

Kanara Malara – One People

2019–2021



Internal Redland City Council Reconciliation Action Plan

FRONT COVER ART

ARTIST JOSH WALKER

Creator of the Reconciliation Artwork, “*Kanara Malara*” – One People, Quandamooka Traditional Owner and recipient of 2019 Redlands Coast Australia Day Reconciliation Award.

Kanara Malara story

“The red triangle line work on the outside of the canvas represents the red earth, while the yellow circle patterns represent the sand and waters.

The serpents in the middle of the emu and kangaroo tracks represent wisdom.

The emu and kangaroo tracks represent the Australian Coat of Arms that Indigenous and non-Indigenous brothers-in-arms fought under, not forgetting the women who served also in the defence of our nation.

The emu and kangaroo also represent the Indigenous marriage system, Emu People marry Kangaroo People and create a sacred relationship and are forbidden to fight or swear at one another and can’t say no to one another, keeping in mind that this relationship is reciprocal.

The concentric circles on either side of the canvas that are surrounded by the ‘U’ shapes represent



the Indigenous and non-Indigenous people sitting in their camps discussing reconciliation, and sending three delegates from each side to sit in the middle and talk about reconciliation and how they can move forward together in harmony like the Emu and Kangaroo families that marry into one another.

The red ‘U’ shapes represent the Indigenous people of Australia.

The yellow ‘U’ shapes represent the non-Indigenous people of Australia.

The large semi-circle shapes on either side of the canvas, one yellow, the other red, represent the people having empathy for the other side while discussing reconciliation and moving forward for a better future for all.”



Quandamooka Traditional
Owner and contributing artist
Josh Walker

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ACKNOWLEDGEMENT OF QUANDAMOOKA COUNTRY

Redland City Council recognises that the Quandamooka People are the Traditional Owners of the Moreton Bay area, descendants of those who lived there prior to British arrival in 1788. The Quandamooka People are a society united in, and by, their continued acknowledgement and observance of traditional laws and customs. Through this, the Quandamooka People maintain an unbroken connection to their country, and, since July 2011, the Australian legal system has recognised them as the Traditional Owners of this area.

The Quandamooka People comprise the Nunukul, Ngugi and Goenpul clans. Nunukul and Goenpul belong to the Jandai language group. The Ngugi belong to the language dialect of Gowar. Together they are people

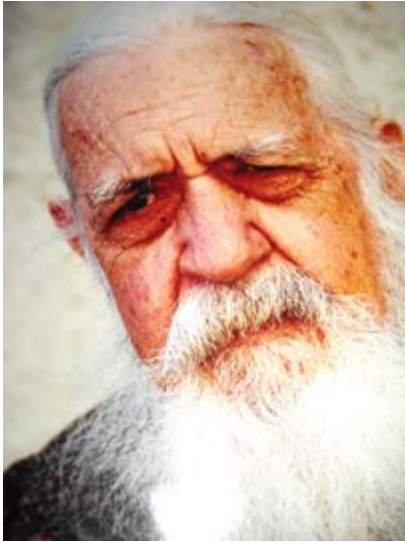
of the sand and sea. Council recognises and respects their lands, winds and waters that provide for our community. It also has deep respect for the Quandamooka People's Ancestors who have walked and managed them as the traditional custodians and caretakers for many generations.

Council also welcomes and respects its partnership with the Quandamooka People's Elders, who are the knowledge holders, teachers and foundation of their community, and with young people, the future leaders who represent hope for a bright future. Council recognises that, for all time, our community continues to live and prosper on Quandamooka country.

*Source: Quandamooka Country
Statement of Recognition*



Uncle Bob at a Council employee cultural day



FOREWORD

DR ROBERT ANDERSON (OAM), UNCLE BOB

"A united Australia which respects this land of ours; values the Aboriginal and Torres Strait Islander heritage; and provides justice and equity for all."

The genesis of the Reconciliation movement followed a recommendation contained in the Aboriginal Deaths in Custody Report. It introduced a 10-year process of Reconciliation in the lead up to the centenary of Australian Federation in 2001. Patrick Dodson, known as the 'Father of Reconciliation', was the first Chairperson of the Council for Aboriginal Reconciliation established in 1991.

In 1996, Uncle Bob Anderson was appointed Chair of the inaugural Queensland State Reconciliation Committee, the Queensland State Organisation of the Council for Aboriginal Reconciliation.

Redland City Council Reconciliation Action Plan - Walking together

Yura,

You are invited to walk together with the Quandamooka Peoples in harmony on your journey of Reconciliation to celebrate the gifts of Yoolooburrabee.

Yoolooburrabee refers to the people of the sand and water and calls to mind the many lakes and streams that proliferate our Lands and our Seaways that bestow upon

us their bounties sustaining our bodies and strengthening our spirits.

The Quandamooka peoples are a society who carry out their responsibilities to their cultural estate. Each year, events during the Quandamooka Festival celebrate who we are as a society such as Buangan Biyigi, Yura Yalingbila, Kunjiel.

I encourage you to see what interests we share in common. It may be reconciliation or our love of the beautiful waters of Moreton Bay.

