



WHYALLA

RECONCILIATION ACTION PLAN DEC 2019 - DEC 2020



ACKNOWLEDGEMENT

(BARNGARLA LANGUAGE)

We acknowledge and respect the Barngarla people as the Traditional Custodians of the ancestral lands



We acknowledge the deep feelings of attachment and relationship of Barngarla people to the country and the sea



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MAYOR'S MESSAGE

I am delighted to present Whyalla City Council's inaugural Reconciliation Action Plan (RAP).

This RAP has been developed in the spirit of reconciliation and acknowledgement of the Traditional Owners of the lands upon which the city of Whyalla is built.

The RAP framework allows us to further understand where we need to grow and develop, whilst demonstrating our commitments, actions and accountability.

Based on the core pillars of relationship, respect and opportunities, this 'Reflect' RAP is about turning our good intentions into action.

Our Reconciliation Working Group was formed to guide the process and to offer collective support and responsibility, whilst providing an avenue to work cohesively with community representatives.

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

On a personal level, it has been a privilege to be a member of this Working Group and help to shape Council's first formalised steps towards reconciliation.

With the development of this 'Reflect' RAP, we have laid the foundations of our ongoing reconciliation journey.

I look forward to seeing this journey progress.

Clare McLaughlin
Mayor



CEO'S MESSAGE

It is with a sense of pride that Whyalla City Council has realised its first 'Reflect' Reconciliation Action Plan (RAP).

Essentially, the RAP represents our public commitment to reconciliation.

The intention is to keep the actions real and achievable and to ensure that this is a meaningful process which involves and engages staff across the organisation.

The robust governance processes and reporting mechanisms within the RAP framework will hold us accountable and enable progress to be tracked.

Reconciliation is about human connection, mutual respect, and moving forward together in shared understanding.

We acknowledge that for many people, this may be their first introduction to the reconciliation concept.

We realise it is vital to encourage respectful open dialogue; help raise knowledge and awareness; provide safe learning experiences; be able to reflect and think critically; and demonstrate a commitment to action.

As part of our journey, earlier this year we delivered cultural awareness training right across our organisation.

Whilst there is no doubt that change can be confronting, the opportunities realised can be rewarding and significant.

We welcome the ongoing conversation.

Chris Cowley
Chief Executive Officer



RAP ARTWORK

The artwork on the cover and featured throughout this document was created by Barngarla artists and sisters Debra Brown and Jeanne Miller.

Debra has been painting for more than twenty years, after being taught by her husband Michael, and has been teaching Jeanne over the past couple of years.

The artwork is a representation of the Desert meeting the Sea, reflecting Whyalla's location on the Eyre Peninsula and our connection with local communities.

Debra and Jeanne hope the artwork will bring people of all cultures together in the spirit of reconciliation.



RECONCILIATION WORKING GROUP

Thank you to the members of our Reconciliation Working Group.

Our Elected Members

- Mayor Clare McLaughlin
- Councillor Tamy Pond

Our staff champions

- Chris Cowley
- Jenny Barnes
- Paul Mazourek
- Samuel Bourne
- Jade Grund
- Deb Hughes

Our valued community representatives

- Jeff Croft
- Chelsea Lieberwirth
- David Hayward
- Ryan Sutherland

We also thank our previous members:

- Lyn Breuer
(former Mayor)
- Tim Breuer
(former Councillor)



*Left to Right - Back: Jade Grund, Paul Mazourek, Cr Tamy Pond.
Middle: Samuel Bourne, Deb Hughes, Jenny Barnes.
Front: Chelsea Lieberwirth, Ryan Sutherland, Mayor Clare McLaughlin.
Absent from photo: Chris Cowley, Jeff Croft and Dave Hayward*

TIMELINE

MAY-JUNE 2018

Research and planning phase

JANUARY 2018

Council resolves to develop a Reconciliation Action Plan

JULY 2018

Interaction with local groups



OCTOBER 2018

First Reconciliation Working Group meeting

AUGUST 2018

Call for Expressions of Interest from staff representatives to join Reconciliation Working Group

Community representatives invited to join Reconciliation Working Group

NOVEMBER 2018

Council elections

DECEMBER 2018

Reconciliation Working Group Terms of Reference adopted

FEBRUARY 2019

Cultural awareness training rolled out across entire organisation (130 participants encompassing staff and elected members)

Lunch and information sharing session with Barngarla representatives and Reconciliation Working Group members

Presentation on RAP progress to Elected Members

MAY 2019

Public talk 'Whyalla – the Aboriginal Story' presented as part of National Reconciliation Week and SA History month

JUNE 2019

RAP first draft completed and sent to Reconciliation Australia



JULY 2019

Conditional endorsement received from Reconciliation Australia

OCTOBER 2019

Final endorsement received from Reconciliation Australia

Commissioned artwork delivered

AUGUST 2019

Barngarla artists selected and artwork commissioned

DECEMBER 2019

RAP launched

OUR BUSINESS

The regional city of Whyalla is located on Barngarla land on the western shores of the Upper Spencer Gulf, approximately 394km northwest of Adelaide. The Barngarla people have lived in this region for thousands of years.

