



Coorong District Council Reconciliation Action Plan

June 2022 – May 2023



Acknowledgement



We acknowledge and pay respect to the Traditional Custodians of the land and waters, the Ngarrindjeri, and Ngarkat People whose ancestral lands are on which we meet.

We acknowledge the deep feelings of attachment and relationship of Aboriginal people to country and pay our respects to Elders past and present. We also extend that respect to all First Nations Peoples.

Cover:
Artwork, The Art of Reconciliation by Sumer Dawn

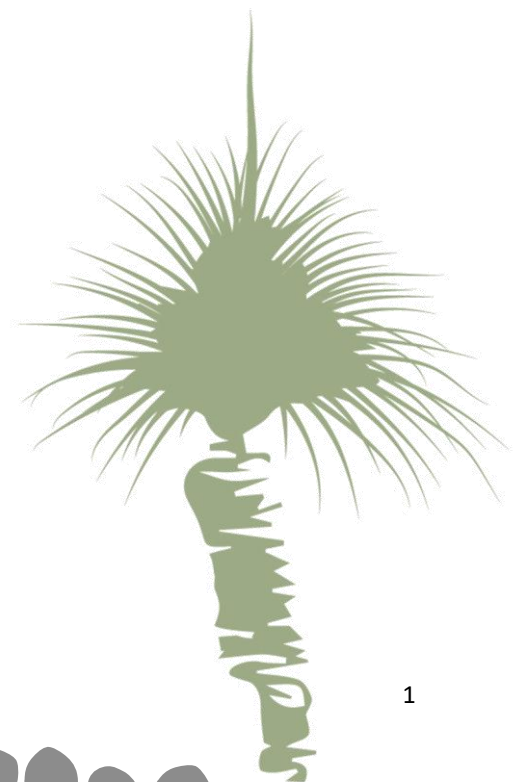
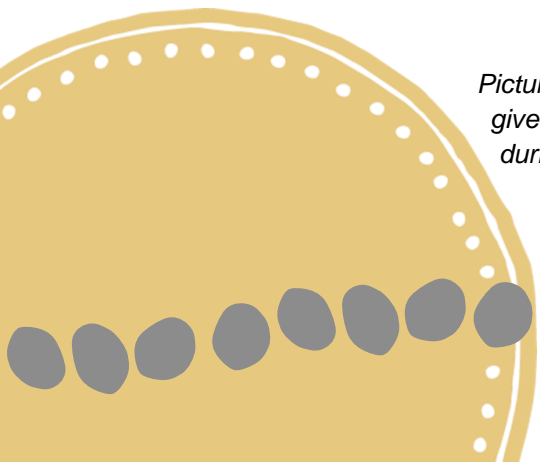




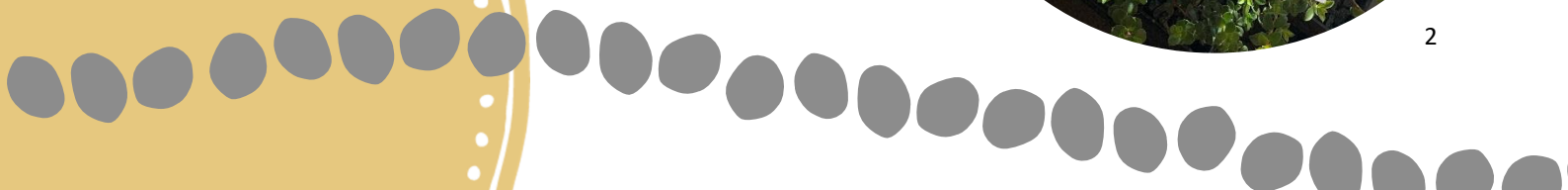
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Pictured left: Muntrie plants were given away to Council residents during the 2021 NAIDOC week celebrations.



Reconciliation Australia

CEO Statement



Reconciliation Australia welcomes Coorong District Council to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Coorong District Council joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Coorong District Council to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Coorong District Council, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

**Chief Executive Officer
Reconciliation Australia**

Mayors Message

It gives me great pleasure to present Coorong District Council's inaugural Reflect Reconciliation Action Plan (RAP)

The RAP has been developed in the spirit of reconciliation and acknowledgement of the traditional lands and waters on which Coorong District Council operates and I am proud to be part of Council's important journey towards reconciliation.

The Reconciliation Action Plan is our formal statement to reconciliation and will assist with embedding the principles and purpose of reconciliation within our Council.

Our Council is located within Ngarrindjeri Ruwe (Country) and covers much of the Kurangk (Coorong) which has been home for many thousands of years to the Ngarrindjeri people.

The Ngarrindjeri have a timeless connection to the lower Murray River, lakes and Coorong and like the Ngarrindjeri we, as a Council are proud of our district and the RAP framework allows us to further understand where we need to grow, develop and create stronger connections with Aboriginal and Torres Strait Islander Peoples.