As Australia, a multicultural society, embraces the First Nations' calls for Voice, Treaty and Truth, we will no longer be bereft, suffering loss, deprived by dispossession. We will no longer suffer ill will, racism, rancour or malice.

We are making our journey through two systems of law yet sharing a common destiny, the ancient Laws of Indigenous Peoples and the Western Law of modern Australia.

When the concept of reconciliation is a part of peoples' hearts and minds, the concept begins to flourish.

I wish you well as we walk together,

**Uncle Bob Anderson,
Dr Robert V Anderson OAM
Ngugi Elder, Quandamooka**





MESSAGE FROM THE MAYOR

The lands, seas and waters of Redlands Coast are of great social, cultural and spiritual importance to the Quandamooka People, who have lived in this area for at least 21,000 years.

Redland City Council is committed to building meaningful and positive relationships with the Quandamooka People as Traditional Owners of much of Redlands Coast. This commitment extends beyond the formal obligations of our shared Indigenous Land Use Agreement 2011, to many other initiatives undertaken with our community partners.

It is important we recognise that reconciliation is much broader than a local conversation. Council also seeks to extend the spirit of respect and cultural safety to all Aboriginal and Torres Strait Islander people who live and work on Redlands Coast.

From the Quandamooka Statement of Recognition outside our Cleveland chambers, to the ongoing delivery, or sponsorship of, community events, every step – small or large – moves us further in our reconciliation process. Our Reconciliation Action Plan (RAP) is our next step forward.

This Reconciliation Action Plan is about building strong foundations on which to continue our investment in reconciliation.

It aims to encourage greater understanding and respect and ensure that Council employees and elected representatives are able to actively contribute to the reconciliation process.

Its focus is on what we can do internally to help better inform our employees and grow their cultural awareness and knowledge of Aboriginal and Torres Strait Islander history and culture.

The RAP will be an important tool in strengthening Council's ability to be a culturally safe, inclusive and resilient workplace. This in turn will ensure we are well positioned to create and strengthen effective and lasting relationships with local Aboriginal and Torres Strait Islander communities, and explore new opportunities for a sustainable shared future.

Our approach to reconciliation is one of leadership and collaboration. I believe that through the actions of this and future RAPs, Redland City Council will continue to develop a culture of inclusiveness and celebration of the cultures and traditions of the First Nations People of this land.

Cr Karen Williams
Mayor of Redland City



MESSAGE FROM THE CEO

The development of Redland City Council's first Reconciliation Action Plan is a significant milestone for our organisation.

We know that significant work has already been undertaken to advance our reconciliation process. A most noteworthy milestone in that journey has been the signing of Council's Indigenous Land Use Agreement with the People of Quandamooka on 4 July 2011, the same day of their landmark Native Title determination.

Council has many other external achievements worthy of acknowledgment; art exhibitions, NAIDOC showcases and Council's founding and continuing sponsorship of the Quandamooka Festival being just some of those, but all come with the understanding that reconciliation is a process without an end date. And there is still much to do.

In this RAP, we have now formalised an internal vision and set of principles that will guide the way we work, along with an agenda of action outlining the practical things we will do to advance reconciliation in our organisation.

I am particularly proud of the way this Plan was compiled. Utilising the passion, experience and dedication of a self-selected group of Council employees, this internal-facing document is focused on increasing our people's knowledge of our shared history and the challenges of today. This will better equip our employees to build the strong, mutually beneficial and productive relationships we seek to have with all Aboriginal and Torres Strait Islanders who call Redlands Coast on Quandamooka Country home.

It is a firm starting point, but is designed to be a living document that will be reviewed and adjusted as opportunities arise.

I encourage all employees to view this document not only as a guide of direction, but a source of inspiration.

Embrace its actions, and bring its ambitions and ideals to life in your efforts to best serve Council and our Redlands Coast community.

Andrew Chesterman
CEO of Redland City





MESSAGE FROM THE RECONCILIATION COMMITTEE

Enriched by our different backgrounds and brought together by our collective passion to ensure Redland City Council is a culturally safe place for all Aboriginal and Torres Strait Islander employees, the Committee is proud to champion “*Kanara Malara – One People*”, Council’s first *Reconciliation Action Plan 2019-2021* (RAP).

The purpose of the RAP is to acknowledge the importance of reconciliation and demonstrate the commitment to building cultural knowledge, understanding and capability within our organisation.

The RAP identifies the specific and practical actions needed to lead and embed reconciliation in our hearts, minds and thinking. Our actions will give voice to our motivation.

OUR VISION FOR RECONCILIATION

Council’s vision for reconciliation is to be an inclusive organisation that welcomes, celebrates and deeply values Aboriginal and Torres Strait Islander peoples, heritage and cultures.

The vision builds on the *Redlands 2030 Community Plan* outcomes and goals in which we committed to ‘strengthening reconciliation through partnership’ by:

- Shared responsibilities and strong relationships
- Working together in the spirit of cooperation
- Ensuring an enduring and living culture that is widely understood

Guided by our mission to ‘Make a difference. Make it Count.’ Council is deeply committed to reconciliation, as a journey of life-long learning and we believe that we can achieve much more together than we can apart.

