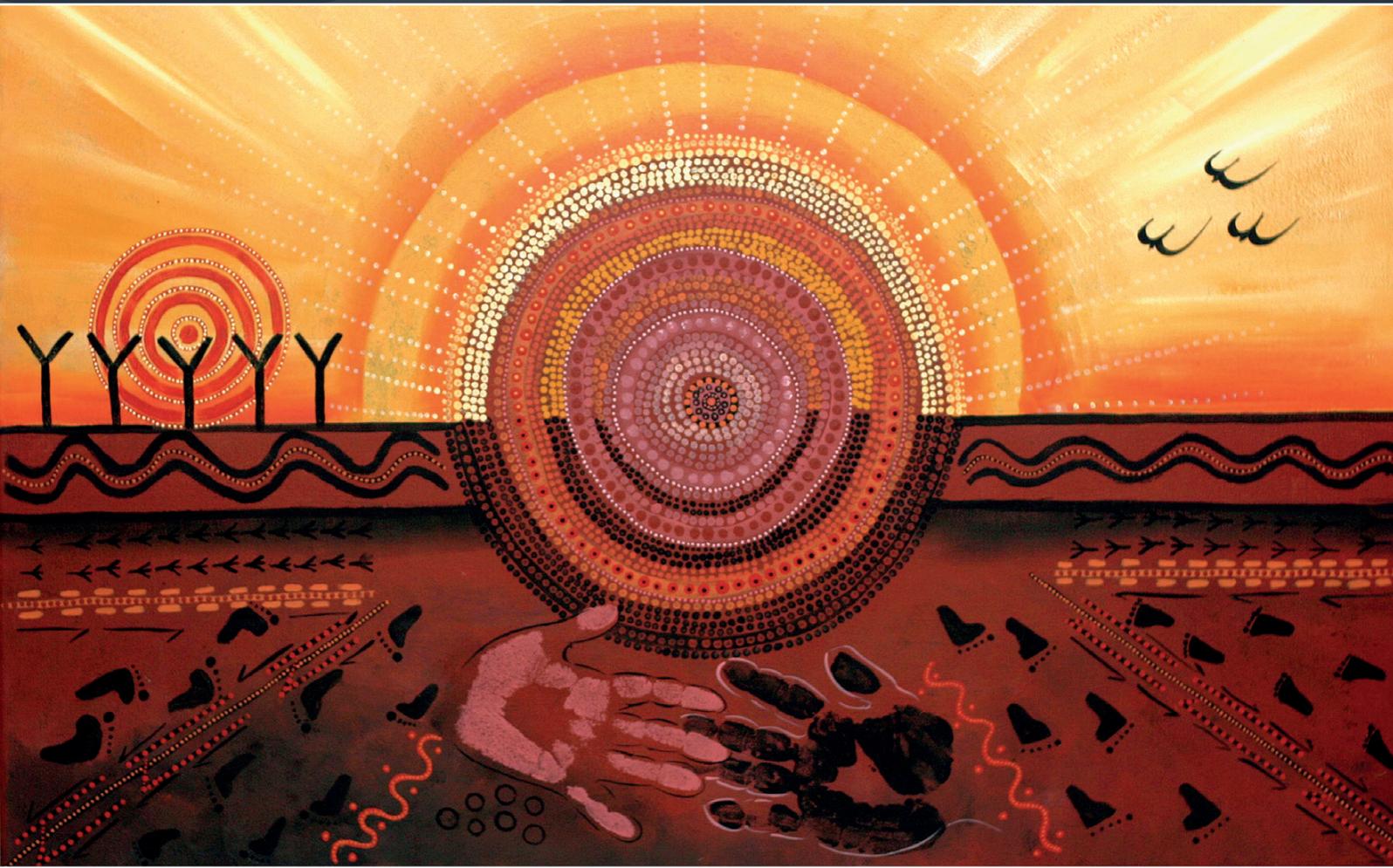


2019 - 2021
RECONCILIATION
ACTION PLAN





Jack Buckskin and son Vincent

ACKNOWLEDGEMENT OF COUNTRY

City of Salisburyrlu tampinhi, ngadlu Kurna yartangka inparrinhi. Kurna miyurna yaitya mathanya Wama Tarntanyaku, purkarnanti puki-unangku yalaka kuma. Parnaku yailtya, parnaku tapa purruna, parnaku yarta ngadlu tampinhi. Yalaka Kurna miyurna itu yailtya, tapa purruna, yarta kuma puru martinhi, puru warri-apinhi, puru tangka martulayinhi.

The City of Salisbury acknowledges that we are meeting on the traditional Country of the Kurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kurna people living today.

*Cover: 'The Meeting Place'
by the following artists
at the Pooraka Farm
Community Centre:*

*Rosemary Barrie, Maria
Gruber, Lorraine Gum,
Upasana Srivastava, Sunil
Vig, Frank Wanganeen,
Gary Zuber*

Message from Mayor Gillian Aldridge OAM

I am proud that the City of Salisbury continues on the Reconciliation journey with the development of its next Reconciliation Action Plan. This plan continues to build on Council's long history and commitment of working together to increase awareness, understanding and acknowledgment of Aboriginal culture. The Reconciliation Action Plan's vision for enhancing



recognition, relationships and respect for Aboriginal culture to enrich our inclusive community supports the City of Salisbury's objective of being a proud, accessible and welcoming community.

Together we can all continue to make a valuable contribution for Reconciliation.

Message from Frank Wanganeen Chair RAP Working Group

Working in collaboration with the City of Salisbury is very important to give a better understanding of Kaurna culture and the wider Aboriginal community, building bridges of understanding for Reconciliation.



"We build too many walls and not enough bridges"

(Isaac Newton).

MESSAGE FROM RECONCILIATION AUSTRALIA

On behalf of Reconciliation Australia, I am delighted to see the City of Salisbury continue its reconciliation journey and to formally endorse its second Innovate RAP.

Through the development of an Innovate RAP, the City of Salisbury continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides the City of Salisbury with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, the City of Salisbury will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish the City of Salisbury well as it embeds and expands its own unique approach to reconciliation. We encourage the Council to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend the City of Salisbury on its second RAP, and look forward to following its ongoing reconciliation journey

Karen Mundine
Chief Executive Officer
Reconciliation Australia

WHAT IS RECONCILIATION?

