

June 2019 - June 2021

Innovate Reconciliation Action Plan

Toni Barsby – Aboriginal Artist

Toni Maree Barsby is a proud Yuin nation woman from the Wodi tribe who now lives in Revesby. Mrs Barsby has been a traditional Aboriginal dancer since she was in high school dancing for a few dance companies. She also has a clothing line called Life's Deadly, and is an Indigenous artist, who has been painting since she was a young girl. Mrs Barsby has created murals in primary schools and has been teaching Indigenous art to young people to keep the culture alive.



Noelene Holten – Aboriginal Artist

Noelene Anne Holten is of the Gumbaynggirr-Dunaghti people, which is on the mid-north coast. She now lives in Mount Lewis in the Canterbury-Bankstown area. Aunty Noelene says that *“Sharing our knowledge, culture and stories of my people is something I strongly believe in. Being a Koori artist in a very diverse city, sharing our stories amongst different nationalities is a gesture of peace and harmony so teaching our art throughout Canterbury-Bankstown is a rewarding experience.”* She has been involved in many projects, painting murals, showcasing Aboriginal art, and helping upcoming young artists explore their culture. Her most rewarding experience was when she was involved in rebuilding the Greenacre Community Centre by creating the Welcome Walls. Recently, she has been invited to work on another mural in Greenacre for a children’s centre. She has also been busy running art workshops for seniors, newly arrived migrants and her own community members, especially during NAIDOC Week and other special days throughout the year.



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The City of Canterbury Bankstown acknowledges the traditional country of the Darug (Darag, Dharug, Daruk and Dharuk) and the Eora peoples.

We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to Aboriginal and Torres Strait Islander peoples living today.

Council also acknowledges other Aboriginal and Torres Strait Islander language groups in the City and works closely with Aboriginal and Torres Strait Islander communities to advance reconciliation in the City.

01 Our vision for reconciliation

The City of Canterbury Bankstown values its culturally diverse community and is committed to extending the process of reconciliation in partnership with Aboriginal and Torres Strait Islander communities.

Our vision for reconciliation is to create a strong, harmonious and richer community by encouraging our Aboriginal and Torres Strait Islander residents to share their heritage and culture with people from other cultures to ensure all of our different traditions, customs and stories are valued.

Council will seek the advice and participation of Aboriginal and Torres Strait Islander communities on key issues of interest to the community. It will also promote cooperative approaches on these issues between itself and the Aboriginal and Torres Strait Islander community.

Council will enter into a process of negotiation to seek and record the views of local Aboriginal and Torres Strait Islander communities about reconciliation and other key issues.

Council will promote its support of reconciliation to increase public awareness and understanding of the reconciliation process and, in particular, to ensure that the mainstream community is aware of the cultures and legitimate aspirations of Aboriginal and Torres Strait Islander communities. Council is committed to providing relevant community services and assistance to Aboriginal and Torres Strait Islander peoples.

Council acknowledges the prior occupation of this land by the Darug and the Eora peoples and will seek opportunities to recognise Aboriginal and Torres Strait Islander heritage through physical features of the City and by supporting community cultural activities.

Council will work with the Aboriginal and Torres Strait Islander community to celebrate important occasions and events linked to significant sites in the City of Canterbury Bankstown.



02 Our business

Located in the Greater Western Sydney region, Canterbury-Bankstown comprises an area of 72 square kilometers (28 sq mi) and, as at the 2016 census, had a population of 346,302, making it the most populous local government area in Sydney. Canterbury-Bankstown has 15 elected councillors, three in each of the five wards, and 58 office sites.

As of our 2016 census, we currently have 2548 residents of Aboriginal and Torres Strait Islander background living within the LGA. We employ 1435 staff, including five employees who identify as Aboriginal and Torres Strait Islander peoples. Currently, Council is in the process of investigating further opportunities through Human Resources to capture data around our Aboriginal and Torres Strait Islander workforce.

The City of Canterbury Bankstown operates under the NSW Local Government Act and other relevant legislation. In all services, Council seeks to respond to changing community needs. Regular community surveys are undertaken to check levels of satisfaction and identify areas for improvement, and annual social planning workshops are conducted to monitor changing community needs.