REDLANDS COAST ON QUANDAMOOKA COUNTRY

Our Region

Redlands Coast is located along the southern coast of Moreton Bay within South-East Queensland. It is a diverse region with approximately 335km of unique coastline, six residential islands and a mainland with coastal townships, rural areas, bushland, national park, internationally significant coastal wetlands and other waterways.

The area is the ancestral homeland of the Quandamooka People with archaeological evidence dating the occupation of North Stradbroke Island (Minjerribah) at approximately 21,000 years. The traditional lands of Quandamooka extend beyond the Redlands Coast, including Moreton Island (Moorgumpin), South Stradbroke Island and the mainland from the mouth of the Brisbane River, Wynnum, Chandler, Lytton, Belmont, Tingalpa, south to Cleveland and the Logan River.

Today, Redlands Coast has an estimated resident population of 156,863 (ABS, 2018). The City has an annual average growth rate of 0.9% and is expected to reach a population of over 192,000 by 2041.

An estimated 2.3% of the Redlands Coast community identify as an Aboriginal and or Torres Strait Islander person. This marks an increase from 2,620 in the 2011 Census to 3,431 in 2016. However, the Australian Bureau of Statistics believes a significant undercount exists for Aboriginal and Torres Strait Islander people in the region and that the actual figures are likely to be considerably higher.

While Quandamooka People comprise a significant number of our Aboriginal and Torres Strait Islander population, there is a growing number of other First Nations People that are also calling Redlands Coast their home or place of work.

Our Council

Local governance of the Redlands Coast area dates back to the 1880s. Redland Shire Council was established in 1949 and became Redland City Council in 2008. Council is a major employer in the community with approximately 1,000 employees. At present, Council does not record employee data of who identifies as being Aboriginal and/or Torres Strait Islander, but will seek to do so as a desired action of this RAP.

Council has had a dedicated Senior Adviser Indigenous Partnerships since 2012 and has a target for recruiting Aboriginal and Torres Strait Islander people through its traineeship program. However, there are still many gaps and this RAP will be a step towards strengthening our recruitment and training activities to bring about further opportunities.

Council is also a major provider of training and procurement opportunities for the community and local businesses. As part of our current and future reconciliation activities, Council is committed to identifying opportunities that can help 'close the gap' in these key areas for our Aboriginal and Torres Strait Islander people and businesses. Cultural tourism is also an emerging industry in our local economy and we will continue to identify and promote opportunities for partnerships to drive growth and investment in this sector.

'Quandamooka' is a word from the Jandai language used to describe Moreton Bay and the islands within it. Therefore, the Quandamooka People are the people of Moreton Bay.

OUR JOURNEY SO FAR

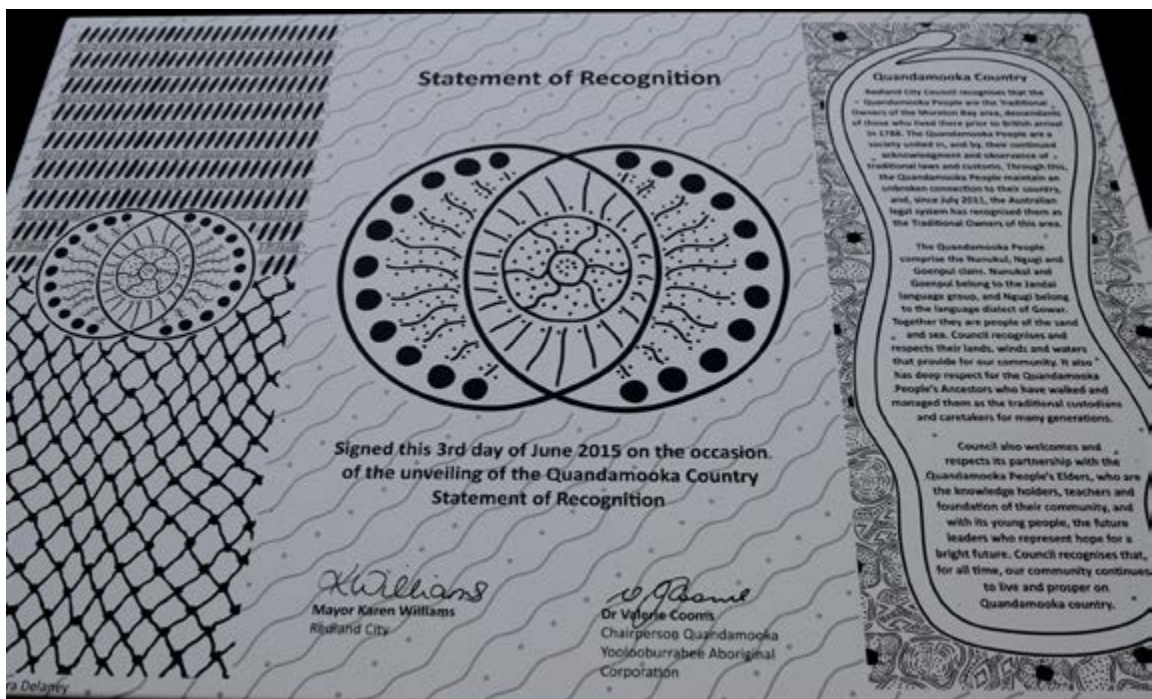
Our Reconciliation Journey

Council's first formal journey began in 1997 with the signing of the Native Title Process Agreement between Redland Shire Council and the Quandamooka Land Council marking an important step towards reconciliation for Redlands Coast.