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

(Reconciliation Australia)

OUR VISION FOR RECONCILIATION

‘Enhance recognition, relationships and respect for Aboriginal culture to enrich our inclusive community.’

The vision for reconciliation links directly with City of Salisbury’s Liveable City Objective:

‘Be a proud, accessible and welcoming community.’



Ceremony for the permanent display of the Aboriginal flag at the Council’s main office.

OUR BUSINESS

The City of Salisbury's City Plan four key directions are focused on:



The Prosperous City

Driving economic growth in South Australia, creating more jobs, providing people with the skills and knowledge to connect to those jobs and sustainably increasing our population.



The Sustainable City

A place where people actively experience and care for their natural environment, where green industries thrive and our urban and natural spaces are adaptive to future changes in climate.



The Liveable City

A welcoming community that celebrates its diversity, embraces change and where people are able to participate in community life. It is a City with interesting places and experiences.



Enabling Excellence

A Council where people work because they can make a difference, an organisation that anticipates, understands and meets community needs, a Council with a positive attitude.

The City of Salisbury employs approximately 430 people including Aboriginal staff members. Within the RAP there is an action to collect information about our current Aboriginal and Torres Strait Islander staff to inform future opportunities.

The City of Salisbury is located in Adelaide's northern suburbs, about 25 kilometres from the Adelaide CBD South Australia. It occupies an area of 161 square kilometres extending from the shores of Gulf St Vincent to the Para Escarpment and the foothills of the Mt Lofty Ranges.

Salisbury is one of Greater Adelaide's largest Local Government areas within 32 suburbs.

In the 2016 Census, there were 137,979 people in Salisbury (Local Government Area) with the median age of 35 years. There were 2,747 Aboriginal and/or Torres Strait Islander people who made up 2.0% of the population with the median age of 22 years.

There are 21 office locations across the City of Salisbury region including Community Centres, Libraries and Recreation Centres.

OUR RAP

The City of Salisbury's long commitment to Aboriginal culture and heritage has been focused within the inaugural Reconciliation Action Plan 2013 – 2016. The 2019 to 2021 plan builds on previous successes and learnings to identify future strategies that continue to reinforce our commitment to continuing the Reconciliation journey.

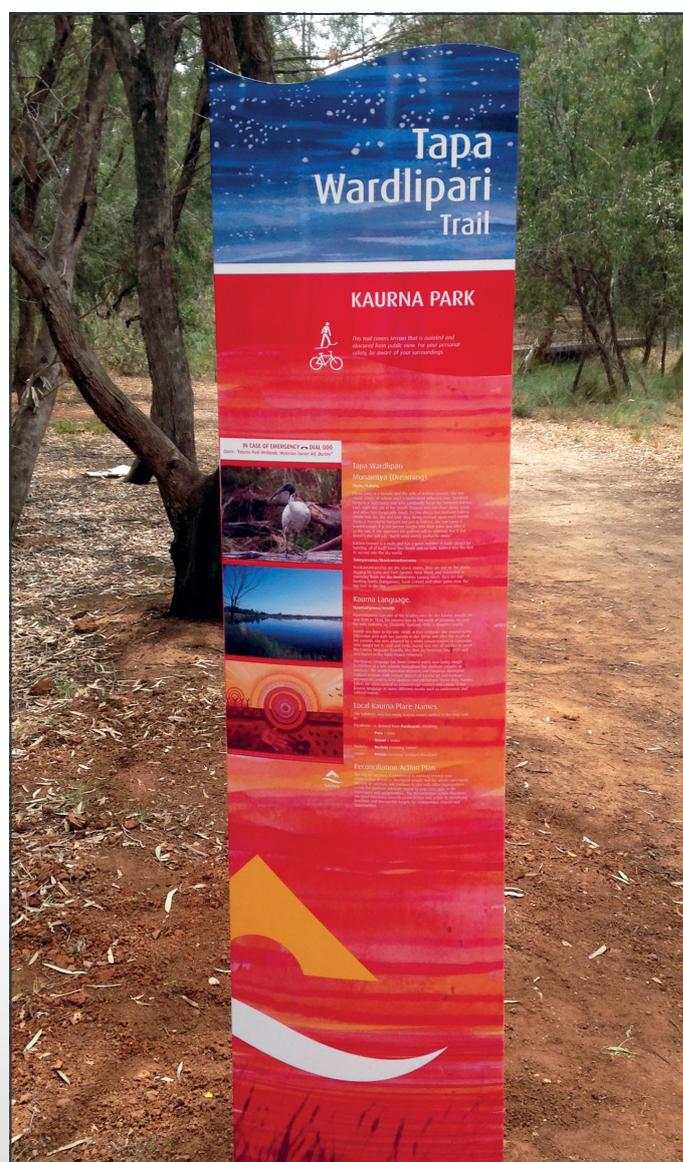
The RAP is championed by key staff from Divisions and Departments across Council in relevant RAP focus areas and the overall Plan is facilitated by the Community Planning Project Officer- Social Policy in the Community Development Department. A collaborative approach is undertaken to build sustainability.

The established RAP Working Group consists of internal representatives including the Mayor (ex-officio), General Manager Community Development, Manager Community Planning and Vitality, Cultural Development Officer, Senior Social Planner and a Community Development Coordinator. This Group is facilitated by the Community Planning Project Officer.

The City of Salisbury is honoured to have a supportive representation of external Aboriginal community members on the RAP Working Group. Membership currently includes representatives from the local Aboriginal community, Aboriginal Education and local Aboriginal organisations.

The Reconciliation Action Plan (RAP) is Council's key strategic document for identifying actions focussed on building relationships, enhancing respect and opportunities with the Aboriginal and Torres Strait Islander community. The RAP also has specific links with the Council's Intercultural Strategic Plan; and Council's Youth Strategic Action Plan.

Liaison with external organisations is undertaken for relevant actions in the RAP including education sectors for the Phoebe Wanganeen Aboriginal and Torres Strait Islander Scholarships; and, 'Just Too Deadlies' Awards Sponsorship.