Today, Whyalla is a city of contrasts – from green parks and gardens to massive industrial operations, new housing estates to well established neighbourhoods, and from the traditional corner store to multi-million dollar shopping centres.

Whyalla's major industries include the steelworks producing a range of products including rail lines and steel sleepers, Santos producing crude oil and LPG, industrial fabrication companies, national contractors to heavy engineering industries, commercial salt production as well as tourism and major events.

Whyalla City Council has one of the most diverse operations of any local government and operates an airport (serviced by two airlines), state-of-the-art public library, child care centre, cemetery and crematorium, visitor information centre, maritime museum, lighthouse, waste landfill site, marina and boat ramps. The council also owns the city's leisure centre, and is responsible for all major development such as water harvesting projects, public works, tourism development and innovative environmental projects.

Council's urban boundaries comprise 41.5 square kilometres within a total local government area of approximately 1,000 square kilometres. We have a population of approximately 22,000 residents. In the 2016 Australian Census, 4.7% (1012) of our population identified as Aboriginal and Torres Strait Islander peoples. The community of Whyalla is a wonderfully diverse mix of cultures and nationalities, with 18.4% of our population born overseas.

The total number of full-time equivalent employees at the City of Whyalla is 141. No records are currently kept of Aboriginal and Torres Strait Islander staff who have self-identified. However, it is believed that we have no employees known to identify as Aboriginal and Torres Strait Islander peoples.

Whyalla City Council has a five-year strategic plan spanning the period 2017-2022. This document, which was developed through consultation with the local community, guides Council's direction and maps out the plans and aspirations for future economic and social development. The bedrock of this plan is the over-arching vision of Whyalla as a vibrant, attractive city offering the community a diverse range of sustainable economic, social, environment and cultural opportunities.

OUR RAP

In January 2018, Council resolved to develop a Reconciliation Action Plan (RAP) with real, tangible actions, timelines and targets for relationships, respect and opportunities. This resolution was put forward in the spirit of reconciliation and in acknowledgement of the Traditional Owners of the lands on which the City of Whyalla is built. The motion was carried unanimously and had the wholehearted support of all elected members.

As part of this process, we have established a Reconciliation Working Group to ensure collaboration, accountability and institutional integrity. The Reconciliation Working Group comprises representatives from the elected body, external organisations (including Aboriginal and Torres Strait Islander peoples) and staff representatives who will be working together to develop and support the implementation of the Whyalla City Council first Reconciliation Action Plan. This plan will be our lode star to enable us to chart a course into the future.

With strong executive management level and elected member support, plus staff champions from across all departments of the organisation, Whyalla City Council is well-positioned to succeed in our Reflect RAP mission.

Whilst over the years there has been ongoing collaboration and engagement with Aboriginal and Torres Strait Islander peoples, these activities have been of a sporadic and ad-hoc nature. In reality, the Whyalla City Council is only just embarking on a journey of reconciliation. It is our hope that this Reconciliation Action Plan is the first step of a shared journey, and that we can embed the principles of reconciliation into the fabric of our working culture and community.



Photography by Jeff Hardyman

OUR PARTNERSHIPS/ CURRENT ACTIVITIES

All Council meetings commence with an Acknowledgement of Country, and Aboriginal and Torres Strait Islander flags are proudly flown at Wilson Park, adjacent one of the city's major entrances and thoroughfares. Council also flies the Australian and Aboriginal flags from the top of the Civic Building.