In 2008 Council adopted the Indigenous Community Policy as a significant milestone in Council's acknowledgement of cultural protocols. Since then the Aboriginal and Torres Strait Islander flags are raised outside Council's Cleveland chambers every business day that Council operates, Acknowledgement of Country is made at Council meetings and other Council public events, and Council participates in National Reconciliation Week and NAIDOC celebrations.

On Monday 4 July 2011, the Federal Court of Australia made two native title consent determinations recognising the Quandamooka People's native title rights and interests. On the same day, Redland City Council and the Quandamooka People signed an historic Indigenous Land Use Agreement, setting out broad principles and mechanisms for how the parties will work together to benefit the community.

Since then Council has worked together with the Quandamooka People to improve opportunities and promote the aspirations of the Aboriginal and Torres Strait Islander community. The journey has not been without its challenges and with an improved cultural understanding and awareness within Council, there is the potential to achieve more.



Commemorative Statement of Recognition plaque

Reconciliation in action

Goompi Trail shares the heritage on our doorstep

In the spirit of ongoing learning, Council offers employees the opportunity to take part in a cultural information session on North Stradbroke Island (Minjerribah).

The Goompi Trail, (being the Jandai word for Dunwich), is hosted by Quandamooka Traditional Owner Matthew Burns, who shares his knowledge of local Aboriginal culture.

The open air training allows participants to visit sites of significance and learn about their importance to Traditional Owners as well as gaining insights into bush medicines, local food,

artefacts and how tools continue to be made and used today.

In having first-hand experiences, staff are able to share this information with others and use their learnings about Aboriginal Cultural heritage to inform their daily work and provide understanding to take further steps in reconciliation.

These sessions have proven extremely popular and are now offered monthly through Council's regular internal training schedule.



Quandamooka Traditional Owner Matthew Burns shares sites of significance along the Goompi Trail, North Stradbroke Island (Minjerribah)

Milestones

1997	Council and the Quandamooka Land Council sign the Native Title Process Agreement
2001	Council commences a joint three-year planning process to develop the North Stradbroke Island (Minjerribah) Planning and Management Study
2005	Council is a signatory to the Shared Responsibility Agreement between the Quandamooka people, the Federal Government, the Queensland Department of Aboriginal and Island Policy and Redland Shire Council
2007	Council commences an Indigenous cultural protocols project
2008	Council adopts a new cultural plan 'Our City, Our Culture' Council adopts an Indigenous Community Policy and action framework Council commissions the Murren Report to provide advice on a strategic policy framework to guide Council's relationship with and support to the Indigenous community
2010	Council adopts the Redlands 2030 Community Plan with a specific outcome and goals for 'Quandamooka Country' including strengthening reconciliation through partnership
2011	Council and the Quandamooka People sign the Indigenous Land Use Agreement recognising Quandamooka People's native title rights and interests over North Stradbroke Island (Minjerribah) and surrounding islands and waters of Moreton Bay
2012	Council commences the implementation of the ILUA, including supporting the land management aspirations of the Quandamooka People Council commits to funding the Quandamooka Festival and participates in other significant events such as National Reconciliation Week and NAIDOC Week
2015	The Quandamooka Statement of Recognition is installed at the front of Council's Cleveland Administration Building (June 2015) Council establishes an annual NAIDOC Ambassadors Awards program
2017	Over 500 Council employees engage in the 2017 National Reconciliation Week program CEO Vision Statement for the organisation makes a commitment to developing our own Reconciliation Action Plan (RAP)
2018	Council adopts a new Public Art Framework that promotes Aboriginal and Torres Strait Islander art and themes A RAP Steering Committee is established to lead the development of Council's first RAP
2019	Work commences on the development of a draft RAP RAP committee members promote cultural awareness across Council



2017 National Reconciliation Week

Reconciliation in action

Honour and sacrifice

In 2014, Council worked with the community to create a public exhibition of Aboriginal and Torres Strait Islander war memorabilia.

As part of this process, following collaboration with local families and research by the Senior Advisor of Indigenous Partnerships, a special 'Honour Roll' poster listing the names of local Aboriginal and Torres Strait Islander servicemen and servicewomen was created.

The exhibition culminated in a public event, attended by hundreds of community members, where the names of Aboriginal and Torres Strait Islander servicemen and servicewomen of Redlands Coast were announced by their family members or Quandamooka People.