The Reflect RAP will guide us in our understanding of where we need to grow and develop in our reconciliation journey, acknowledge what we are doing well to build on as a foundation, and continue to develop relationships and seek guidance from our Aboriginal and Torres Strait Islander peoples.

I would like to take this opportunity to thank all members of the Reconciliation Working Group who have contributed and collaborated in a respectful, open and safe manner to guide this RAP.

Coorong District Council is looking forward to this journey and the delivery of meaningful outcomes for our Aboriginal and Torres Strait Islander peoples, communities and workforce.



Mayor Paul Simmons

Pictured above. Mayor Paul Simmons presenting Taillem Bend Bank SA Manager, Tracye Piltz with a certificate of appreciation for their 2021 NAIDOC week sponsorship

RAP Artwork



In 2021 Council sought expression of interest from indigenous artist, who identified as Aboriginal or Torres Strait Islander peoples and have a connection to the Ngarrindjeri or Ngarkat Aboriginal community.

The purpose of the artwork was to provide visual representation of how Coorong District Council will bring its vision for reconciliation to life in its core duties as a commissioner of services to support and improve the health and wellbeing of Aboriginal or Torres Strait Islander peoples in the Coorong region, by fostering and strengthening relationships and

partnerships with Aboriginal communities and other organisations

Key Themes could include:

- Wellbeing
- Connection
- Healing
- Partnership
- Culture
- Spirituality
- Ngarrindjeri Ruwe (that lands on which we meet)
- The waterways (Murray River, Lakes and Coorong)

The piece should bring to life and reflect a sense of welcoming and belonging, inclusivity and community gathering.



Artwork Title - The Art of Reconciliation

Artist description

“I wish to demonstrate the reflection of unity and commonality between reconciliation and culture.”

“Ngurunderi is the ancestral dreaming creator, his body was divided into five different environments that merge into one another; salt & water, country/ruwe, riverine & lakes, bush, and desert. These are reflected in the five segments of the painting.”

“I have combined the symbolism of this unity with the 5 dimensions of reconciliation: historical acceptance, race relations, equality and equity, institutional integrity, unity.”

Animal tracks and plants represent the Nga:tji (totems) of the Lakalinyeri (families), and their spiritual importance to Traditional Owners. These symbols are of historical importance to local people and the area they live in.

Bush fruit represents healing and acceptance of traditional stories and knowledge. Water holes and camp sites represent community, ethics and values and the institutional integrity we need. Flowing water represents the life blood and artery of a living body which sustains our environment. While the land represents where we live and play. The hands and footprints represent shared equality, equity and race relations. The Nori (pelican) represents Unity as it is a unifying symbol of the district.

Artist Bio

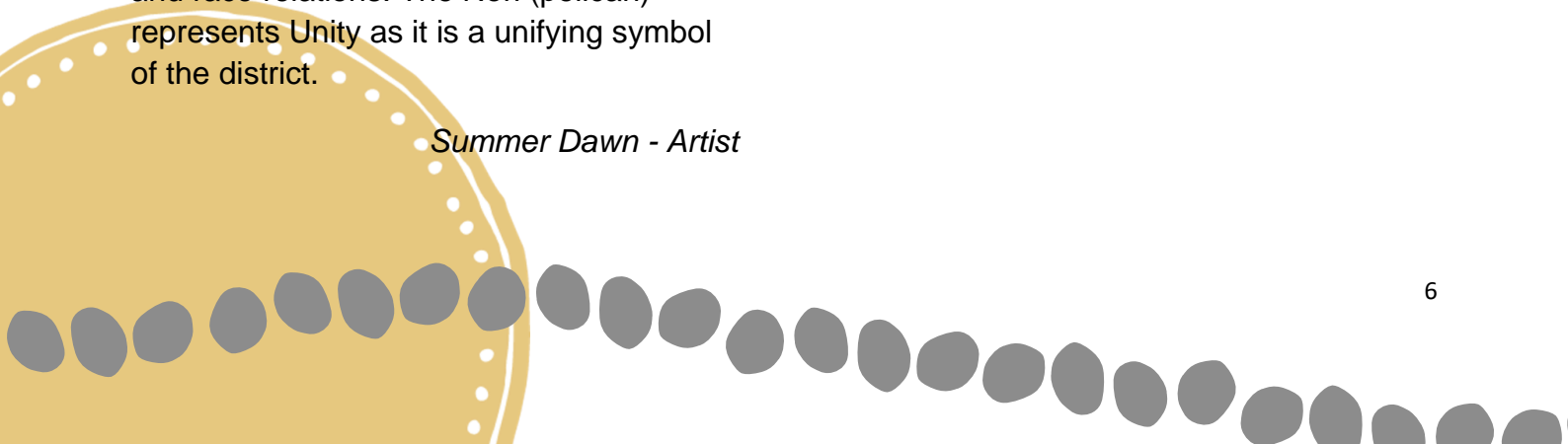
Summer is a multidisciplinary contemporary biracial artist. Summer takes creative inspiration from nature and its colour, shape, texture, and form

Her practice aims to question the current climate of the Australian environment. Whilst highlighting and paying homage to her ancestors and Nga:tji (totems)

Summer uses natural materials, found objects, mixed media, totemic and contemporary symbolism.