Cultural signage information about Tapa Wardlipari at Kaurna Park

OUR RAP CONTINUED

The City of Salisbury's RAP 2013 to 2016 has enabled bringing together existing programs and incorporating new areas of focus for enhancing Reconciliation. Key achievements are:

Strengthening Relationships highlights include:

1. Establishment and involvement of the RAP Working Group, that includes Aboriginal and non- Aboriginal representatives, who provide guidance for and monitor the implementation of the City of Salisbury's Reconciliation Action Plan.
2. Recognition of significant dates including:
 - having a program of events across the Salisbury Council area, from the beginning of Reconciliation Week to end of NAIDOC Week. In 2018: 21 public events/ activities were held including a program launch event with Aboriginal keynote speaker; and an Aboriginal performer. Aboriginal presenters were involved in many of the additional events.
 - dates included annually in the City of Salisbury public calendar distributed throughout the community.
3. Development of Aboriginal and Torres Strait Islander Community Engagement guidelines included in the Council's Community Engagement handbook.
4. Cultural Arts Partnership with Marra Dreaming Indigenous Arts.
2. Permanent display of the Aboriginal flag at Council's main office.
3. Development and implementation of a staff Aboriginal cultural awareness process.
4. Cultural signage information about Tapa Wardlipari at Kaurna Park developed and installed. Development and installation of signs at three areas in Mawson Lakes.
5. Aboriginal art displayed in Council buildings including the annual NAIDOC Art Exhibition in the Council's John Harvey Gallery; art displayed in Committee rooms, Executive offices and Council Chamber.
6. Reconciliation and Aboriginal cultural promotion through the Council's Reconciliation website; copies of the RAP available on this website and at Council's main office.

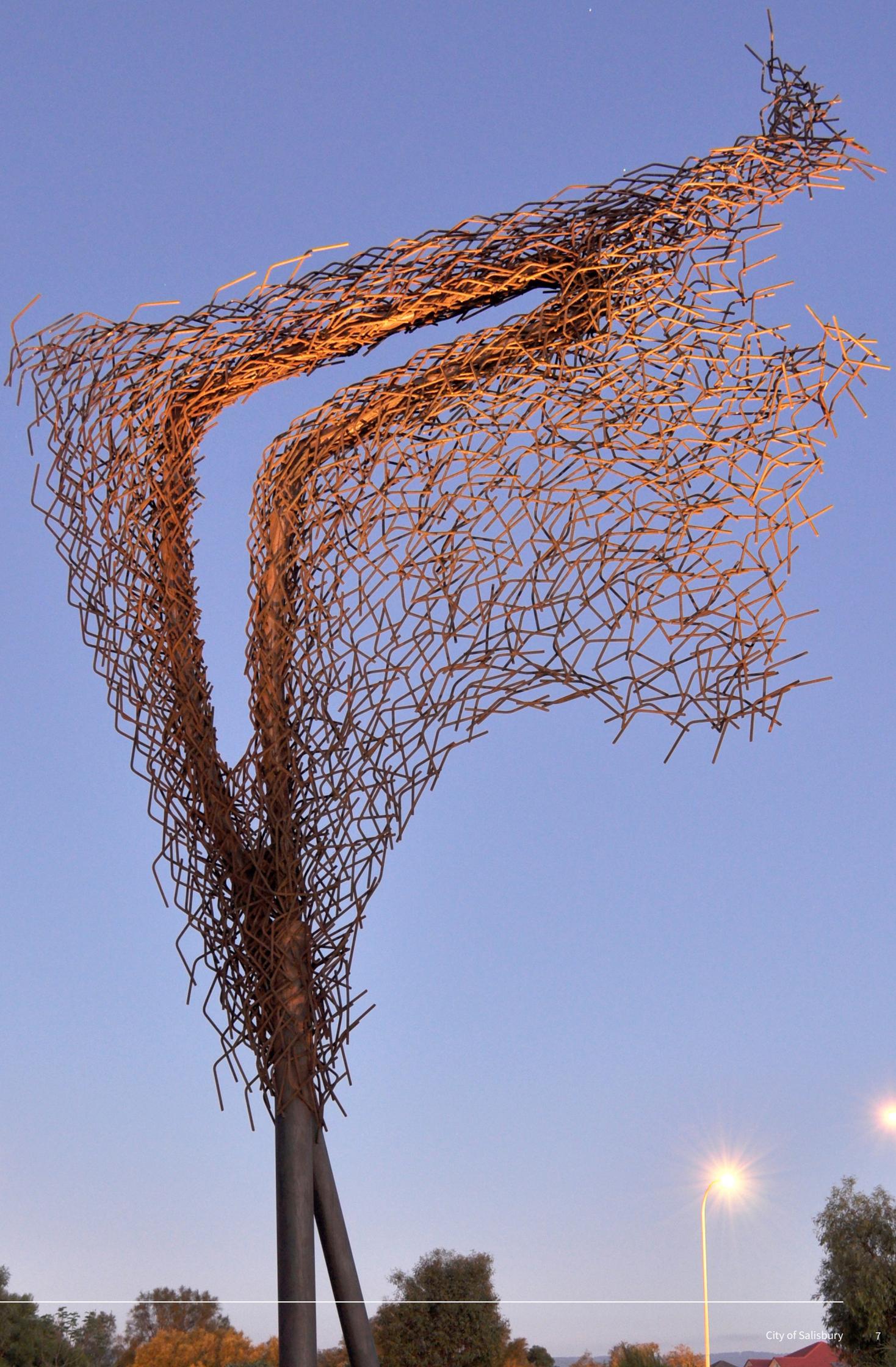
Enhancing Respect highlights include:

1. Endorsement and implementation of 'Acknowledgement to Country' and 'Welcome to Country' protocols and guidelines.

Building Opportunities highlights include:

1. Aboriginal traineeship in HACC administration.
2. Phoebe Wanganeen Aboriginal and Torres Strait Islander Scholarships for Salisbury residents undertaking their first post-secondary school studies at any South Australian university or TAFE SA. Three Scholarships are available annually.
3. School Attendance Project – community workshops promoting the importance of school attendance.
4. Sponsorship for the local Aboriginal year 7 public-school graduations 'Just too Deadlies'.