This moving event went on to create significant media interest



Decorated servicewoman and Quandamooka woman Lorraine Hatton announcing names

Highlights to date

Redland City Council has also been proactive in building relationships and is proud to highlight some of our achievements to date:

- Redland Art Gallery and Redland Performing Arts Centre are proactive in recognising local artists and holds Indigenous art and themed exhibitions and annual showcase events within National Reconciliation and NAIDOC Weeks.
- Redland Libraries coordinate a series of programs focusing on Aboriginal culture and history. This has included pop-up libraries during NAIDOC week, school visits, children's story time and readings with Quandamooka authors including Sandra Delaney.
- Council works with the community to develop a display of Aboriginal and Torres Strait Islander War Memorabilia, culminating in a public event with Quandamooka representatives doing a roll-call of local Aboriginal and Torres Strait Islander Servicemen and Servicewomen.
- Creation of two meeting rooms available for use by residents that commemorate the Council's commitment to National Reconciliation Week. The Elders Room in Cleveland Library displays the photos of twenty-seven local Elders and a number of local Aboriginal artworks to represent the rich Aboriginal history of the Redlands.
- Naming of the Mil Binnung room which translates to, "listen and observe" which features a photo of Dr Robert ('Uncle Bob') Anderson OAM along with the speech he gave at the Consent Determination Hearing when native title was granted in 2011.
- Council encourages and provides funding for community event operators to include Quandamooka experiences at all local events such as the 2019 Straddie Salute Triathlon Festival, RedFest, Redlands Easter Family Festival, Goompi NAIDOC Community Day, 2019 Straddie Assault, Kozi Iron Challenge and Come to Coochie with Bay FM.
- Council actively engages Quandamooka Elders and artists to participate in Council events to perform Welcome to Country including Citizenship Ceremonies, Australia Day Awards, Christmas by Starlight, Mayoral Prayer Breakfast, Redland Performing Arts Centre events, Redland Art Gallery events, and Redland Library events.
- Council collaborated with Quandamooka Elders and artists to develop the city's new place brand 'Redlands Coast – Naturally Wonderful'. Quandamooka Coast has been integrated with the Redlands Coast place brand and is showcased throughout the marketing campaign for 'Discover Naturally Wonderful'.



The Art of Reconciliation 2015

- Dual Quandamooka naming throughout content in tourism marketing material including the 'Redlands Coast on Quandamooka Country' Holiday Guide.
- Dual Quandamooka naming on Wellington Point Village (Cullen-Cullen) signage.
- Quandamooka Welcome (Yura) in prominent position at new Redlands Coast Visitor Information Centre at Raby Bay.
- Council supports the Quandamooka Festival run by the Quandamooka Yoolooburabee Aboriginal Corporation (QYAC) through grant funding and media promotion. Council also coordinates a series of arts events on the mainland throughout the festival.
- Council's biennial Community Satisfaction Survey includes a measure of awareness of Quandamooka culture.
- Inclusion of Acknowledgement of Country on all Council website pages, email signatures and regular snapshot advertisement in Redland City Bulletin.
- Implementation of internal procedures and training for Council employees to ensure the correct method for managing Native Title and Cultural Heritage matters for works undertaken by Council.
- Cultural awareness information in all employee inductions commenced in 2018 together with a Quandamooka Cultural Day now available to all employees. Aboriginal Cultural Heritage training for the Executive and Senior Leadership Team is offered by QYAC during the year.
- Establishment of the largest Land for Wildlife area on Redlands Coast (1400 hectares) in 2015 in a partnership between QYAC, Council and Healthy Land & Water.
- QYAC representation on Local Disaster Management Group.
- Redland Libraries launched 'Remembering them: Honouring the First World War servicemen and women of the Redlands' in April 2018, highlighting the contribution of 12 local indigenous servicemen and servicewomen.



Songlines in the Redlands 2016



Aunty Rose as Baton Bearer on North Stradbroke Island (Minjerribah) for the Queens' Baton Relay 2018

Quandamooka is the ancestral homeland of the Nunukul, Ngughi and Goenpul peoples, the sub-groups that make up the Quandamooka People.



Artwork at Raby Bay, Cleveland by Craig Tapp for the Queens' Baton Relay 2018



Opening of the Quandamooka Festival 2016

Reconciliation in action

Recognition and mutual respect

Two sculptural metal panels recognising the Quandamooka People's traditional identity and culture were unveiled at the front of Council's Cleveland Customer Service Centre during National Reconciliation Week 2015.

The unveiling of the Quandamooka Statement of Recognition represented a proud milestone in the relationship between Council and the Traditional Owners of our region.

Designed by local artist Sandra Delaney, a Quandamooka woman from North Stradbroke Island (Minjerribah), the two panels tell a powerful story of the Quandamooka People's

connection to Redlands Coast, stretching back tens of thousands of years.

The panels were more than a year in the making, with a design focussing on foundations of respect, acknowledgement, commitment, friendship and peace.

The installation of the Statement of Recognition at the heart of Redland City Council, where much of the planning for the future of our community takes place, serves as an ongoing public statement of what we hope to achieve in the spirit of reconciliation and mutual respect.



Ceremony and traditional dance marked the unveiling of the Quandamooka Statement of Recognition



Minjerribah fire trail sod turning 2016

OUR RAP PHASES 2019-2021 AND BEYOND

The first phase of the RAP is the development of an inward-facing document with a set of actions to help create greater organisational focus on reconciliation and the work and operations of Council. Within these actions there are also transitional steps to establish an outward-facing RAP that will be developed in partnership with the Aboriginal and Torres Strait Islander community. The RAP will then continue to evolve through innovation and improved relationships.

