in traditional language or English. A Welcome to Country is delivered by traditional custodians or Aboriginal and Torres Strait Islander people who have been given permission from traditional custodians to welcome visitors to their Country.

About the Gawler RAP Artwork by Ngadli Art

Ngayidju Nhagu Ngallugu
MINE, YOURS, OURS

The main centre circles of the artwork reflect the RAP themes of relationships, respect and opportunities.

The four corner sections represent historical truth-telling from various Aboriginal groups. The hills represent overcoming discrimination and racism and the journey we must go on together to eliminate this. The various symbols around the middle of the piece represent traditional and new ways of communicating to close the gap and build reconciliation.



Ngadli Art was founded by Narungga / Wirangu sisters Codi and Kira Buckskin, two young Aboriginal artists and storytellers.

Using a combination of traditional dot work and contemporary design, Codi and Kira interpret their cultural history and stories through a unique and contemporary approach.

The RAP artwork is a 200cm by 140cm original acrylic on canvas. Imagery of the artwork is used throughout this document and the original canvass is on display at the Gawler Civic Centre.





Contact Details

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