

# Reconciliation Action Plan

July 2018 – July 2020



Gawler





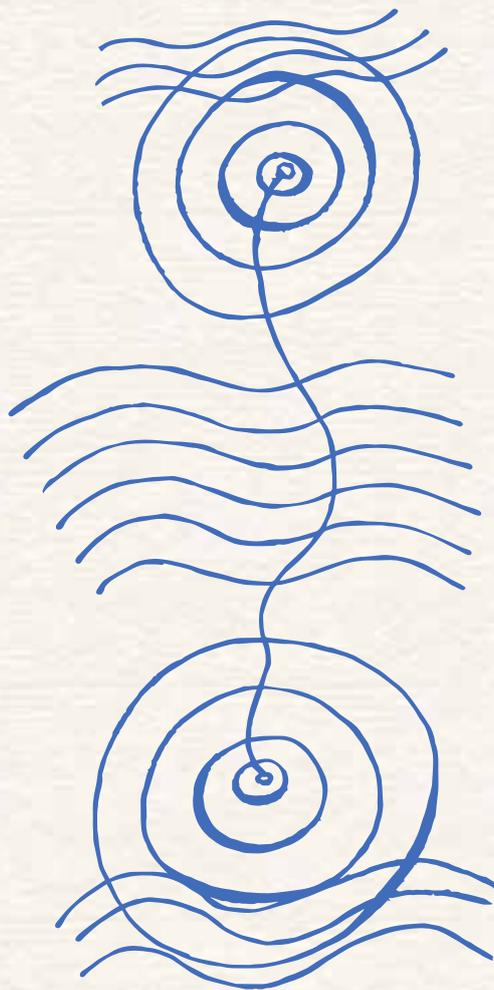
## Acknowledgement of Country ○.....



Kadlitiyarlu tampintheta yalaka ngadlu Kurna  
yartangka inparrintheta. Ngadludlu tampintheta,  
parnaku tuwila yartangka. Kurna Miyurna  
yayta yarta-mathanya Wama Tarntanyaku,  
parnaku yayta, parnaku tapa puru purruna.  
Kurna Miyurna ithu yayta purruna, yarta  
kuma puru martintheta, puru warri-apintheta,  
puru tangka martulayintheta.

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.

*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 for Kurna  
Country and throughout this document is **Aboriginal people**.*



1	Acknowledgement of Country
5	Message from Town of Gawler RAP Working Group Co-Chairpersons Rebecca Kimlin and Scott Rathman
6	Message from Town of Gawler Mayor, Karen Redman
7	Message from Town of Gawler CEO, Henry Inat
8	Our Vision for Reconciliation
9	Our Business
10	Our Reconciliation Journey
12	<b>Our Reconciliation Action Plan</b>
13	▶ Relationships
16	▶ Respect
21	▶ Opportunities
25	▶ Governance, Tracking Progress and Reporting
26	Explanation of Terms
28	About the Gawler RAP Artwork



## Message from Town of Gawler RAP Working Group Co-Chairpersons Rebecca Kimlin and Scott Rathman

---



*It is an honour to present the Town of Gawler Innovate RAP 2018-2020. The RAP has been developed through a process of sharing with our non-Aboriginal brothers and sisters. We look on with great pride as our Town continues to grow into a place where reconciliation is alive and vibrant.*

*The development and implementation of the Town of Gawler RAP is an opportunity for the Council to embed culturally appropriate practice into the daily operations of the organisation. It will ensure the Council is challenged to build stronger relationships with the Aboriginal community in the local Gawler area.*

*We are hopeful to see a genuine commitment towards changing the lives of Aboriginal people as the Council delivers on creating greater opportunities for the Aboriginal community; meaningful opportunities to participate in employment and to supply services and products to the Council. The RAP will also deliver on the development of cultural protocols, the provision of staff cultural learning opportunities, and opportunities for community participation.*

*It is an exciting document that highlights the good work that has already occurred but also lights the pathway going forward on the Town of Gawler reconciliation journey.*