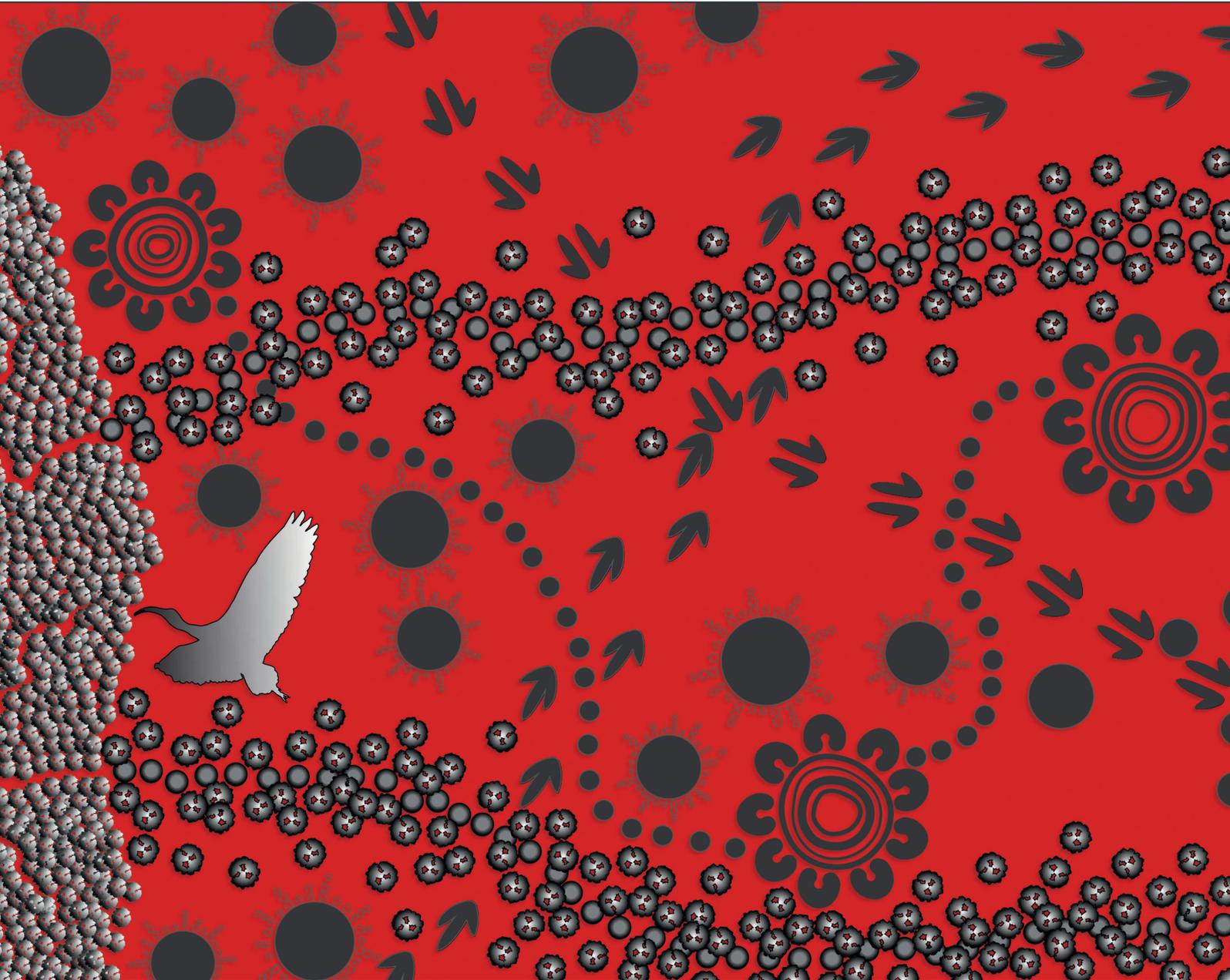
Artwork Page 7: Together Woven by Marijana Tadic & Alexis West 2013 Greenfields Wetlands, Salisbury Highway, Greenfields