Summer Dawn - Artist



Our Vision for Reconciliation

Coorong District Council's Vision for reconciliation is we recognise and acknowledge Aboriginal and Torres Strait Islander Peoples as the First Australians and we engage Aboriginal and Torres Strait Islander Peoples in decision making processes and build and strengthen relationships.

Through these relationships we embrace and celebrate our cultural diversities and gain a greater level of understanding and acceptance of our shared history. To this we acknowledge this shared history and use the lessons from the past to build our relationships to ensure the future is built on mutual respect.

Together we develop practices and support all dimensions of reconciliation recognising that equality and equity for all Australian's is only built on mutual trust and respect.



Pictured left: View overlooking the Teringie Wetlands at Raukkan

Our Business

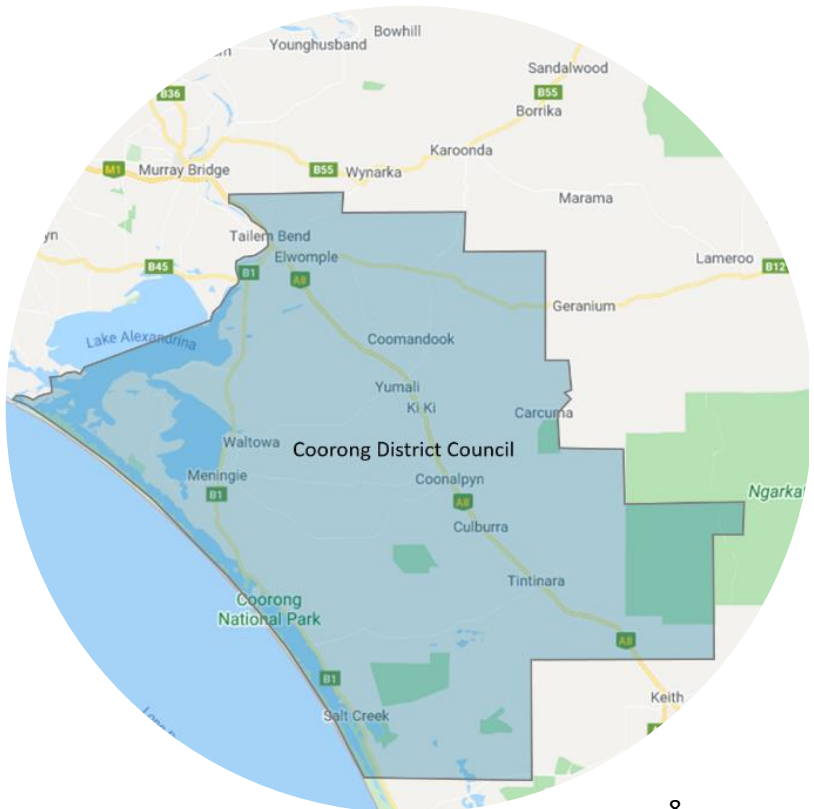
Our Place

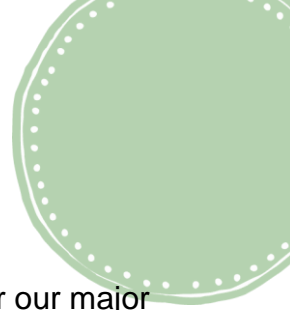
Coorong District Council covers 8,836 square kilometres and named after the unique environment that stretches along the Council's western boundary, the Coorong.

Primarily located on Ngarrindjeri Ruwe (land) our region, and specifically the Murray River, Lakes and Coorong are of significant and cultural importance to the Ngarrindjeri people.

Our Council area is characterised by expansive agricultural land, spectacular beaches, the picturesque Murray River, Lower Lakes and Coorong lagoons, plus isolated bushland and conservation parks. These attributes offer visitors an exciting range of recreation activities and an environmentally significant landscape to enjoy, as well as provide our residents with an income, housing diversity and an enviable country lifestyle.

Recent developments providing extra employment opportunities and industry diversification in the district include major solar farms, a world class motorsport park, chicken farms, recreational tourism ventures and more.





Our Community

The most recent ABS data shows that in 2016 the Council area had a population of 5,537 people, residing in 3,016 dwellings with an average household of 2.28 persons. People over the age of 55 years equate to 38% of the population, which is comparatively higher than the regions average of 33%. In the 2016 Census 6% (324) of our population identified as Aboriginal and Torres Strait Islanders.