## Message from Town of Gawler Mayor, Karen Redman

---



*The area of Adelaide and the Adelaide Plains has been the traditional land of the Kurna people for many thousands of years. The Kurna people, past and present, have a strong connection to Gawler and that connection to Country, their cultural and heritage beliefs are still just as important to the Kurna people today.*

*I am extremely proud to see Gawler's first Innovate Reconciliation Action Plan come to fruition. This Plan has been developed by members of the local Aboriginal community together with non-Aboriginal people from Council and community. The actions in the RAP are based around the three pillars of relationships, respect and opportunities, and will allow Council, as an organisation, to better coordinate our efforts and build on what has already been achieved. Reconciliation is about achieving recognition, respect and change for Aboriginal people of the Gawler community. We must gain a deeper understanding of the past and acknowledge the historical and ongoing impacts that colonisation has had, and continues to have, upon Aboriginal people.*

*The Town of Gawler continues to support initiatives that acknowledge the contribution Aboriginal people make to the community, including building community partnerships, the installation of public artworks, and permanently flying the Aboriginal Flag. Council is represented on the Gawler NAIDOC Committee and the Gawler Reconciliation Action Group, two groups that both implement a range of outstanding activities and events throughout the year. We acknowledge that there is still much work to be done on the path to reconciliation. However, this RAP will broaden our opportunities for engagement and collaboration and advance the opportunities that are already in place.*

*The RAP represents more meaningful outcomes for local Aboriginal people, stronger partnerships, employment opportunities, learning, recognition and increased 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.*

*I take this opportunity to sincerely thank all the members of the Gawler Reconciliation Action Plan Working Group for the significant time and effort they have put into developing this Plan. The Town of Gawler is looking forward to continuing on our reconciliation journey. I invite the community to read, reflect and support the initiatives of this Plan in a move towards a unified community that celebrates, and is proud of the significant Aboriginal cultures we have within the Town of Gawler.*

## Message from Town of Gawler CEO, Henry Inat

---



*This Innovate Reconciliation Action Plan, the first for our organisation, represents a significant milestone in the Town of Gawler reconciliation journey.*

*In recent years the Town of Gawler has endeavoured to establish solid partnerships with the local Aboriginal community. Gawler can be proud of our 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.*

*Our RAP outlines practical actions that Council and its partners will take to build strong relationships and enhanced respect with the region's Aboriginal people, who play an important role in the social, economic and cultural growth of our community. This Plan ensures that staff, elected members, volunteers and members of the community are able to contribute to the reconciliation process.*

*In our goal of becoming a strong and vibrant community we will work to improve economic outcomes for Aboriginal people by creating job opportunities and supporting Aboriginal businesses. We also want to drive social change and help create a community that shows great pride and respect for Aboriginal people and culture.*

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

*The Gawler RAP is an important tool in creating respectful communities, social inclusion and equality, and strengthening the ability of the Town of Gawler to uphold its vision of being a liveable, cohesive, active, innovative and sustainable community.*

## Our Vision for Reconciliation

---



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

It is imperative that we work towards improving the understanding of Aboriginal culture and history and the significance and meaning of land and places within Gawler. We acknowledge that members of the Aboriginal community view Gawler as a safe space and a meeting place.

We acknowledge practices and assimilation policies of the past and accept that the healing process and the building of strong and respectful relationships between Aboriginal and non-Aboriginal people will take time.

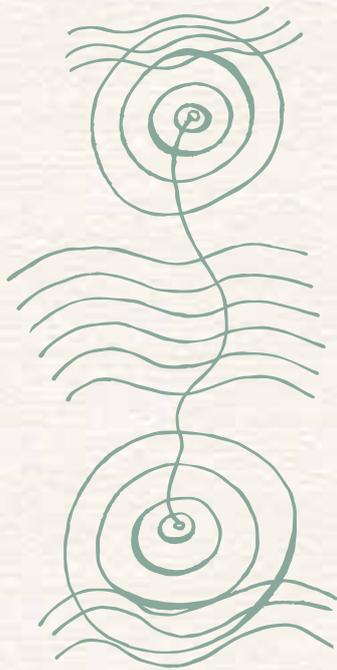
The Town of Gawler is committed to building community capacity and increasing social inclusion for all within the Aboriginal community. We are on a journey of reconciliation that supports participation and engagement for all members of the community in all aspects of community life.