First RAP (2 Years) - inward facing

Organisational focus on cultural awareness and setting measurable targets to embed reconciliation within the organisation



Second RAP (2-3 years) - outward facing

Organisational focus on engaging and co-partnering with the Aboriginal and Torres Strait Islander Community



Future RAPs - outward facing

Organisational focus on innovation and actively working with the Aboriginal and Torres Strait Islander Community to advance reconciliation



Council NAIDOC Ambassadors 2019

OUR RECONCILIATION PRINCIPLES

Respect

We will work in a meaningful and respectful way with Aboriginal and Torres Strait Islander peoples.

Resilience

We will strengthen the resilience of Council to champion reconciliation by bringing together people, knowledge and ideas.

Knowledge

We will foster a continuous process of unlearning and relearning our shared history – right the future by learning from the past.

Safety

We will create a culture of safety where Aboriginal and Torres Strait Islander peoples feel valued, understood and empowered to actively participate within Council.

Understanding

We will foster a deep understanding of Aboriginal and Torres Strait Islander peoples, their histories and cultures.

Leadership

We will support corporate bravery and empower individuals to lead reconciliation within Council.



Redlands Coast logo - a collaboration with Quandamooka artist Delvene Cockatoo-Collins

ONE TEAM FOR RECONCILIATION – DELIVERING ACTIONS

The Reconciliation Action Plan Steering Committee and Corporate Governance will be the lead in delivering identified actions, together with critical partners across the organisation.

Understanding the journey

Outcomes and Drivers	Deliverables	Timeline	Critical Partners
1. Establish an internal RAP Steering Committee to develop a RAP and allocate tasks to responsible groups. <i>Provide a strong foundation to drive our reconciliation journey.</i>	Establish a RAP Steering Committee that will oversee the development, endorsement and launch of the RAP.	December 2018	Office of the CEO
	Undertake consultation with key internal stakeholders including the Senior and Executive Leadership Teams to ensure actions included in the RAP are deliverable and supported.	April-June 2019	Corporate Governance
	Host a Council event to launch the RAP to the organisation.	August 2019	Corporate Governance
2. Raise internal awareness of the RAP. <i>Engage with the organisation about the RAP, its initiatives and outcomes.</i>	Develop and implement a communications plan to raise awareness amongst all employees across the organisation about our RAP commitments.	August 2019	Communication, Engagement and Tourism
	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	December 2019	Corporate Governance
	Design a Reconciliation @ Redland City Council presentation/pack for inclusion in the corporate induction process.	December 2019	People and Culture
	Include an annual organisational RAP awareness workshop to share activities and progress on the RAP on the staff training calendar, such as part of the Organisational Leadership Team agenda.	Annually	Corporate Governance
	Install the RAP artwork in a place of significance at the Council Cleveland Administration Building.	August 2019	Corporate Governance
	Publish the RAP on the Council intranet for easy access by employees.	August 2019	Corporate Governance
3. Explore opportunities for integrating Indigenous design into Council's corporate branding. <i>Provide visibility of the RAP artwork and other Indigenous design.</i>	Incorporate Indigenous design into Council's corporate uniform and merchandise suite.	August 2020	Corporate Governance
	Incorporate the RAP artwork in corporate communications around reconciliation where appropriate.	Ongoing	Communication, Engagement and Tourism
	Identify opportunities to wrap selected Council fleet vehicles with our RAP artwork and relevant key messages.	May 2020	Fleet Services

Raising cultural awareness

Outcomes and Drivers	Deliverables	Timeline	Critical Partners
4. Recognise and celebrate National Reconciliation Week (NRW). <i>Provide opportunities for employees to learn about our RAP and begin to learn more about indigenous history.</i>	Coordinate a series of activities and displays across Council that celebrate the theme of NRW and raise awareness about the history of reconciliation.	Annually (27 May – 3 June)	Corporate Governance
	Provide opportunities for Council employees to participate in NRW community events.	Annually (27 May – 3 June)	Corporate Governance
5. Recognise and celebrate NAIDOC Week and other dates of cultural significance. <i>Provide opportunities to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.</i>	Organise a NAIDOC Week initiative for Council employees to showcase Aboriginal and Torres Strait Islander artists, storytellers and performers.	Annually (July)	Corporate Governance Redland Performing Arts Centre
	Promote stronger understanding of, and opportunities for, Council employees to participate in NAIDOC week community events.	Annually (July)	Communication, Engagement and Tourism
	Continue to coordinate Council's NAIDOC Ambassador Awards Program to recognise Council employees who have contributed to reconciliation at Council and in the community.	Annually (July)	Corporate Governance
	Increase internal awareness of Council's online Aboriginal and Torres Strait Islander cultural events calendar and encourage employee participation.	Ongoing	Communication, Engagement and Tourism
	Continue to recognise and support the Quandamooka Festival and identify opportunities to run parallel events that celebrate Aboriginal and Torres Strait Islander art and culture.	Annually (June-August)	Redland Performing Arts Centre
6. Create opportunities for cultural awareness and knowledge sharing for employees. <i>Provide regular opportunities to build cultural awareness through Aboriginal and Torres Strait Islander arts, film and literature.</i>	Develop and implement a program to increase cultural awareness of employees across Council that includes: <ul style="list-style-type: none"> • Fact sheets on Australia's history, local history and 'myth busting'. • A series of short film, book and performance reviews. • A series of news and media reviews. 	Ongoing	Corporate Governance
	Share this information and Good News Stories across Council including through Council's intranet and Yammer.	Ongoing	Communication, Engagement and Tourism
	Expand welcoming, inclusive and educational spaces within our physical work space that celebrate Aboriginal and Torres Strait Islander cultures (such as placement of appropriate items in our physical work space – examples may include plaques, photos, artwork, artefacts)	Ongoing	Redland Art Gallery