The Coorong district is faced with population, socio-economic, health and environmental challenges, but its community continues to show resilience through a love for the land, strong community connections and a commitment to volunteering and sporting participation



Our Vitality & Growth

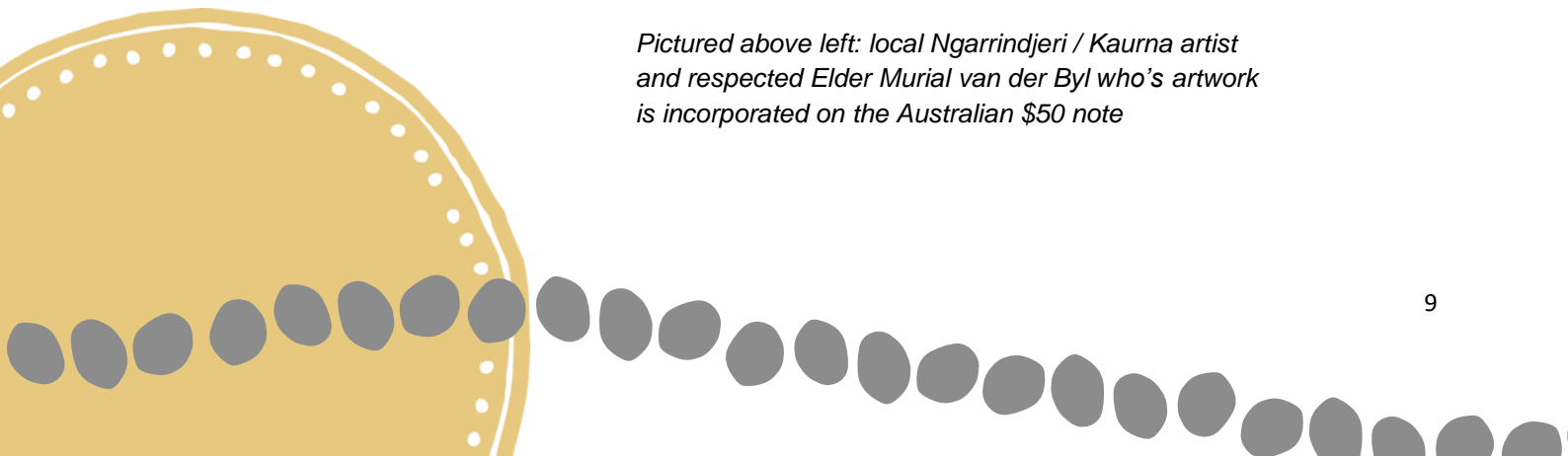
The agricultural industry is by far our major economic contributor. Tourism-related activities are also expected to increase their contributions to the economy, especially as The Bend Motorsport Park's prominence grows.

While it has a relatively small rate income and a very large geography, the Council delivers a broad range of services and has proved very capable in attracting grant funding and advocating to other government levels for the benefit of the community.

The Council is within the Regional Development Australia Murraylands Riverland (RDAMR) region and is a member of the Murraylands & Riverland Local Government Association (MRLGA). It is also within both the SA Murray-Darling Basin Natural Resource Management (NRM) Board area and the Southeast NRM Board area.

The Council is also a member of the Murray River, Lakes and Coorong (MRLC) Tourism Alliance. Our Council also works cooperatively with the Raukkan Community Council, using this strong relationship to help deliver a range of projects especially in the arts and tourism portfolios.

Pictured above left: local Ngarrindjeri / Kaurna artist and respected Elder Murial van der Byl who's artwork is incorporated on the Australian \$50 note



Our Business Services and function of Council

Councils have responsibilities under the Local Government Act and other relevant legislation, including:

- Regulatory activities exemplified by maintaining the voters' roll, property ownership data and supporting the elected Council.
- Setting rates, preparing an annual budget and determining longer-term strategic management plans for the area.
- Management of infrastructure, including civic buildings, roads, footpaths, parks, public open spaces, street lighting and stormwater drainage.
- Street cleaning, refuse collection and recycling.
- Development planning and control, including building fire safety assessment.
- Environmental health services, including health standards inspections and waste control application assessment.
- Protection of natural resources including parks, reserves, the River Murray, Lower Lakes and Coorong.

In response to community needs, Council provides or supports additional services and programs, including:

- Environmental and economic programs, particularly the Local Action Plan (Landcare) Program.
- Community Wastewater Management Schemes (CWMS).
- Aged Care and Youth Services.
- On-street parking management to maximise use of kerbside space.
- Increased support and development of tourism-related activities and facilities.
- Community grant funding programs.
- Community art galleries, plus arts and culture programs.
- Community libraries.
- Tourism and economic development.

The Council operates a number of facilities on behalf of the community. These provide important community benefits including recreation, tourism, infrastructure and property management.