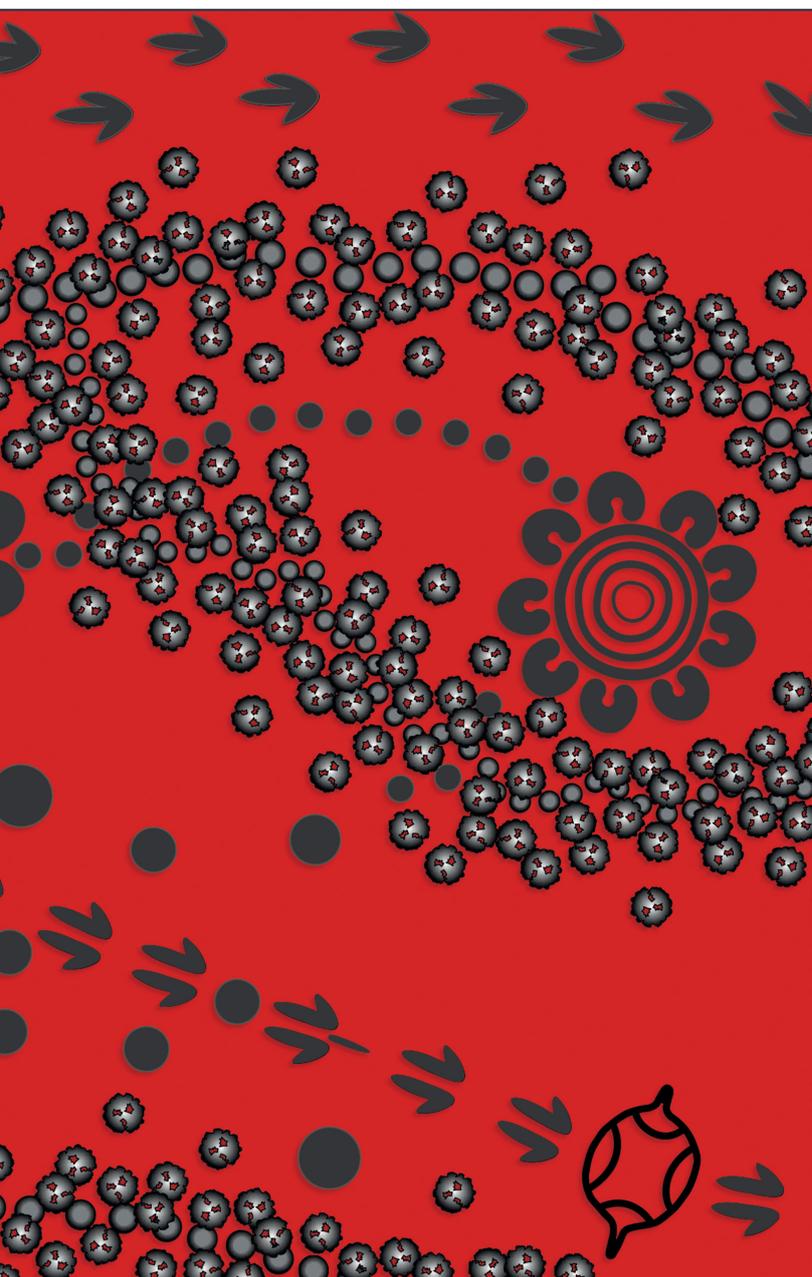


Kaurna Yarta Wara-Wantaka

(across Kaurna Country)

Artwork by Paul Herzich





For thousands of years, Kurna people have lived in and travelled across the landscape within the City of Salisbury.

Up to and around the time of colonisation, Kurna people moved camps in accordance with the seasons. This holistic way of life gave the camps a chance to regenerate before they returned to it.

The tree-lined waterways of Dry Creek, Little Para River and Cobbler's Creek wind their way through the landscape and eventually drain amongst the mangrove forests along the Gulf St Vincent coastline.

Along the western edge of the city are some burial mound sites of Kurna Ancestors. These places have always been highly significant cultural sites for all Kurna people and will continue to be for a very long time.

A rare phenomenon within the city are the vernal pools, just south of Parafield Airport. These ephemeral ponds provide habitat for significant flora and breeding habitat for fauna. They were a good source of fresh water for Kurna people in the cooler months.

The ibis flies around Green Fields Wetland, while emu and kangaroo have come into the area foraging for food. The Kurna shield or Murlapaka is a cultural icon of all Kurna people. Its inclusion states that this artwork is of Kurna Country, People and Culture.

CASE STUDY

POORAKA FARM COMMUNITY CENTRE - JOURNEY TO RECONCILIATION CHARTER

We started our Journey many years ago with Uncle Frank Wanganeen and Uncle Dookie OAM coming into the centre for help with computing and photocopying and we got to know them and they got to know us and we became friends. We sat and listened to their stories and their life journeys and we shared ours. We learnt much about Aboriginal history that we had never been taught before. We wanted others to know what we had learned and we wanted to make a difference. We worked with Uncle Dookie and Uncle Frank and facilitated a Constitutional Recognition Workshop for the community to learn about the importance this has for Australia and the Aboriginal Community. We also celebrated NAIDOC week with a Flag Raising Ceremony and cultural activities each year. This Charter has been developed as our commitment to work with the Elders in the community to educate the staff volunteers and participants about Aboriginal Culture and History, encourage reconciliation in the community and to include Aboriginal Community Members at all levels of the planning at the centre.

Our Vision

Our Centre is united, vibrant and strong, and is built on the shared experience and innovation of our local community.

Through mutual respect and working in partnership with the community, we develop and deliver programs, events and activities that build relationships, support families and provide the opportunity for lifelong learning.

Our Missions

As Pooraka Farm Community Centre we:

- Overcome barriers and open doors, to make our space safe and accessible.
- Create a space that makes all Aboriginal people welcome and part of our community.
- Empower Aboriginal people to have a role in planning and implementing programs.
- Partner with Aboriginal people to advocate and to act for justice.
- Support the rich cultural diversity within our local community.
- Create collaboration and build strong relationships between Aboriginal and non-Aboriginal people.
- Foster an attitude of lifelong learning within our community.

Our Commitment

At Pooraka Farm Community Centre we are dedicated to providing opportunities, through friendship, support and our training and development projects and programmes. Our commitment is that we will work with the community in...

Strengthening relationships

As a community centre we honour and respect the Aboriginal community through the recognition and celebration of significant Aboriginal cultural events.

We will continue to engage with Aboriginal people to develop ways of working together, through the development of programs and activities in our Centre and are committed to working in partnership with Aboriginal people on the development of a long term plan for reconciliation.

Enhancing Respect

The Centre will implement a cultural awareness and development program for staff, volunteers and our board.

In partnership, we will identify opportunities to promote Aboriginal culture throughout our Centre and through our programs and activities.

Building Opportunities

Through our programs, we will work to enhance employment opportunities through opportunities for skill development and volunteering.

We will ensure that our board truly represents reconciliation, with a place at the board table for members of the local Aboriginal community.

Our Guiding Principles

Our Centre, through our staff and volunteers acknowledge and work to uphold our guiding principles, which are:

Respect and dignity: We respect everyone who attends the community centre and their right to do so

Non Judgement: We welcome everyone to the community centre

Empower: We provide opportunities through meetings, groups, services and training to empower people to take control of their lives

Build trust: We accept everyone and we work with honesty and integrity

Safe place and strong relationships: We provide a safe and welcoming environment and we work together to achieve and maintain this

Enable connection: We provide opportunities to make friends and learn from each other in a safe environment

CASE STUDY

RECONCILIATION & NAIDOC PROGRAM OF EVENTS

For over 10 years the City of Salisbury has annually coordinated a program of public events/activities to recognise the significant dates of Reconciliation and NAIDOC weeks; and to celebrate Aboriginal culture across the Salisbury region. The City of Salisbury's ongoing commitment to the program, that promotes community awareness about Aboriginal culture, is highly regarded across the community.