Council also operates and provides a number of facilities and services on a fee for service basis. These provide important community benefits while also generating revenue for services and projects of benefit to the City.





03 What is a RAP?

A Reconciliation Action Plan (RAP) is a strategic document that supports an organisation's business plan. It includes practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates.

The RAP Program contributes to advancing the five dimensions of reconciliation by supporting organisations to develop respectful relationships and create meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

A snapshot in time of our RAP journey

The former Bankstown City Council developed its first RAP in 2011, with the guidance of Reconciliation Australia, which was endorsed in 2012. Bankstown was the first council in the country to develop a plan that was lead by an Aboriginal and Torres Strait Islander Working Party.

Council has a long history of partnership with the local Aboriginal and Torres Strait Islander communities and agencies that support their shared journey including:

- Bankstown Community Resource Group;
- Bankstown Youth Development Services;
- Department of Human Services Centrelink;
- Sydney South West Area Health Services;
- Family and Community Services;
- Youth off the Streets;
- Metro Assist; and
- Local NDIS providers.

They assist Council to deliver annual National Sorry Day, National Reconciliation Week and NAIDOC Week commemorations and celebrations. We work closely with our Communications Team to promote all initiatives through social media, newspaper articles, local community networks and Aboriginal and Torres Strait Islander agencies. An Acknowledgment of Country or Welcome to Country is delivered at all Council events or functions and Acknowledgement of Country appears on our website, Facebook page and printed documents. Council also produced its own large National Reconciliation Week banners with artwork from local Aboriginal and Torres Strait Islander artists and those banners have been displayed in all of our libraries, local pools and customer service centres annually during National Reconciliation Week.

04 Innovate Reconciliation Action Plan

The 2019-2021 City of Canterbury-Bankstown Innovate Reconciliation Action Plan consolidates Council's long-standing commitment to reconciliation with Aboriginal and Torres Strait Islander communities. Council's reconciliation initiatives have been combined into a single plan using Reconciliation Australia's Innovate RAP template.

The City of Canterbury Bankstown 2019-2021 Innovate Reconciliation Action Plan has been developed in consultation with Council's Reconciliation Working Party. This working party has recommended that Council endorse the City of Canterbury Bankstown Innovate Reconciliation Action Plan and its registration with Reconciliation Australia. Members of the working party include the Mayor, Councillor Linda Eisler, Council's Community Planning and Development staff, Aboriginal and Torres Strait Islander community members and representatives from the Aboriginal Affairs and Reconciliation Division (Department of Premier and Cabinet).

Council's Reconciliation Champions include our Mayor and Council staff. Particular staff who will be driving internal engagement and awareness of the RAP include Manager of Community and Cultural Services, Garry Starr and Diversity Officers, Joanna Stobinski and Turkan Aksoy.

Individual initiatives such as Council's Reconciliation Vision Statement, Aboriginal Protocols and National Sorry Day Acknowledgment were developed collaboratively with Aboriginal and Torres Strait Islander groups and organisations prior to the development of the 2019-2021 Innovate Reconciliation Action Plan.

Council continues to develop a stronger relationship with our Aboriginal and Torres Strait Islander communities, working towards an equitable and reconciled Australia. The Innovate Reconciliation Action Plan was needed to formalise our engagement with Aboriginal and Torres Strait Islander communities that is centred on specific shared goals and targets. That engagement required monitoring of the implementation of the specific targets and advice and feedback on achieving such goals.





Relationships

Meaningful community relationships assist Council to respond to the aspirations of local Aboriginal and Torres Strait Islander peoples. As the local area is made up of diverse communities who are actively seeking to learn, connect and engage with our First Peoples, Council needs to promote recognition and respect towards the First Peoples of Canterbury-Bankstown

Recognition and respect are the main ingredients of reconciliation and those qualities improve relationships between Aboriginal and Torres Strait Islander peoples and other Australians, creating opportunities to share the pride of being Australian and a sense of what it means to live in a country with such a long and rich history of more than 60,000 years.

The Canterbury-Bankstown LGA is now home to people from all over the world as well as our Traditional Owners of the land. It is this sharing of cultures that makes reconciliation real and builds relationships based on trust and integrity that are vital to meaningful engagement and a sustained relationship between Council, Aboriginal and Torres Strait Islander peoples and other communities.