- Coonalpyn Caravan Park.
- Recreation and facilities including the Coonalpyn Swimming Pool and town halls.
- Visitor Information Outlets

Council has three (3) offices located across the district, the primary office is located at Taillem Bend and 2 additional customer service centres are located at Meningie and Tintinara.



Council Employees

The total number of full-time equivalent employees at the Coorong District Council is 57, Council does not currently collect information about employees who identify as Aboriginal and Torres Strait Islander people.

Strategic Direction

Coorong District Council has a four (4) year Community Vision Plan spanning the period of 2021 – 2025. This document, which was developed through consultation with the community helps set a clear vision and objectives for the district, and builds a framework on how it will work towards these:

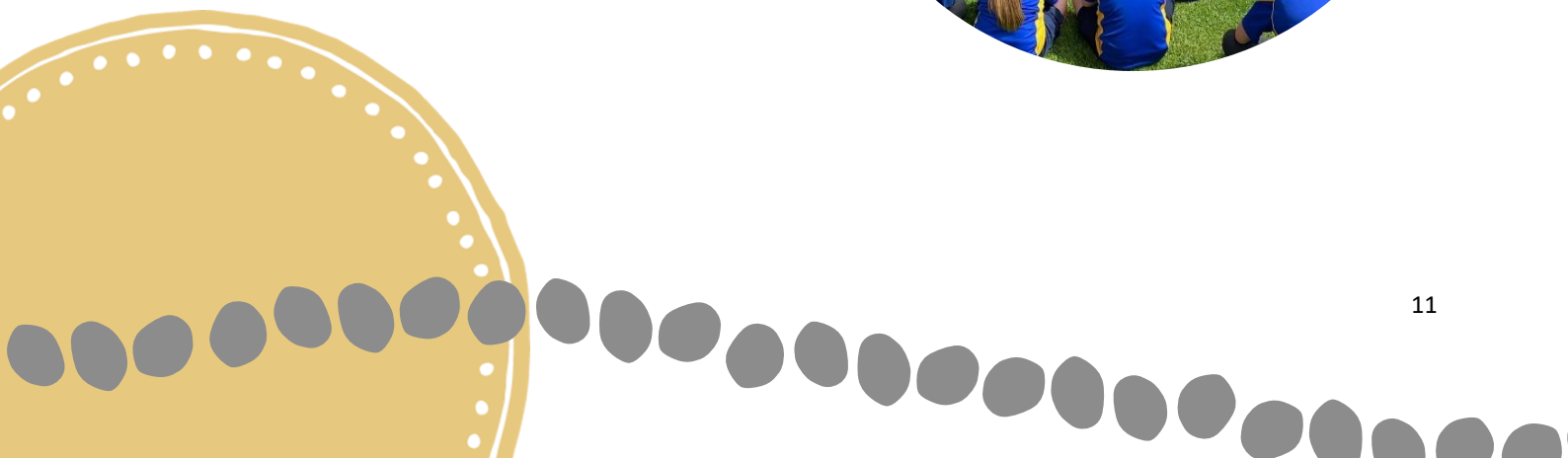
- address issues of importance for Coorong District Council;
- manage its resources, people and assets in a sustainable way;
- align its efforts with the vision of South Australian and Australian Governments.

The overarching Vision of Coorong District Council is:

“A district that has pride in its communities, has a prosperous economy and lives in a valued environment. Our success comes from our diversity”



Pictured above Ngarrindjeri comedian & artist Kevin Kropinyeri entertaining the youth of Tailem Bend (pictured Below) during the 2020 Tailem Bend NAIDOC week activities



Our RAP

“At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.”

Source: <https://www.reconciliation.org.au/reconciliation/what-is-reconciliation/>

In 2019, Council committed to develop a Reconciliation Action Plan (RAP)

With 6% of Council’s population identifying as Aboriginal and Torres Strait Islander people, Council celebrates its landscape and cultural diversity and is committed to ensuring its communities are inclusive. A Reconciliation Action Plan will enable Council to reflect and pay tribute to the work already undertaken towards reconciliation and inclusive communities, as well as plan for future initiatives and projects through a structured and formalised approach.

Council’s approach to developing and implementing its first RAP will be through collaboration and engagement with staff and representatives of the Ngarrindjeri Community. Reflections have been undertaken and provide an opportunity for staff and Councillors to come together and

look towards areas of improvement and new initiatives that both recognise and pay tribute to our regions cultural heritage as well and build upon and strengthen existing relationship with our Aboriginal and Torres Strait Islander peoples

Although, this is Councils first RAP it has been clearly identified that Council, its relationship, projects and activities have in the past few years been inclusive and respectful of relationships and the strong spiritual connection the Ngarrindjeri peoples have to the land and waters on which the Coorong District Council sits



Pictured above – RAP Artwork - The Nori (pelican) represents Unity as it is a unifying symbol of the district.