Council currently funds and / or partners with a range of programs and services working with the Aboriginal and Torres Strait Islander community, these include:

- National Reconciliation Week
- NAIDOC Week – annual \$5,000 budget commitment
- Aboriginal Community Focus Group – Whyalla City Council is represented on and provides meeting space for this multi-agency group.
- Nunyara Wellbeing Centre Inc – financial support for sporting activities
- Koori Kids – financial support towards NAIDOC school week initiatives
- Gabmididi Manoo Children and Family Centre – financial support for Reconciliation art project
- Community engagement activities (such as talks/presentations, Youth Central at Westlands Shopping Centre which focuses on at-risk youth)

Council provides some assistance, predominantly ensuring access and ongoing maintenance, with local sacred sites:

- Seven Sisters Dreaming at the Whyalla foreshore
- Wild Dog Hill (access road to the Whyalla Conservation Park)
- Black Point (access road)
- Point Douglas (access road)

Council activities

2001 Flinders/Freycinet Lookout – Acknowledgement of Traditional Owners of the land (Spencer Gulf panel)

2004 Freycinet Trail, Fitzgerald Bay/Point Lowly – Barngarla heritage, history and hunting/fishing methods (signage, graphics)

2008 Establishment of a permanent exhibition in the Whyalla Maritime Museum- Singing to the Sharks – which explains the story of the Barngarla people of Whyalla and their unique rituals connected to the sea

2018 Council audit of all tourism assets identifies possibility of further extension of Barngarla trails and sites

Mandatory Cultural Awareness training was undertaken across the whole organisation in February 2019, delivered by Emmalene Richards, Co-Chair of the Barngarla Determination Aboriginal Corporation.

It is our intention to deliver Cultural Awareness training via face to face workshop to elected members and staff every four years (tied in with Council election cycles), incorporating a feedback mechanism to understand the impact and effectiveness of the training.



Photography by John Murray



RELATIONSHIPS

Action 		Deliverable 	Timeline 	Responsibility 
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Feb 2020	Manager Community Services
	1.2	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Mar 2020	Manager Community Services
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 2020	Executive Officer Governance
	2.2	Encourage and support staff, senior leaders and Reconciliation Working Group members to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 Jun 2020	Chief Executive Officer
	2.3	Provide support for one National Reconciliation Week external community event.	27 May- 3 Jun 2020	Events & Tourism Development Partner
	2.4	During NRW host a cultural sharing opportunity and encourage staff attendance.	27 May- 3 Jun 2020	Tourism Assets Development Officer

Action 		Deliverable 	Timeline 	Responsibility 
3. Promote reconciliation through our sphere of influence.	3.1	Communicate our commitment to reconciliation to our community, all staff and elected members.	Jan 2020	Manager Comms & PR
	3.2	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Jan 2020	Manager Community Services
	3.3	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Mar 2020	Manager Community Services
	3.4	Ensure that the RAP is driven from the top-down by engaging our Executive Management Team in the delivery of RAP outcomes.	Jan 2020	Chief Executive Officer
	3.5	Raise community awareness of our RAP's progress via media releases when key actions have been achieved.	Jan 2020	Manager Comms & PR
4. Promote positive race relations through anti-discrimination strategies.	4.1	Research best practice and policies in areas of race relations and anti-discrimination.	Jun 2020	HR Advisor
	4.2	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jun 2020	HR Advisor



RESPECT

Action 		Deliverable 	Timeline 	Responsibility 
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1	Encourage staff and elected members to visit 'Singing with the Sharks' exhibition at the Whyalla Maritime Museum.	Jan 2020	Tourism Assets Development Officer
	5.2	Include cultural awareness training as part of all new staff inductions.	Jan 2020	HR Advisor
	5.3	Conduct a review of cultural learning needs across the organisation	Apr 2020	Chief Executive Officer
	5.4	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Apr 2020	Chief Executive Officer

Photography by John Murray



Action 		Deliverable 	Timeline 	Responsibility 
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Mar 2020	Tourism Assets Development Officer & Project Manager Landscape
	6.2	Increase understanding of the purpose and significance behind cultural protocols by developing an overarching Cultural Protocol Policy, including Welcome to Country and Acknowledgement of Country, which clearly outlines appropriate protocols in the events, document and meeting space.	Jun 2020	Chief Executive Officer
	6.3	Include an Acknowledgement of Country on Councils' electronic signature block.	Jan 2020	Information Services Manager
	6.4	Display a framed Reconciliation Statement / Acknowledgement in Council's public reception areas.	Mar 2020	Executive Officer / Governance
	6.5	Investigate entry signage – 'Welcome to Barngarla Country'	Mar 2020	Tourism Assets Development Officer