Within our organisation we are committed to continued learning, and providing ongoing learning opportunities for our staff, elected members, volunteers and community.

The Gawler Reconciliation Action Plan will focus on strengthening positive relationships, acknowledging and respecting Aboriginal culture, and providing opportunities to ensure that Aboriginal people have the same life opportunities as other Australians.

## 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 2016 Gawler's population was 23,034, 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 2016 Australian Census, 394 people within the Town of Gawler identified as Aboriginal and/or Torres Strait Islander. It is acknowledged that there is a far greater number of Aboriginal people in our 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 March 2018 the total number of full time equivalent employees at the Town of Gawler was 134. Currently, no records are captured regarding staff members that identify as Aboriginal and/or Torres Strait Islander. However, it is envisioned that processes will be introduced 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, the Gawler Public Library, the Gawler Sport and Community Centre, the Gawler Aquatic Centre, the Gawler Visitor Information Centre, and Elderly Centre. The Gawler Civic Centre, which includes the heritage listed Town Hall and Institute Building, is currently under redevelopment. This facility, once completed, will be 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 213 Aboriginal students, with just over 100 of these students attending the Gawler and District College B-12.

# Our Reconciliation Journey

---

Gawler holds an important significance for Aboriginal people past and present. The Town of Gawler continues to support, implement and partner in a range of initiatives that recognise and acknowledge the contribution that Aboriginal and Torres Strait Islander people make to the Gawler community.

- 2002** ○ The first major reconciliation project to occur in Gawler was the opening of the Parridla Taikondi River Junction Park in 2002. The project was initiated by the Gawler Environment and Heritage Association. The first step in this process was the development of an 'Action Plan for Gawler River Junction' that was supported by Council as a reconciliation project. 'An Indigenous Heritage Study of the Gawler River Junction, Gawler, South Australia' was completed in 2003. This took place in collaboration with Kurna Meyunna and Kurna Elders and identified the river junction as a culturally important site. After consultation with Kurna Warra Pintyanthi (Kurna Language Team), 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** ○ In 2005, Council adopted a Reconciliation Statement that was endorsed and signed by Kurna Elders.
- 2006** ○ The Town of Gawler is a signatory to the Kurna Peoples Local Government Indigenous Land Use Agreement (ILUA). In 2006, 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 ILUA will become operative when signed by all relevant parties and registered by the National Native Title Tribunal. Council is currently using the processes under this document as a guide to relations with Kurna people. The Kurna Peoples Native Title Claim was determined by the Federal Court in relation to land in the Town of Gawler in March 2018. No land within the Town of Gawler is subject to Native Title under this determination.
- 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.

---

2012

This project was celebrated during National Reconciliation Week 2012, with the unveiling of upgraded interpretive signage along the pathway. As part of the Gawler Urban Rivers Master Plan, Council engaged with the Kurna Nation Cultural Heritage Association to undertake cultural heritage mapping within all green field developments including along the Gawler River and within Reid Reserve.

In 2012 Council resolved to permanently display the Aboriginal Flag at the front of Town Hall building.

2014

In 2014, Council staff met with Adelaide University to establish the correct Kurna name for Gawler. Kadlitpiyarta (pronounced car-lit-pea-yarta) is the confirmed Kurna name for the Town. This initiative is an important acknowledgement of the significant Kurna heritage of Gawler.

In 2014 the Gawler NAIDOC Committee was formed. This group comprises representatives from the community, local organisations and Council. The group organises and implements a range of events and activities for both National Reconciliation Week and NAIDOC Week. Initiatives have included community events, school holiday programs, film nights, cultural competency training and a range of workshops. All of the Committee's events have a strong focus on educating the community and raising awareness about the valuable contribution Aboriginal people bring to the community.