Focus area:

Relationship building with the Traditional Custodians of the land and other Aboriginal and Torres Strait Islander residents in our LGA.

Action	Deliverable	Timeline	Responsibility
Reconciliation Working Party actively monitors Reconciliation Action Plan development and implementation of actions, tracking progress and reporting	Reconciliation Working Party to meet twice annually	June , December 2019, 2020	Diversity Officer Human Resources Manager Manager Community and Cultural Services Manager Communication Procurement Manager
	Maintain at least 3 Aboriginal and Torres Strait Islander community members on the Reconciliation Working Party	June 2019,2020	Manager Community and Cultural Services Manager Governance Diversity Officer
	Establish Terms of Reference for the Reconciliation Working Party	June 2019	Diversity Officer Human Resources Manager Manager Community and Cultural Services Manager Communication Procurement Manager
	Reconciliation Working Party oversees the development, endorsement and launch of the RAP	June 2019	Manager Community and Cultural Services Manager Governance Diversity Officer

Action	Deliverable	Timeline	Responsibility
Ensure the inclusion of Aboriginal and Torres Strait Islander community representatives in annual social planning workshops to attain current trends and emerging issues	Hold annual Social Planning workshops with Aboriginal and Torres Strait Islander community members	February 2020,21	Diversity Officer
	Promote Council funding rounds to Aboriginal and Torres Strait Islander Communities	July 2019, 2020	Communication Officer
	Record participation and feedback of Aboriginal and Torres Strait Islander community members at our Social Planning workshops	February 2020,21	Diversity Officer
Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Seek representatives of two NSW Aboriginal Land Councils and relevant government Departments to attend quarterly Reference Group meetings.	June 2019,20,21	Diversity Officer Administration Officer, Governance
	Incorporate local Aboriginal and Torres Strait Islander agencies such as Bankstown Elders Inc and Bankstown Koori Elders in current Aboriginal and Torres Strait Islander initiatives, events and projects such as NAIDOC Week and National Sorry Day initiatives	June 2019,2020	Diversity Officer Communication Officer Director Bankstown Arts Centre Coordinator Libraries
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	September 2019	Diversity Officer
	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	December 2019	Diversity Officer
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders	June 2019	Communications Officer Talent Officer Diversity Officer
	Promote reconciliation through ongoing active engagement with all stakeholders	June 2019	Communications Officer Talent Officer Diversity Officer



Action	Deliverable	Timeline	Responsibility
Celebrate and participate in National Reconciliation Week by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Organise at least one internal event for National Reconciliation Week yearly	May 2020,21	Diversity Officer
	Register all National Reconciliation Week each events via Reconciliation Australia's National Reconciliation Week website	May 2020,21	Diversity Officer
	Support an external National Reconciliation Week each year	May 2020,21	Diversity Officer
	Ensure our Reconciliation Working Party participates in an external event to recognise and celebrate National Reconciliation Week	May 2020, 2021	Diversity Officer





Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures and place are important to Council. Recognising the continuing, valuable contribution they make creates a respectful and inclusive environment.

Focus area:

Acknowledging the Traditional Owners of the land, participation in Council programs, events and planning, and cultural awareness training.

Action	Deliverable	Timeline	Responsibility
Engage Council staff in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion)	June 2020	Talent Officer Human Resources Officer Communication Officer Diversity Officer
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop / deliver cultural awareness training	December 2019	Diversity Officer Talent Officer Communication Officer
	Provide opportunities for Reconciliation Working Party members, RAP Champions, HR managers and other key leadership staff to participate in cultural training.	July 2020	Human Resources Officer Talent Officer Diversity Officer
	Offer cultural awareness training to Council staff across all departments	June 2021	Diversity Officer Manager Community and Cultural Services Manager Communications Manager Human Resources