Our Partnerships & Current Activities

In preparation of Council's first RAP and audit was undertaken through staff engagement and workshops to determine its current levels of partnerships, activities, and program delivery. Coorong District Council is placed amongst a region that has significant cultural connections to both country and communities contained within it. It is through this connection that relationships have been forged over the years and a commitment developed to continue to develop and improve relations, gain a greater level of understanding of our region's cultural heritage and practices.

In reflection, the following outlines details on the partnerships, collaboration, projects and activities Council and our Aboriginal and Torres Strait Islander peoples have and are engaged in.

Pictured right: Discarded Cockle shells (middens) can be found in the sand dunes of the Coorong National Park. These shell middens are the remains of meals of shellfish once gathered and eaten by Aboriginal People

Partnerships

Kungun Ngarrindjeri Yunnan Agreement (2008)

In 2008 Council signed the Kungun Ngarrindjeri Yunnan Agreement that acknowledges the Ngarrindjeri as the traditional owners of the Coorong Area and outlines a commitment to working together to uphold Ngarrindjeri rights and protect interests about the land and waters.

On the signing of this agreement in 2008 a public apology was undertaken to be acknowledged and accepted by the Ngarrindjeri

Although changes have occurred with leadership and governing bodies the intent remains and Council continues to acknowledge the importance of relations with the Ngarrindjeri Community, as such a new partnership agreement is being developed.



Raukkan Community Council

Council has an active working relationship with the Raukkan Community Council with regular leadership meetings held and collaborative projects established. These collaborative projects and support have so far included funding support under the Drought Communities Extension Programme which enabled the restoration of the Raukkan Gallery, a state heritage listed property that houses and displays artifacts, historical records, documents and photographs. This building was formerly the home of Rev George Taplin and has both cultural and historical significance to the community of Raukkan.

Council's Community development team have worked closely with Raukkan Community Council on the delivery of NAIDOC week Activities held across the district, from one event being held in 2018 to three (3) locations now hosting events and activities each year. These events are well attended and are having positive impacts on the community including the celebration of Ngarrindjeri culture through song and dance to educating youth about Ngarkat history.

Pictured above right: The Raukkan Church that appears on the Australian \$50 note

In 2019, Council secured funding to deliver a 4.8km walking trail at Raukkan. This was following consultation with Raukkan Community Council and the desire to establish and grow cultural tourism opportunities.



Ngarrindjeri Aboriginal Corporation

Council continues to establish and develop relationships with relevant governing bodies and corporations. In particular and most recently with the newly established Ngarrindjeri Aboriginal Corporation (NAC). NAC are the Prescribed Body Corporate responsible for Native Title under the act. Council engage and consult regularly with NAC on many projects and activities including land development projects, tourism infrastructure projects and cultural advice.



Coorong Visitor Experience Masterplan

The Coorong Visitor Experience Masterplan is a cross regional collaborative project between Coorong District Council, Alexandrina Council, Kingston District Council, Department of Environment and Water and the Ngarrindjeri Aboriginal Corporation was established in late 2021 To create a vision for significant, sustainable nature-based tourism attractions in the Coorong region, a Visitor Experience Plan (VEP) will be co-created with stakeholders, community, and visitors.



Pictured above: The Coorong is of enormous spiritual & cultural significance to the traditional owners.

Coorong & Tatiara Local Action Plan

Ngarrindjeri Land and Progress Association (NLPA)

- Contractor engagement to undertake NRM activities such as pest plant and animal control, wetland management and revegetation on public and private lands.
- NRM support and resource funding to facilitate land management activities.

Ngopamuldi Aboriginal Corporation

- Contractor engagement to undertake wetland management activities.
- NRM support and resource funding to facilitate land management activities.

Pictured below: Ngarrindjeri Elder Aunty Ellen Trevorrow, shares her basket weaving techniques during the 2021 NAIDOC week activities at Meningie



Activities

Coorong Galleries Art Programs & Exhibitions

- NAIDOC Week – Exhibitions
- National Reconciliation Week Exhibitions
- Drawing on Country
- Ngarrindjeri Printmaking Exhibition

NAIDOC Week

- Flag Raising Ceremonies across three locations
- Cultural song and dance demonstrations
- 2021 Muntrie Plants given away
- Family Fun Day of cultural activities (Basket Weaving, Feather flower making)
- Showing of Country Arts SA Nunga Screen
- Art Exhibitions at both Tailem Bend and Meningie
- Colouring-in Competitions – across the whole district
- Engagement with schools (Nov 2020)
- Story telling – raising awareness to the Ngarkat people, history and heritage resulting in the Tintinara Area School wishing to consider a learnings program in the weeks leading up to NAIDOC week

- Donated Books (Ngarrindjeri for smarties, Ngarrindjeri Dictionary and Ngopur-api - a Ngarrindjeri story book and CD for children) to 5 Coorong Libraries
- Annual budget allocation of \$5000
- NAIDOC flags and banners flown