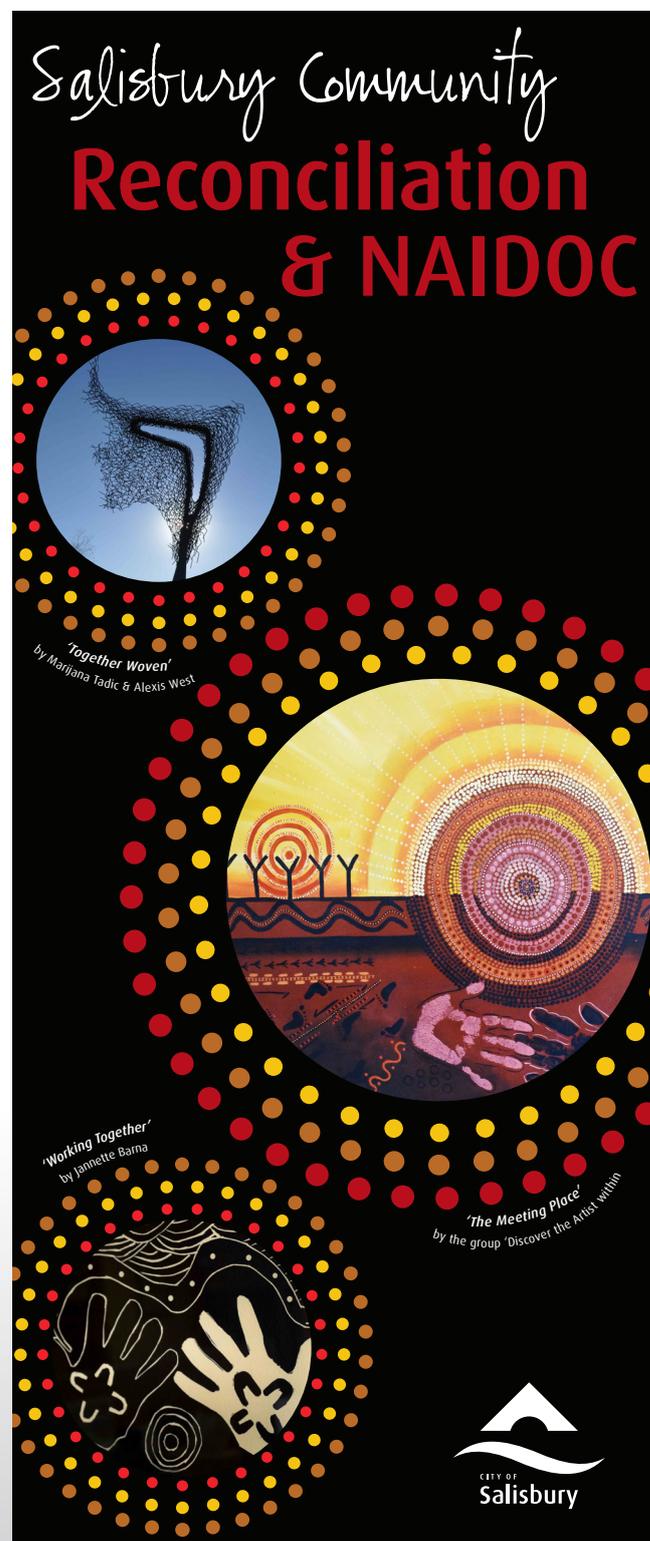
The events/activities recognising Reconciliation Week and NAIDOC Week links to the 2013 – 2016 Reconciliation Action Plan actions for:

- Recognition of significant dates: the City will recognise and support a program of events significant to Aboriginal dates.
- Cultural promotion: The City will identify opportunities to promote Aboriginal culture.
- Cultural Arts Partnership: the City will continue to develop arts and cultural partnerships for the delivery of Aboriginal arts programs; including with Marra Dreaming.
- Library Resources: The City will make available a range of resources for children and young people to educate them about Aboriginal culture and history.

The Salisbury Community Reconciliation & NAIDOC program of events and activities is developed in coordination with event organisers. A promotional brochure is developed and distributed across the local and wider community.

Events are held across Council including Community Centres and Libraries. In previous years this has included:

- 'Reconciliation in the North' morning tea – launch of the brochure of events/activities.
- Aboriginal art exhibitions.
- Aboriginal flag raising ceremony and cultural activities.
- Youth art and music celebration including showcasing local Aboriginal musicians and artists.
- Cultural activities including basket weaving facilitated by Marra Dreaming Indigenous Arts.
- Local native plants history and use presented by a Kurna Elder.
- Recognising Aboriginal war service exhibition.
- Introduction to Kurna language.
- Screenings of movies that recognise Aboriginal culture.



RELATIONSHIPS



The City of Salisbury has a long history and commitment of recognising and engaging with Aboriginal culture. This has included a partnership with Marra Dreaming Indigenous Arts; establishing the Reconciliation Action Plan Working Group; and, annual public activities/events that recognise Reconciliation and NAIDOC weeks.

Relationship actions align with the City Plan 2030 Key Direction - Liveable City 'A welcoming community that celebrates its diversity, embraces change and where people are able to participate in community life. It is a City with interesting places and experiences.'

ACTION	DELIVERABLE	TIME LINE	RESPONSIBILITY
1. RAP Working Group actively monitors RAP development and implementation of actions, tracking progress and reporting	a. The established RAP Working Group is consulted about the development, endorsement and launch of the next RAP.	Ongoing - review annually February	Social Policy
	b. The RAP Working Group includes Aboriginal community members and representation from local Aboriginal organisations.	Ongoing- review annually February	Social Policy
	c. RAP Working Group meetings are scheduled four times a year to continue to monitor the implementation and reporting of the City of Salisbury RAP.	Ongoing - review annually February	Social Policy
	d. The RAP Working Group Terms of Reference are reviewed annually.	Annual - review annually February	Social Policy
	e. Aboriginal members of the RAP Working Group are periodically consulted to provide cultural advice for projects related to the RAP.	Ongoing - review annually February	Social Policy Plus areas of Council requesting cultural information.
2. Celebrate and participate in National Reconciliation Week (NRW) and NAIDOC Week by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	a. An annual program of events/ activities to recognise Reconciliation Week and NAIDOC Week across Salisbury is developed and promoted throughout the community, including a launch event.	Feb to July Annually	Social Policy And other relevant areas across Council.
	b. The City of Salisbury Reconciliation & NAIDOC program launch event is registered on the Reconciliation Australia's NRW website.	May - Annually	Social Policy
	c. RAP Working Group members are invited to attend an external Reconciliation Week activity.	May - Annually	Social Policy
	d. NAIDOC Annual Art Exhibition to recognise and celebrate Aboriginal culture.	July Annually	Community Planning and Vitality – Arts and Culture
	e. Through the Salisbury Seniors Magazine promote positive media about NRW and NAIDOC and feature stories about hosted events.	Annually – review annually October	Community Health and Wellbeing
	f. Provide opportunities for community to engage with cultural learning events/programs to increase cohesion and inclusion.	Ongoing – review annually October	Libraries
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	a. Promote to staff the Salisbury Council's Aboriginal and Torres Strait Islander Community Engagement Guidelines within the internal Community Engagement handbook; including through Cultural Awareness sessions. For significant engagement project teams ensure these guidelines are used in addition to informing RAP Working Group about plans for engagement. Project team's reports to include how these guidelines were utilised.	Ongoing – review annually October	Communications and Customer Relations People and Culture Social Policy People and Culture