2015

In 2015 the Gawler Reconciliation Action Group was formed. The group comprises representatives from the Gawler Health Service, other key organisations and Council. This group plans and implements Gawler's annual Reconciliation Event held in Apex Park. The event now attracts hundreds of people, both Aboriginal and non- Aboriginal, from the local community and surrounding regions. The event is an opportunity to bring understanding and respect to all people involved. The event creates a vibrant and welcoming space for the community to gather and interact and helps to build a respectful community and culture free from racism and discrimination.

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 over 1000 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 endorsed its Reconciliation Action Plan Working Group. The group commenced meetings in March 2016.

# Our Reconciliation Action Plan

This is the first Reconciliation Action Plan (RAP) for the Town of Gawler. Our Reconciliation Action Plan will help to build a sense of pride and positive wellbeing in our community as we acknowledge Aboriginal history, culture and customs and its important role in our shared history.

The Gawler Reconciliation Action Plan Working Group was established in February 2016 with the aim of developing, and then implementing, the RAP. The RAP Working Group comprises representation from across the organisation and the local community. The RAP Working Group is co-chaired by two members of Gawler’s Aboriginal community, one female and one male. Our internal RAP champions include Mayor Karen Redman and CEO Henry Inat. Working Group members include:





# Relationships

Meaningful relationships will assist Council to respond to the needs and aspirations of our 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. RAP Working Group actively monitors RAP development, implementation and progress of 2018 – 2020 RAP actions.	<ul style="list-style-type: none"> <li>▶ RAP Working Group oversees the development, endorsement and launch of the RAP.</li> <li>▶ Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Working Group.</li> <li>▶ Review Terms of Reference for the RAP Working Group.</li> <li>▶ Meet at least quarterly to monitor and report on RAP implementation.</li> </ul>	<ul style="list-style-type: none"> <li>▶ July 2018</li> <li>▶ July 2018, 2019, 2020</li> </ul>	Team Leader Recreation and Community  Community Development Officer
	2. Raise internal and external awareness of our RAP to promote reconciliation across our organisation and community.	<ul style="list-style-type: none"> <li>▶ Develop, implement and review a strategy to communicate our RAP to all internal and external stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>▶ July 2018, 2019, 2020</li> </ul>
		<ul style="list-style-type: none"> <li>▶ Promote reconciliation through ongoing active engagement with all stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>▶ July 2018 – July 2020</li> </ul>
3. Raise awareness about contemporary reconciliation initiatives and community projects and activities.	<ul style="list-style-type: none"> <li>▶ Promote via Council website, social media and information sharing at events and within Council facilities.</li> <li>▶ Invite guest speakers/panelists to present on key initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>▶ July 2018 – July 2020</li> </ul>	Team Leader Recreation and Community  Community Development Officer  Manager Business Enterprises and Communications
	<ul style="list-style-type: none"> <li>▶ Investigate Turkindi membership for communication, awareness and information relating to Aboriginal service providers and events.</li> </ul>	<ul style="list-style-type: none"> <li>▶ September 2018</li> </ul>	Community Development Officer



## FOCUS AREA Community Engagement

Action	Deliverable	Timeline	Responsibility
4. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and communities to support positive outcomes.	<ul style="list-style-type: none"> <li>▶ Meet with local Aboriginal and Torres Strait Islander people and communities to develop guiding principles for future engagement.</li> <li>▶ Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	▶ December 2018	Team Leader Recreation and Community  Community Development Officer
	<ul style="list-style-type: none"> <li>▶ Encourage proposals from the Aboriginal community to be presented to Council.</li> <li>▶ Develop joint ventures, partnerships, pro bono support or secondment and community capacity opportunities.</li> </ul>	▶ July 2018 – July 2020	CEO
			Manager Library and Community Services
	Community Development Officer		
5. Implement the Kurna Peoples Local Government Indigenous Land Use Agreement (ILUA) by building positive relationships with the ILUA Committee to best support the objectives of the agreement.	<ul style="list-style-type: none"> <li>▶ ILUA actions and contribution made.</li> <li>▶ Establish processes to support ILUA.</li> <li>▶ The Town of Gawler meets its obligations in a timely manner.</li> </ul>	▶ July 2018, 2019, 2020	Manager Development, Environment and Regulatory Services