Action 		Deliverable 	Timeline 	Responsibility 
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1	Raise awareness and share information amongst our elected members and staff about the meaning of NAIDOC Week.	Jul 2020	Manager Comms & PR
	7.2	Introduce our elected members and staff to NAIDOC Week by promoting external events in our local area.	Jul 2020	Manager Comms & PR
	7.3	Reconciliation Working Group to participate in an external NAIDOC Week event.	First week in Jul 2020	RWG Chair
	7.4	Consider provision of administrative support in regard to NAIDOC Week grant funding	Mar 2020	StarClub Field Officer
	7.5	Continue financial support (\$5k per annum) for NAIDOC Week activities.	Jul 2020	Chief Executive Officer



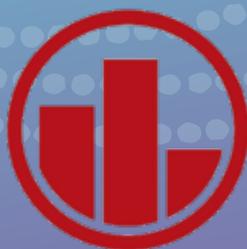
Action 		Deliverable 	Timeline 	Responsibility 
8. Visibly promote Aboriginal and Torres Strait Islander cultures and histories within our area and services	8.1	In consultation with local Traditional Owners, consider naming public places, streets etc in Barngarla language (eg Northern Coastline masterplan).	Mar 2020	Chair - Nomenclature Committee
	8.2	Facilitate a conversation with Barngarla representatives regarding the 'Seven Sisters' site.	Jun 2020	Arts & Cultural Facilitator
	8.3	Consider purchase of culturally appropriate resources for use in the Child Care Centre and public Library.	Apr 2020	Director Corporate
	8.4	Review the current Flag and Banner Policy with particular emphasis as to Aboriginal flag protocol.	Apr 2020	Manager Assets
	8.5	Increase recognition of Barngarla history and significant sites eg signage / artwork / monument.	Mar 2020	Tourism Assets Development Officer



OPPORTUNITIES

Action 		Deliverable 	Timeline 	Responsibility 
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	9.1	Commit to a goal of employing 5% (or equivalent to demographic representation) of our workforce identifying as Aboriginal and Torres Strait Islander peoples.	Mar 2020 Jun 2020 Sep 2020 Dec 2020	HR Advisor
	9.2	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2020	HR Advisor
	9.3	Identify Aboriginal and Torres Strait Islander employment pathways (eg. traineeships / school-based apprenticeships / work experience).	Jun 2020	HR Advisor
	9.4	Review HR processes to ensure there are no barriers to Aboriginal and Torres Strait Islander employment within our organisation.	Dec 2020	HR Advisor
	9.5	Develop an Aboriginal and Torres Strait Islander staff employment and retention strategy.	Jun 2020	HR Advisor

Action 		Deliverable 	Timeline 	Responsibility 
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1	Review our procurement processes to support procurement from Aboriginal and Torres Strait Islander owned businesses.	Feb 2020	Director Corporate
	10.2	Investigate Supply Nation membership.	Feb 2020	Director Corporate
	10.3	Encourage Aboriginal and Torres Strait Islander business inclusion on procurement register.	Jun 2020	Director Corporate
11. Promote cultural, sporting and youth leadership opportunities	11.1	Ensure that as and when the Whyalla City Council's Cultural Plan is developed that it aligns with this RAP.	Mar 2020	Arts & Cultural Facilitator
	11.2	Review Youth Advisory Council (YAC) membership and selection criteria to encourage cultural diversity.	Feb 2020	Youth Development Officer
	11.3	Explore opportunities to support local Aboriginal and Torres Strait Islander student learning and/or scholarship programs.	Mar 2020	Manager Community Services
	11.4	Develop engagement strategy with the local sport and arts sectors which encourages the participation of Aboriginal and Torres Strait Islander peoples.	Jun 2020	STARCLUB Field Officer & Arts & Cultural Facilitator



GOVERNANCE

Action 		Deliverable 	Timeline 	Responsibility 
12. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	12.1	Review Terms of Reference for the RWG.	Sep 2020	RWG Chair
	12.2	Ensure ongoing Aboriginal and Torres Strait Islander representation on the RWG.	Jun 2020	Chief Executive Officer
13. Provide appropriate support for effective implementation of RAP commitments.	13.1	Define resource needs for RAP implementation.	Nov 2020	Chief Executive Officer
	13.2	Engage senior leaders in the delivery of RAP commitments.	Mar 2020 Jun 2020 Sep 2020 Dec 2020	Executive Management Team
	13.3	Define appropriate systems and capability to track, measure and report on RAP commitments.	Mar 2020	Chief Executive Officer
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	14.1	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sep 2020	RWG Chair
15. Continue our reconciliation journey by developing our next RAP.	15.1	Register via Reconciliation Australia's website to begin developing our next RAP.	Jul 2020	RWG Chair

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