National Reconciliation week

- Gallery Exhibition AT Tailem Bend and Meningie
- Program planned for 2022

Other forms of celebration and recognition

- All events and activities commence with an Acknowledgement of Country
- All culturally specific events include a traditional Welcome to Country



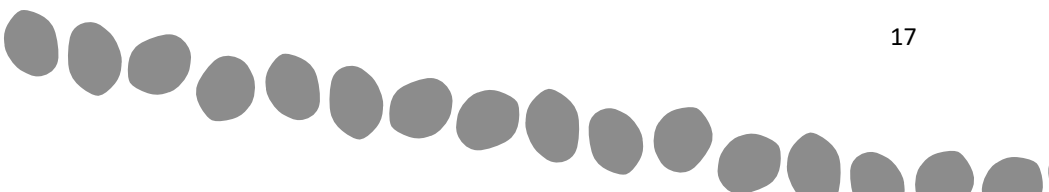
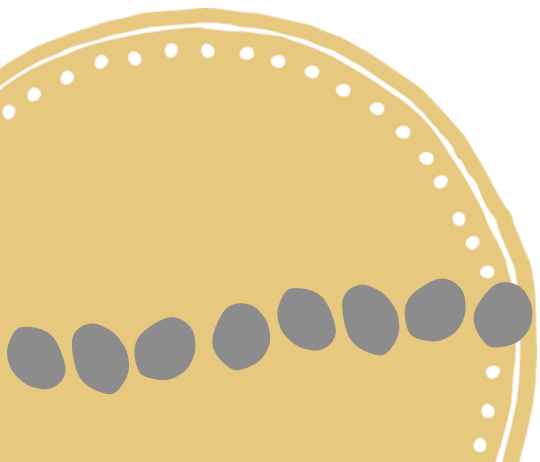
Pictured Above: 2021 Nation Reconciliation Week – Coorong Gallery Exhibition titled “New Dawn” featuring artwork from Ngarrindjeri Artist Sumer Summer.



In House Activities / recognition

- Council, staff and departmental meetings commence with an acknowledgement of Country
- Review of Acknowledgment of Country undertaken in 2019 and now include recognition and acknowledgement of our Traditional Owners of the lands on which we meet the Ngarrindjeri and Ngarkat people. (Subject to where our meetings activities are held)
- Mandatory Cultural Awareness training undertaken by all staff and councillors in June 2021. This now forms part of induction for all new Council employees
- Elected member tour of Raukkan
- Aboriginal Flag flown at all offices

Pictured below: 2021 Nation Reconciliation Week – Coorong Gallery Exhibition titled “New Dawn” featured artwork from Aboriginal Artist Scott Bawden. Artwork title: Social and Emotional Wellbeing



RAP actions and deliverables

The following actions and deliverables will guide and direct Council on its commitment to reconciliation

Relationships

Action		Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1	In addition to existing stakeholder relations, Identify and establish relationships with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2022	CEO / Senior Community Development Officer
	1.2	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	December 2022	CEO / Senior Community Development Officer
2. Build relationships Through celebrating National Reconciliation Week (NRW).	2.1	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and elected members.	May 2023	Senior Community Development Officer
	2.2	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	May 2023	CEO / Senior Community Development Officer
	2.3	Reconciliation Working Group members to participate in at least one external event to recognise and celebrate NRW	May 2023	CEO / Senior Community Development Officer
	2.4	Provide support for one National Reconciliation Week external community event.	May 2023	Senior Community Development Officer

	2.5	During NRW host a cultural sharing opportunity and encourage staff attendance.	May 2023	CEO / Senior Community Development Officer
3. Promote reconciliation through our sphere of influence.	3.1	Communicate our commitment to reconciliation to our community, all staff and elected members.	June 2022	CEO / Senior Community Development Officer
	3.2	Identify external stakeholders that our organisation can engage with on our reconciliation journey	Dec 2022	Senior Community Development Officer
	3.3	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	February 2023	Senior Community Development Officer
4. Promote positive race relations through antidiscrimination strategies.	4.1	Research best practice and policies in areas of race relations and anti-discrimination	Dec 2022	HR Advisor
	4.2	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2022	HR Advisor
5. Promote reconciliation through our internal structure.	5.1	Develop and implement a plan that engages and share's Council reconciliation journey through the actions outlined in the RAP	Sept 2022	Senior Community Development Officer
	5.2	Ensure that the RAP is driven from the top down by engaging our Executive Management Team in the delivery of RAP outcomes.	Oct 2022	CEO
	5.3	Report quarterly to the senior Leadership team on projects actions and deliverables	Nov 2022	Senior Community Development Officer