**FOCUS AREA** Reconciliation in Action

Action	Deliverable	Timeline	Responsibility
6. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	<ul style="list-style-type: none"> <li>▶ Organise at least one internal event for NRW each year.</li> <li>▶ Register our NRW event via Reconciliation Australia's NRW website.</li> <li>▶ Support an external NRW event.</li> <li>▶ Ensure our RWG participates in an external event to recognise and celebrate NRW.</li> </ul>	▶ 27 May – 3 June 2019, 2020	Team Leader Recreation and Community
			Community Development Officer
	<ul style="list-style-type: none"> <li>▶ Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.</li> <li>▶ Encourage staff to participate in external events to recognise and celebrate NRW.</li> <li>▶ Host a reconciliation event or activity outside of NRW.</li> </ul>	▶ 27 May – 3 June 2019, 2020	CEO
		▶ July 2018 – July 2020	



# 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
7. Engage employees, elected 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.	▶ Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	▶ July 2018 – December 2018	CEO
	▶ Develop a list of key contacts for organising a Welcome to Country.	▶ December 2018 – July 2019	Community Development Officer
	▶ Invite a Traditional Custodian to provide a Welcome to Country at all significant Council events.	▶ July 2018 – July 2020	CEO
	▶ Include Acknowledgement of Country at the commencement of important internal and external meetings and on all Council meeting agendas.	▶ December 2018 – July 2019	CEO
	▶ Include Acknowledgement of Country on Council's website and electronic communication.	▶ December 2018 – July 2019	Manager Business Enterprises and Communications
	▶ Organise and display an Acknowledgment of Country plaque in all Council public buildings.	▶ December 2018 – December 2019	Manager Infrastructure and Engineering Services
			Manager Business Enterprises and Communications
	▶ Encourage the inclusion of Welcome to Country or Acknowledgement of Country for Council sponsored/ supported events.	▶ December 2018 – July 2019	CEO
Manager Library and Community Services			
Manager Business Enterprises and Communications			



Action	Deliverable	Timeline	Responsibility
8. Display the Aboriginal and Torres Strait Islander flags at Council buildings/ facilities as a sign of respect and recognition to Aboriginal people.	▶ Continue to permanently fly the Aboriginal flag at the Town of Gawler Administration Centre.	▶ July 2018 – July 2020	Manager Finance and Corporate Services
	▶ Develop protocols with local Aboriginal people 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, and include these protocols in the Town of Gawler flag policy.	▶ July 2019	Team Leader Recreation and Community
			Community Development Officer
	▶ Fly the Torres Strait Islander flag alongside the Aboriginal flag during National Reconciliation and NAIDOC Weeks.	▶ May, June and July 2018, 2019, 2020	Manager Finance and Corporate Services

## FOCUS AREA Cultural Learning

Action	Deliverable	Timeline	Responsibility
9. Engage members of our organisation in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.  Cultural learning opportunities will be aligned to staff levels of understanding and will cover cultural awareness, competency and safety.	▶ Develop and implement a strategy for all staff, elected members and volunteers which defines cultural learning needs in all areas of our organisation.  ▶ Work with local Traditional Custodians and/or Aboriginal and Torres Strait Islander consultants to develop cultural learning program/s and training opportunities.  ▶ Consider various ways cultural learning can be provided (online, face to face workshops or cultural immersion, including cultural mentoring opportunities).	▶ December 2018 – July 2020	Team Leader Recreation and Community
			Team Leader Organisational Development
			Community Development Officer
	▶ All staff, including Council's Leadership Team and volunteers, attend cultural learning training.	▶ December 2018 – July 2020	CEO



Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> <li>▶ Provide opportunities for RAP Working Group members to participate in cultural learning program/s and training.</li> <li>▶ Offer elected members cultural learning opportunities.</li> <li>▶ Ensure cultural learning opportunities are specific to Gawler and the local area.</li> </ul>	▶ December 2018 – July 2020	Team Leader Recreation and Community
			Team Leader Organisational Development
			Community Development Officer
	▶ Include awareness of the RAP in staff and volunteer inductions.	▶ December 2018 – July 2020	Team Leader Organisational Development
	▶ Within 12 months of commencing work at the Town of Gawler, new staff and volunteers participate in a cultural learning workshop.	▶ December 2018 – July 2020	Team Leader Recreation and Community
			Team Leader Organisational Development
			Volunteer Development Officer
			Community Development Officer
	▶ Conduct an annual staff survey to capture staff levels of understanding.	▶ December 2018 – July 2020	Team Leader Organisational Development
			Community Development Officer



## **FOCUS AREA** Cultural Identity and Education

Action	Deliverable	Timeline	Responsibility
10. Identify places that have cultural significance across the Town of Gawler and surrounding areas.	▶ Advocate for a Regional Cultural Mapping project.	▶ July 2018 – July 2020	CEO
	▶ Consolidate corporate knowledge in regard to Aboriginal culture and heritage as it relates to locations and the physical environment.		Manager Infrastructure and Engineering Services
11. Promote Aboriginal culture and history in public places through planning, signage and public art.	▶ Promote the Gawler Civic Centre Gallery as an opportunity to showcase Aboriginal art, heritage and research.	▶ December 2018 – July 2020	Manager Business Enterprises and Communications
	▶ Implement the naming of significant venues, places and open spaces with Kurna names.	▶ July 2018 – July 2020	CEO
	▶ Develop one memorial / public art element in a public space.	▶ July 2018 – July 2020  ▶ January 2019 – July 2020	Manager Library and Community Services
	▶ Include Aboriginal artworks in Council buildings.		Manager Business Enterprises and Communications
▶ Investigate opportunities for the South Australian Museum collection of Gawler artefacts to be exhibited in the Town of Gawler.		Team Leader Recreation and Community  Community Development Officer	
12. Ensure the Town of Gawler Library collection contains resources to educate the community about Aboriginal and Torres Strait Islander culture and history.	▶ Increase the number of resources purchased from approved Aboriginal and Torres Strait Islander suppliers.	▶ July 2018 – July 2020	Manager Library and Community Services
	▶ Increase current collection. ▶ Increase breadth of collection. ▶ In collaboration with members of the Aboriginal community, implement displays, programs and activities related to Aboriginal culture, history and significant dates.		Team Leader Library



**FOCUS AREA** Celebrating Culture

Action	Deliverable	Timeline	Responsibility
13. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	▶ Review policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	▶ July 2018 – July 2020	CEO
	▶ Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.		Team Leader Organisational Development
14. Provide opportunities for Council and the wider community to recognise the importance of NAIDOC Week as it relates to Aboriginal culture and achievements.	▶ Provide opportunities for all staff to participate in NAIDOC Week activities.	▶ July 2018, 2019, 2020	CEO
	▶ Partner with community to hold NAIDOC Week event/s.	▶ July 2018, 2019, 2020	Team Leader Recreation and Community Community Development Officer
15. Recognition of Aboriginal and Torres Strait Islander dates of significance, contributions and achievements.	▶ Develop a significant dates list including Gawler, State and National dates.	▶ July 2018 – December 2018	Community Development Officer
	▶ Support the implementation of a local Survival Day event on an alternate date to 26 January.	▶ January 2019, 2020	Manager Library and Community Services
			Manager Business Enterprises and Communications
			Community Development Officer
▶ Investigate an Awards initiative that recognises and celebrates the achievements and contributions made by the local Aboriginal community.	▶ July 2019	Manager Library and Community Services Manager Business Enterprises and Communications	



# 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
16. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	▶ Identify and collect information from current Aboriginal and Torres Strait Islander staff to inform future recruitment, employment, retention and professional development opportunities.	▶ July 2019	Team Leader Organisational Development
	▶ Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention Strategy aiming for a target of 2% employment of Aboriginal people within the organisation.	▶ December 2018 – July 2020	CEO
	▶ 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).		Team Leader Organisational Development
	▶ Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	▶ July 2018 – July 2020	Team Leader Organisational Development
	▶ Advertise all vacancies in Aboriginal and Torres Strait Islander media (including new media).	▶ July 2018	Team Leader Organisational Development
▶ Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply.'	Manager Business Enterprises and Communications		