	b. Maintain current relationships with key local Aboriginal organisation and explore emerging partnership opportunities and guiding principles for engagement.	Ongoing– review annually October	Social Policy Community Planning and Vitality
	c. Consult with RAP Working Group members about process of engaging with local Aboriginal and Torres Strait Islander community on emerging matters.	Ongoing– review annually October	Social Policy and liaison with other relevant areas of Council.
	d. Membership of Kurna Aboriginal representative on the Tourism and Visitor sub-committee to provide advice and enhance engagement from relevant Aboriginal groups.	Ongoing– review annually October	Communications and Customer Relations
	e. Continue to strengthen existing relationships and seek out opportunities to develop new relationships to support positive outcomes for Aboriginal and Torres Strait Islander community members.	Ongoing– review annually October	Community Health and Wellbeing
	f. Identify and build relationships with Aboriginal and Torres Strait Islander individuals and organisations to raise awareness of volunteer opportunities and benefits for participants.	Ongoing– review annually October	Community Health and Wellbeing
	g. Through the Intercultural Strategic Plan explore opportunities to enhance recognition and engagement with Aboriginal culture. (Note: links to the Intercultural Strategic Plan)	Ongoing– review annually October	Community Health and Wellbeing Social Policy
	h. Through the Youth Action Plan, develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander youth to identify opportunities for program development. (Note: links to Youth Action Plan)	Ongoing– review annually October	Community Capacity and Learning- Youth
	i. Explore links for collaborative partnership with Tauondi Aboriginal Corporation.	Ongoing– review annually October	Community Development
	j. Continue partnership with Aboriginal sports officers to increase Aboriginal participation in structured sports.	2019 to 2021 review annually October	Community Planning and Vitality- Sports Development
	k. Support Kurna representatives in seeking resources for cultural landscape design works within the City of Salisbury.	2019 to 2021– review annually October	Parks and Open Space Assets
	l. Explore partnership opportunities for development of cultural landscape design works at identified areas: eg Kurna Park signage.	2019 to 2021 review annually October	Parks and Open Space Assets
	m. Establish relationships with local Elders and seek opportunities for collaborative projects/events.	Ongoing – review annually October	Community Centre Management Committees and staff
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	a. The Salisbury Council's RAP is available to staff and public through the Council's Reconciliation website; and copies available at main reception. The RAP is promoted through cultural awareness sessions; RAP Working Group members; key contacts; and, networks.	Ongoing – review annually October	Social Policy Communications and Customer Relations People and Culture
	b. The RAP is highlighted at meetings with relevant existing and new contacts to promote reconciliation through ongoing active engagement with stakeholders.	Ongoing– review annually October	Social Policy
	c. Maintain internal and external partnerships to identify opportunities to further the implementation of the Salisbury RAP eg: Reconciliation SA, LGA RAP Cluster etc.	Ongoing– review annually October	Social Policy

RESPECT



Enhancing respect actions focus on working together to increase awareness, understanding and acknowledgment of Kurna heritage.

Respect actions align with the City Plan 2030 Key

Direction - Liveable City 'A welcoming community that celebrates diversity, embraces change and where people are able to participate in community life. It is a City with interesting places and experiences'.

ACTION	DELIVERABLE	TIME LINE	RESPONSIBILITY
5. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	a. The Aboriginal and Torres Strait Islander cultural awareness training strategy for staff that identifies the cultural learning program for employees is further implemented. This includes slides in the online induction modules about local Aboriginal heritage and the RAP; face-to face cultural learning opportunities; and a 'Walking on Country' bus tour for cultural immersion in the local area.	Ongoing- review annually October	People and Culture
	b. Local Aboriginal cultural awareness presenters are consulted on developing and presenting cultural awareness training.	Ongoing- review annually October	People and Culture
	c. Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training.	Ongoing- review annually October	People and Culture
	d. All new staff to complete cultural learning as part of the online induction modules.	Ongoing- review annually October	People and Culture
	e. Aboriginal consultants, approved by RAP Working Group to deliver cultural awareness training.	Ongoing- review annually October	People and Culture
6. Engage employees 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	a. Continue to implement and communicate the cultural protocol document for Kurna Welcome to Country and Acknowledgement of Country.	Ongoing - review annually October	Social Policy People and Culture Governance Communications and Customer Relations Executive Office
	b. Maintain and review the list of RAP Working Group approved key contacts for presenting Welcome to Country.	Ongoing- review annually October	Social Policy Governance Communications and Customer Relations Executive Office
	c. Kurna Welcome to Country is presented at key events as appropriate.	Ongoing- review annually October	Key event organisers Governance Communications and Customer Relations Executive Office
	d. Include an Acknowledgement of Country at the commencement of important internal and external meetings.	Ongoing- review annually October	Meeting organisers Governance Communications and Customer Relations Executive Office