Outcomes and Drivers	Deliverables	Timeline	Critical Partners
7. Explore/create opportunities for cultural learning and development. <i>Provide new opportunities for staff to increase their cultural knowledge and understanding.</i>	Support employee participation in the National RAP Conference or relevant reconciliation summit event annually.	Annually	Corporate Governance
	Conduct a review to determine cultural awareness training needs within the organisation, including areas for development and method of delivery.	June 2020	People and Culture Internal Audit
	Support the RAP Steering Committee to build up a knowledge base that would contribute to the development of a formal training tool for employees.	Ongoing	Corporate Governance
	Encourage employee participation in existing cultural awareness and Aboriginal Cultural Heritage training.	Ongoing	People and Culture
	Hold annual organisational workshops and or guest speaker series to increase organisational cultural awareness.	Annually	Corporate Governance
8. Raise understanding of Aboriginal and Torres Strait Islander cultural protocols. <i>Continue to build cultural understanding and confidence around the use of cultural protocols.</i>	Increase awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols.	Ongoing	Corporate Governance
	Install Acknowledgement of Country statements in key Council meeting rooms and facilities.	February 2020	Facility Services
	Develop Acknowledgement of Country cards to support employees and communicate opportunities for appropriate usage.	August 2019	Communication, Engagement and Tourism
	Update internal style guides on appropriate terminology to use when communicating about Aboriginal and Torres Strait Islander people and issues and promote appropriate usage to employees.	February 2020	Communication, Engagement and Tourism

Fostering a culturally inclusive workplace

Outcomes and Drivers	Deliverables	Timeline	Critical Partners
9. Investigate opportunities to improve Aboriginal and Torres Strait Islander employment outcomes within our workplace. <i>Engage with existing Aboriginal and Torres Strait Islander employees and create opportunities across the organisation for employment and development pathways.</i>	Ensure Council's new Human Resource Information System is leveraged to collect data on employees that identify as Aboriginal and/or Torres Strait Islander to inform future employment initiatives and targets.	September 2019	People and Culture
	Engage with Aboriginal and Torres Strait Islander employees to gain feedback on employment that includes: <ul style="list-style-type: none"> Human resource policies and procedures including flexible work arrangements to allow employees to meet extended family and community cultural obligations. Attraction and retention strategies including professional development opportunities such as mentoring, coaching and learning and development. 	March 2020	People and Culture
	Target job advertisements with job boards that specialise in Aboriginal and Torres Strait Islander recruitment.	Ongoing	People and Culture
	Continue to commit at least one traineeship position each intake period for an Aboriginal and/or Torres Strait Islander person.	Ongoing	People and Culture
	Develop a process to identify genuine positions across the organisation to be filled by Aboriginal and Torres Strait Islander applicants, where there is a genuine occupational requirement and/or to promote equal opportunity in strategic priority areas.	August 2020	People and Culture
10. Identify opportunities to foster a supportive and culturally safe work environment for Aboriginal and Torres Strait Islander employees. <i>Build awareness of creating a culturally inclusive and safe work environment, where Aboriginal and Torres Strait Islander employees feel welcomed, valued and respected.</i>	Explore opportunities for creating a culturally safe workplace for Aboriginal and Torres Strait Islander employees such as interfacing with Council's Diversity and Inclusion Program.	November 2020	People and Culture
	Support the Indigenous Partnership and Program Coordinator to explore the establishment of an Aboriginal and Torres Strait Islander employee peer support network.	May 2020	Corporate Governance