Action	Deliverable	Timeline	Responsibility
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.	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country	December 2019	Manager Human Resources Diversity Officer
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	December 2019	Diversity Officer
	Invite a Traditional Owner to provide a Welcome to Country at significant events, including NAIDOC Week	July 2019,20	Diversity Officer
	Include an Acknowledgement of Country at the commencement of all important internal and external events	December 2019,20	Communication Manager
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	December 2019	Communication Manager Manager Community and Cultural Services
	Implement existing protocols on Acknowledgement of Country at Council meetings, Council webpage and in social media	July 2020	Communication Manager Manager Library and Community Services
Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	June 2019, 20, 21	Human Resources Officer Diversity Officer
	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week	July 2019, 2020	Diversity Officer Communication Manager Manager Community and Cultural Services
Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance	Seek Attendance by the Mayor and Councillors at Aboriginal and Torres Strait Islander festivals and events including: Sorry Day; National Reconciliation Week and NAIDOC Week, at the invitation of Aboriginal and Torres Strait Islander Communities.	June 2019,20,21	Manager Community Cultural Services Diversity Officer Communications Officer
	Add Aboriginal and Torres Strait Islander dates of significance to council calendars	December 2019	Manager Community Cultural Services Diversity Officer Communications Officer
	Promote local community events recognising these dates of significance	June 2019,20,21	Manager Community Cultural Services Diversity Officer Communications Officer



Opportunities

Providing opportunities for Aboriginal and Torres Strait Islander communities assists Council in its goal of being a culturally vibrant City. Council aims to work towards providing opportunities for the wider community to participate in initiatives and direction as to support a commitment to reconciliation. Council recognises the rich heritage and knowledge of our First Peoples who can lead our journey to a thriving City.

Focus area:

Increasing the employment and retention of Aboriginal and Torres Strait Islander staff at the Council, supporting community groups and organisations and working with Aboriginal and Torres Strait Islander communities to increase cultural visibility in the City.

Action	Deliverable	Timeline	Responsibility
Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities	July 2020	Manager Human Resources
	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	July 2020	Manager Human Resources
	Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention Strategy	July 2020	Manager Human Resources
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	December 2020	Manager Human Resources
	Advertise all vacancies in Aboriginal and Torres Strait Islander media	July 2020	Manager Human Resources
	Investigate employment Pathways such as internships or traineeships	July 2020	Manager Human Resources
	Promote Aboriginal and Torres Strait Islander leadership within Council.	June 2020	Director Community Services

Action	Deliverable	Timeline	Responsibility
Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses	July 2020	Team Leader Procurement
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	September 2019	Team Leader Procurement Communication Officer
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business	September 2019	Diversity Officer
	Investigate Supply Nation membership	June 2020	Team Leader Procurement Manager Community and Cultural Services
Improve Council's Recreation Services engagement to Aboriginal and Torres Strait Islander community members	Incorporate traditional Aboriginal and Torres Strait Islander games into the Annual Recreation Expo.	July 2020	Manager Leisure and Recreation
Work with local schools and early learning centres to promote reconciliation	Seek out local schools to take part in our events such as National Sorry Day and NAIDOC Week	June 2019,20,21	Diversity Officer
	Encourage schools and early learning centres to engage with the Narragunnawali program	December 2020	Diversity Officer Manager Children's Services Child and Families Officer



05 Contacts

Turkan Aksoy and Joanna Stobinski can be contacted regarding public enquiries on the 2019-2021 Innovate Reconciliation Action Plan

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The City of Canterbury Bankstown would like to sincerely thank everyone involved in this reconciliation process for their demonstrated commitment.

Action	Deliverable	Timeline	Responsibility
Report RAP achievements, challenges and learnings to Reconciliation Australia	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	September 2019, 2020	Diversity Officer
	Investigate participating in the RAP Barometer	May 2020	Diversity Officer
	Define resource needs for RAP development and implementation	August 2019	Diversity Officer
	Define capability needs to track, measure and report on RAP activities	September 2019	Diversity Officer
	Develop an evaluation framework to track, measure and report on RAP activities	June 2020	Communications Officer
Report RAP achievements, challenges and learnings internally and externally	Report our RAP achievements, challenges and learnings through staff newsletter, intranet and email	September 2020	Diversity Officer Manager Communications
	Communicate RAP achievements, challenges and learnings externally through our website	June 2019,20, 21	Communications Officer
Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	December 2020	Diversity Officer
	Send draft RAP to Reconciliation Australia for review and feedback	January 2021	Diversity Officer
	Submit draft RAP to Reconciliation Australia for formal endorsement.	May 2021	Diversity Officer

**WHERE
INTERESTING
HAPPENS**