	e Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	Ongoing– review annually October	All Governance Communications and Customer Relations Executive Office
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	a. The City will include as a design requirement the inclusion of an Acknowledgment of Country plaque in any new community buildings.	As new construction is approved	Strategic Development Projects Property and Buildings Community Development
	b. The City will create and display an Acknowledgment of Country plaque in Council civic public buildings.	2019 to 2021 – review annually October	Property and Buildings
	c. Acknowledgement of Country included in relevant Council documents as per Council’s Acknowledgement Protocol Guidelines.	Ongoing– review annually October	Communications and Customer Relations Governance Executive Office
	d. Acknowledging Kurna to be scoped and developed for key points across the City of Salisbury.	2019 to 2021 review annually October	Communications and Customer Relations Parks and Open Space Assets
8. Centralising information about Aboriginal significant areas in Council’s region	a. Develop and implement a process for researching, consolidating, maintaining information and decision-making structures about Aboriginal significant areas in the Council’s region.	2019 to 2021 – review annually October	Social Policy and other relevant areas of Council
9. Cultural resources and collections are developed/ updated	a. The City will develop a resource pool of images and text that can be accessed for public information booklets respecting the Kurna heritage of the Salisbury Community.	Ongoing– review annually October	Communications and Customer Relations
	b. The City will maintain a resource pool of images and text (respecting the Kurna heritage of the Salisbury Community and pre-approved by the RAP Working Group) that can be accessed for public circulation for specific Council projects eg: information booklets.	Annually– review annually October	Communications and Customer Relations
	c. Once developed the resource pool of images can be included in a section of the internal Communications Marketing Guide document.	2019 to 2021 review annually October	Communications and Customer Relations
	d. Aboriginal and Torres Strait Islander collections and resources are updated to enable all community to have access; including liaison with the Australian Library Services.	Ongoing – review annually October	Libraries
	e. Collect stories from local Aboriginal community members to add to Storyboard collection.	2019 to 2021 – review annually October	Community Planning and Vitality – Arts and Culture Social Policy
10. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	a. Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	2019 November	People and Culture
	b. Explore process to provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	2019 November	People and Culture and Line Managers

OPPORTUNITIES



Opportunities actions work towards engagement of Aboriginal community members to increase prospects within areas including employment, business development and skills development programs.

Opportunities actions align with the City Plan 2030 Key Direction - Liveable City 'A welcoming community that celebrates diversity, embraces change and where people are able to participate in community life. It is a City with interesting places and experiences.'

ACTION	DELIVERABLE	TIME LINE	RESPONSIBILITY
11. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	a. Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	2019 to 2021 – review annually October	People and Culture
	b. Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	2019 to 2021 – review annually October	People and Culture
	c. Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	2019 to 2021 – review annually October	People and Culture
	d. Advertise all vacancies in Aboriginal and Torres Strait Islander media.	Ongoing – review annually October	People and Culture
	e. 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.	2019 to 2021 – review annually October	People and Culture
	f. Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply.'	Ongoing – review annually October	People and Culture
	g. Engage with external Aboriginal and Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development through existing cluster group.	Ongoing – review annually October	People and Culture
	h. Work with Casual labour hire company for identifying strategy to provide opportunity for engaging casual Aboriginal employees.	2019 to 2021 – review annually October	People and Culture
	i. Establishing baseline data through collecting information on our current Aboriginal and Torres Strait Islander City of Salisbury staff demographics particularly measuring the number of self-identifying Aboriginal and Torres Strait Islander employees to inform future employment opportunities and career pathways.	Commencing July 2019	People and Culture
12. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	a. Review and update procurement policies and procedures to ensure there are no barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	2019 to 2021 – review annually October	Strategic Procurement
	b. Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that may be used to procure goods and services.	2019 to 2021 – review annually October	Strategic Procurement
	c. Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	2019 to 2021 – review annually October	Strategic Procurement
	d. Investigate Supply Nation membership.	2019 to 2021 – review annually October	Strategic Procurement

13. Increasing economic development and business support for Aboriginal entrepreneurs	a. Develop a process to liaise with local community to best target Aboriginal businesses.	2019 to 2021 – review annually October	Economic Development and Urban Policy Social Policy
	b. Developing Aboriginal businesses in the Salisbury region: targeted marketing to promote Polaris Business Centre information programs focussed on opportunities to grow business and/or tender with Council. To potentially: <ul style="list-style-type: none"> develop and encourage leadership in Aboriginal businesses. encourage Aboriginal business engagement with Indigenous Business Australia/Supply Nation. utilise networks to encourage Aboriginal business start-ups to acquire skills through Polaris program eg: self-employed focus. 	2019 to 2021 – review annually October	Economic Development and Urban Policy Strategic Procurement
14. Seek opportunities for Aboriginal community to participate in training events and collaborative projects that are being organised by Community Centres.	a. Encourage the recruitment of Aboriginal community members to volunteer roles.	Ongoing – review annually October	Community Centre Management Committee and staff.
	b. Providing culturally aware tutors and staff in training programs.	Ongoing– review annually October	Community Centre Management Committee and staff.
	c. Developing good working relationships with Aboriginal support agencies for referrals and marketing of programs in conjunction with Community Centres SA.	Ongoing– review annually October	Community Centre Management Committee and staff.
15. Recognise and support the academic achievements and aspirations of Aboriginal students	a. Continue the Phoebe Wanganeen Aboriginal and Torres Strait Islander Scholarships that supports Aboriginal and Torres Strait Islander City of Salisbury residents to study at any South Australian university or TAFE SA.	Ongoing– review annually October	Social Policy
	b. Continue support for the City of Salisbury region ‘Just too Deadlies’ – annual year 7 educational achievement awards.	Ongoing– review annually October	Social Policy



GOVERNANCE, TRACKING PROGRESS AND REPORTING

ACTION	DELIVERABLE	TIME LINE	RESPONSIBILITY
16. Report RAP achievements, challenges and learnings to Reconciliation Australia	a. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	30 September, annually	Social Policy
	b. Investigate participating in the RAP Barometer.	May 2020	Social Policy
17. Report RAP achievements, challenges and learnings internally and externally	a. Publicly report our RAP achievements, challenges and learnings.	December annually	Social Policy
18. Review, refresh and update RAP	a. Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	Commence October 2021	Social Policy Staff involved in reviewing current and planning future RAP actions
	b. Send draft RAP to Reconciliation Australia for review and feedback.	September 2022	Social Policy
	c. Submit draft RAP to Reconciliation Australia for formal endorsement	December 2022	Social Policy

*‘Enhance recognition,
relationships and
respect for Aboriginal
culture to enrich our
inclusive community.’*

City of Salisbury RAP Vision Statement



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