Strengthening connections

Outcomes and Drivers	Deliverables	Timeline	Critical Partners
11. Explore opportunities to establish alliances with other local governments that actively support reconciliation. <i>Promote exchange and learnings around local government work in reconciliation.</i>	Initiate up to two partnerships with Councils with RAPs or similar Indigenous strategies to share lessons and opportunities.	May 2020	Corporate Governance
	Investigate opportunities for employee exchanges with Councils in the RAP network.	May 2020	Corporate Governance
12. Reflect on existing Council activities, initiatives and work practices to identify touch points, gaps and opportunities for learning and collaboration. <i>Provide opportunities for learning and collaboration with existing Council reconciliation activities and initiatives.</i>	Document and share past and current Council reconciliation activities, initiatives and work practices and identify opportunities for learning and collaboration.	August 2020	Corporate Governance
	Promote a better understanding across Council of the Indigenous Land Use Agreement (ILUA) and Council's Diversity and Inclusion Program and how this supports reconciliation.	June 2020	Corporate Governance People and Culture
13. Provide opportunities for strengthening connections with Aboriginal and Torres Strait Islander community members as the RAP moves into the second phase. <i>Provide opportunities for employees to engage and learn directly from Aboriginal elders through storytelling and other activities</i>	Develop an Aboriginal and Torres Strait Islander guest speaker series such as 'Aunties Yarning Up' and 'Uncles Yarning Up'.	August 2020	Redland Performing Arts Centre
	Review existing relationships with Aboriginal and Torres Strait Islander organisations and communities and consider ways to ensure these relationships are valued and managed. Consider other organisations, communities and individuals with whom we need to build relationships to support our reconciliation efforts.	Ongoing	Corporate Governance
	Promote and advocate for Council employees to attend local and regional Aboriginal and Torres Strait Islander cultural events and activities (for example Sunshine Coast community and the Bunya Nut Festival)	Ongoing	Corporate Governance
	Develop a business case for a 'Redlands Coast on Quandamooka Country' summit to inform Council's future reconciliation plans, exchange knowledge, yarn and inspire.	February 2021	Corporate Governance

Tracking progress and next steps

Outcomes and Drivers	Deliverables	Timeline	Critical Partners
14. Establish governance mechanisms to support the successful implementation of the RAP. <i>Drive implementation and report RAP achievements, challenges and learnings.</i>	Establish a RAP Implementation Committee chaired by the CEO that will oversee implementation and reporting on the RAP.	August 2019	Office of the CEO
	Define systems and processes to track, measure and report on RAP activities.	September 2019	Corporate Governance
	Report bi-annually on RAP progress to the Executive Leadership Team and Council.	Bi-annually (November and May close to Reconciliation Week)	Corporate Governance
	Publish information on the RAP in Council's Annual Report.	Annually	Corporate Governance
15. Establish an annual barometer to measure cultural awareness and RAP progress. <i>Measure and monitor the level of cultural awareness across the organisation.</i>	Include questions on cultural awareness in the MySay and MySay Pulse surveys and ensure data is leveraged to review approaches to increasing cultural awareness.	Ongoing	People and Culture
	Record and track employee participation at reconciliation-related initiatives.	Ongoing	People and Culture Communication, Engagement and Tourism
16. Review, refresh and update the RAP. <i>Establish a learning and engagement process that will take the RAP into the next phase.</i>	Review the RAP based on lessons learned, acknowledge ongoing challenges and celebrate achievements.	March-May 2020	Corporate Governance
	Establish a process for developing our second RAP based on learnings, challenges and achievements that involves the Redlands Coast community.	March-May 2020	Corporate Governance
	Establish a new RAP Steering Committee which includes community stakeholders that will oversee the development of our second RAP.	August 2020	Office of the CEO

NATIONAL AND LOCAL ABORIGINAL AND TORRES STRAIT ISLANDER CALENDAR OF SIGNIFICANT DATES

26 January	Australia Day/Day of Mourning
13 February	National Apology Day
21 March	National Close the Gap Day and National Harmony Day
26 May	National Sorry Day/National Day of Healing
27 May – 3 June	National Reconciliation Week
1 June – 30 August	Quandamooka Festival
3 June	Mabo Day
1 July	Coming of the Light Festival (Torres Strait Islander celebration)
4 July	Anniversary Quandamooka People's Native Title Determination and signing of ILUAs with State Government and Redland City Council
First week of July	NAIDOC Week
4 August	National Aboriginal and Torres Strait Islander Children's Day
9 August	International Day of the World's Indigenous People
5 September	Indigenous Literacy Day

Parts of Quandamooka
Country exist in four
Queensland local
government areas –
Brisbane City,
Redlands Coast, Logan City
and Gold Coast.

RAP STEERING COMMITTEE

The following employees formed the Redland City Council Reconciliation Action Plan Steering Committee that developed this Reconciliation Action Plan (2019 to 2021).

Jonathon Lamb, *Team Leader, City Planning and Assessment (Co-Chair)*

Christine Cartwright, *External Funding Manager, Corporate Strategy and Performance (Co-Chair)*

Jeanette Adams, *Operations Manager IndigiScapes, Environment and Regulation*

Jason Atherinos, *Service Manager Business Innovation and Development, Corporate Services*

Ross Barnett, *Adviser Public Place Design, City Infrastructure*

Jenny Cross, *Project Officer, Strategy and Governance*

Laura Denmeade, *Senior Business Support Officer, City Planning and Assessment*

Craig Dickson, *Business Systems Analyst, Corporate Services*

Siobhan Hessing, *PA to General Manager Community and Customer Services*

Brett Hookway, *Principal Strategic Planner, City Planning and Assessment*

Merrin Mcculloch, *Senior Talent Acquisition and Engagement Adviser, People and Culture*

Noreen Orticio, *Senior Adviser – Strategic Economic Development, Community and Economic Development*

Megan Praeger, *Executive Officer – Office of CEO*

Tom Short, *Applications Support Officer, Corporate Services Group*

David Scott (not present in photo), *Community Development Officer, Community and Economic Development*

Di Andrews, *Former Senior Adviser Indigenous Partnerships (Former Co-Chair)*



The RAP Steering Committee

Disclaimer

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