Respect

Action		Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	6.1	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledges and rights within our organisation.	Oct 2022	CEO / Senior Community Development Officer / HR Advisor
	6.2	Conduct a review of cultural learning needs across the organisation	Nov 2022	HR Advisor
	6.3	Include cultural awareness training as part of all new staff inductions	Dec 2022	HR Advisor
	6.4	Encourage staff and elected members to visit places of cultural significance such as Raukkan and the Coorong	Jan 2023	CEO/ Director Community & Corporate / Director Roads & Infrastructure
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	7.1	Develop an understanding of the local Traditional Owners or Custodians the Ngarrindjeri and Ngarkat peoples who's lands and waters on which our organisation conducts business.	February 2023	CEO/ Director Community & Corporate / Director Roads & Infrastructure
	7.2	Increase staff's understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country protocols	March 2023	CEO/ Director Community & Corporate / Director Roads & Infrastructure
	7.3	Include an Acknowledgement of Country on Council's website and electronic signature block.	March 2023	Senior Community Development Officer
	7.4	Display a Reconciliation Statement / Acknowledgement of Country in Council's public reception areas.	March 2023	Senior Community Development Officer
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	8.1	Increase financial support for the delivery of three (3) NAIDOC Week activities held across the district (Taillem Bend, Meningie & Tintinara)	June 2022	Senior Community Development Officer
	8.2	Partner with our Ngarrindjeri communities to co-host a fourth NAIDOC week event or activity at Raukkan	June 2022	Senior Community Development Officer

	8.3	Raise awareness and share information amongst our elected members and staff about the meaning of NAIDOC Week.	June 2022	Senior Community Development Officer
	8.3	Encourage Council staff and Councillors to participate in the NAIDOC week activities	July 2022	Senior Community Development Officer
	8.4	Reconciliation Working Group to participate in an external NAIDOC Week event such as the Murray Bridge – Bridge walk	July 2022	Senior Community Development Officer
9. Visibly promote Aboriginal and Torres Strait Islander cultures and histories within our area and services	9.1	In consultation with local Traditional Owners, consider naming places in Ngarrindjeri language (eg Murray Coorong Trail).	December 2022	Senior Community Development Officer
	9.2	Increase recognition of Ngarrindjeri history and significant sites eg signage / artwork / monument.	December 2022	Senior Community Development Officer
	9.3	Continue to host Ngarrindjeri art exhibitions during NAIDOC and National Reconciliation Weeks	April 2023	Senior Community Development Officer

Opportunities

Action		Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	10.1	Develop an Aboriginal and Torres Strait Islander staff employment and retention strategy	August 2022	HR Advisor
	10.2	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2022	HR Advisor
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	11.1	Review our procurement processes to support procurement from Aboriginal and Torres Strait Islander owned businesses	June 2022	Executive Leadership Team
	11.2	Investigate Supply Nation membership.	June 2022	Director Roads & Infrastructure
	11.2	Explore opportunities to support the development of an Aboriginal and Torres Strait Islander community arts and projects advisory committee	April 2022	Senior Community Development Officer
	11.3	Working with the Ngarrindjeri Aboriginal Corporation, develop one significant project or activity each year that increases awareness and promote Aboriginal history, heritage and culture.	May 2023	Senior Community Development Officer
12. Promote cultural and leadership opportunities	12.1	Through the association-led statewide campaign, support and encourage members of our Aboriginal and Torres Strait Islander communities participate in Council Election, both through voting and nominations as Elected Members.	October 2022	Governance
	12.2	Explore opportunities to support the development of an Aboriginal and Torres Strait Islander community arts and projects advisory committee	June 2022	Senior Community Development Officer
	12.3	In addition to NAIDOC and Reconciliation week events and activities work with Aboriginal and Torres Strait Islander community organisations to deliver a minimum of one annual project or activity that increase awareness and promote Aboriginal history, heritage and culture.	June 2022	Senior Community Development Officer

Governance

Action		Deliverable	Timeline	Responsibility
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	13.1	Form a RAP Working Group to govern RTAP implementation	June 2022	Senior Community Development Officer
	13.2	Draft Terms of Reference for the RAP Working Group	June 2022	Senior Community Development Officer
	13.3	Establish Aboriginal and Torres Strait Islander representation on the RAP Working Group.	June 2022	Senior Community Development Officer
14. Appoint a senior leader to champion our RAP internally	14.1	Define resource needs for RAP implementation	June 2022	Senior Community Development Officer
	14.2	Engage senior leaders in the delivery of RAP commitments.	June 2022	Senior Community Development Officer
	14.3	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2022	Senior Community Development Officer
15. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally	15.1	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022	Senior Community Development Officer
	15.2	Provide progress reports through: <ul style="list-style-type: none"> • Council' information documents • Quarterly RAP Working Group meetings 	Sept 2022 Dec 2022 Marc 2022 June 2022	Senior Community Development Officer
16. Continue our reconciliation journey by developing our next RAP.	16.1	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2023	Senior Community Development Officer
	16.2	Develop Council's second RAP (Innovate) based on learnings, challenges, and achievements	May 2023	Senior Community Development Officer

CONTACT

For more information, please contact

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