Action	Deliverable	Timeline	Responsibility
17. Investigate other pathway opportunities that increase Aboriginal and Torres Strait Islander participation in employment, education and training.	▶ 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 2018 – July 2020	CEO
	▶ Support the development of a Social Enterprise Café within the Gawler Civic Centre with a particular focus on training and employment outcomes for Aboriginal people.	▶ December 2019	Manager Business Enterprises and Communications
	▶ Investigate scholarships for Aboriginal and Torres Strait Islander students.	▶ December 2019	Team Leader Organisational Development Youth Development Officer

## FOCUS AREA Supplier Diversity

Action	Deliverable	Timeline	Responsibility
18. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	▶ Review procurement policies and procedures to remove possible barriers for Aboriginal and Torres Strait Islander businesses in supplying our organisation with goods and services.	▶ December 2018 – December 2019	Team Leader Property and Procurement
	▶ Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses and individuals that can be used to procure goods and services.	▶ July 2019	
	▶ Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business or person.		
	▶ Investigate Supply Nation membership.	▶ December 2018	
	▶ Investigate opportunities to partner with the Aboriginal Business Industry Chamber of South Australia.		



## FOCUS AREA Community Participation

Action	Deliverable	Timeline	Responsibility
19. Identify the need for local programs and services in the Town of Gawler.	<ul style="list-style-type: none"> <li>▶ Work in partnership with Aboriginal agencies and organisations that provide services to the Aboriginal community.</li> <li>▶ Build on our partnership with the Aboriginal Health Team.</li> <li>▶ Meet with service providers to establish relevant outreach programs for the Gawler Aboriginal community.</li> </ul>	▶ July 2018 – July 2020	Manager Library and Community Services
			Team Leader Recreation and Community
			Community Development Officer
	▶ Facilitate a co-ordinated advocacy approach targeting key stakeholders to obtain funding for Gawler in regard to program gaps.	▶ July 2018 – July 2020	Mayor
			CEO
20. Encourage participation by local community groups, sporting clubs and arts groups in reconciliation and engaging with local Aboriginal people and communities.	▶ Meet with local sporting clubs, community groups and arts groups to discuss promotion to and engagement of Aboriginal people.	▶ July 2018 – July 2020	Team Leader Recreation and Community
			Community Development Officer
21. Engagement with primary and secondary schools and early learning centres within the Town of Gawler.	<ul style="list-style-type: none"> <li>▶ Promote the Narragunnawali interactive platform to all schools and early learning services within Gawler.</li> <li>▶ Engage with the Nunga Aboriginal Education Centre at the Gawler and District College to provide community connection opportunities for local young Aboriginal people.</li> </ul>	▶ July 2018	Youth Development Officer
	<ul style="list-style-type: none"> <li>▶ Engage with all Aboriginal Community Education Officers (ACEOs) within the Gawler area.</li> </ul>	▶ September 2018	Community Development Officer



Action	Deliverable	Timeline	Responsibility
22. Ensure the voices of Aboriginal children and young people are heard.	▶ Allocate two positions on the Gawler Youth Advisory Committee for young Aboriginal people.	▶ December 2018	Youth Development Officer
	▶ Support an external agency with the development of an Aboriginal Youth Advisory Committee (AYAC).	▶ December 2018 – July 2019	Youth Development Officer
			Community Development Officer
	▶ Commit to the ongoing engagement of Aboriginal children and young people as part of Council’s Child and Youth Friendly philosophy.	▶ July 2018 – July 2020	CEO
			Youth Development Officer
			Community Development Officer



# Governance, Tracking Progress and Reporting

Action	Deliverable	Timeline	Responsibility
Ensure the Gawler RAP is made available to the community.	<ul style="list-style-type: none"> <li>▶ RAP on staff intranet, Council website and social media.</li> <li>▶ RAP available in all Council facilities.</li> </ul>	▶ July 2018	Manager Business Enterprises and Communications
RAP Working Group to monitor the implementation of the RAP.	▶ Meet at least quarterly to monitor and report on RAP implementation of actions.	▶ August, November, February, May 2018, 2019, 2020	Community Development Officer
Report RAP achievements, challenges and learnings to Reconciliation Australia.	<ul style="list-style-type: none"> <li>▶ Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.</li> <li>▶ Investigate participating in the RAP Barometer.</li> </ul>	<ul style="list-style-type: none"> <li>▶ 30 September 2018, 2019, 2020</li> <li>▶ May 2020</li> </ul>	Community Development Officer
Report RAP achievements, challenges and learnings internally and externally.	▶ Publicly report our RAP achievements, challenges and learnings.	▶ July 2019, 2020	Manager Library and Community Services Manager Business Enterprises and Communications
	<ul style="list-style-type: none"> <li>▶ Conduct an annual internal review of RAP commitments ongoing/recurring in nature that have timelines for the duration of the RAP (July 2018 – July 2020).</li> <li>▶ Celebrate RAP achievements and milestones.</li> </ul>	<ul style="list-style-type: none"> <li>▶ January 2019, 2020</li> <li>▶ July 2018 – July 2020</li> </ul>	CEO
	▶ Report to Council annually regarding the implementation of the RAP and provide quarterly updates.	▶ November 2018, 2019	Manager Library and Community Services Community Development Officer
	▶ Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	▶ March 2020	Manager Library and Community Services Community Development Officer
Review, refresh and update RAP.	<ul style="list-style-type: none"> <li>▶ Send draft RAP to Reconciliation Australia for review and feedback.</li> <li>▶ Submit draft RAP to Reconciliation Australia for formal endorsement.</li> </ul>	▶ March 2020	Manager Library and Community Services Community Development Officer

# Explanation of Terms

---

## 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](http://www.reconciliation.org.au/what-is-reconciliation)

## RECONCILIATION ACTION PLAN

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

## KAURNA

The Kurna people are the traditional custodians of Adelaide and the Adelaide Plains.

## ABORIGINAL

An Aboriginal person is someone who:

- ▶ is of Aboriginal descent;
- ▶ identifies as an Aboriginal person; and
- ▶ is accepted as an Aboriginal person by the community in which he or she lives.

## TORRES STRAIT ISLANDER

A Torres Strait Islander person is someone who:

- ▶ is of Torres Strait Islander descent;
- ▶ identifies as a Torres Strait Islander person; and
- ▶ is accepted as a Torres Strait Islander person by the community in which he or she lives.

## NUNGA

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

## TRADITIONAL CUSTODIAN

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

## 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.

---

## **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.

## **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.

## **NAIDOC**

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.

## **CULTURE**

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

## **CULTURAL LEARNING**

The passing on of culture from generation to generation. The handing down of stories, dance, ceremony, language and identity.

## **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 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.

## **EQUALITY**

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

## **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.

## About the Gawler RAP Artwork

---



The RAP artwork has been developed following a series of workshops with Town of Gawler staff and the RAP Working Group. Three large canvasses were produced, reflecting the RAP themes of Relationships, Respect and Opportunities.

The artwork, produced by contemporary Aboriginal artist and RAP Co-Chairperson, Scott Rathman, showcases elements unique to the Town of Gawler. It explores hope and the journey to reconciliation through the sharing of stories, honest and truthful conversations and the building of mutual cultural respect. It highlights the growth that can occur within a community when it faces past hurts and builds a future that creates opportunities for all people to participate equally.

Scott is a descendant of the Eastern Arrernte people of Central Australia, but has a close relationship with the Town of Gawler, having resided in Gawler for the past 10 years. Scott's works are unique, reflecting his Aboriginal heritage and representing both the past and present through contemporary creative design and expression.

Imagery of the artwork is used throughout this document and the original canvasses remain with the Town of Gawler.

