



WOLLONGONG CITY COUNCIL

Innovate
**RECONCILIATION
ACTION PLAN**
NOV 2021 – NOV 2023





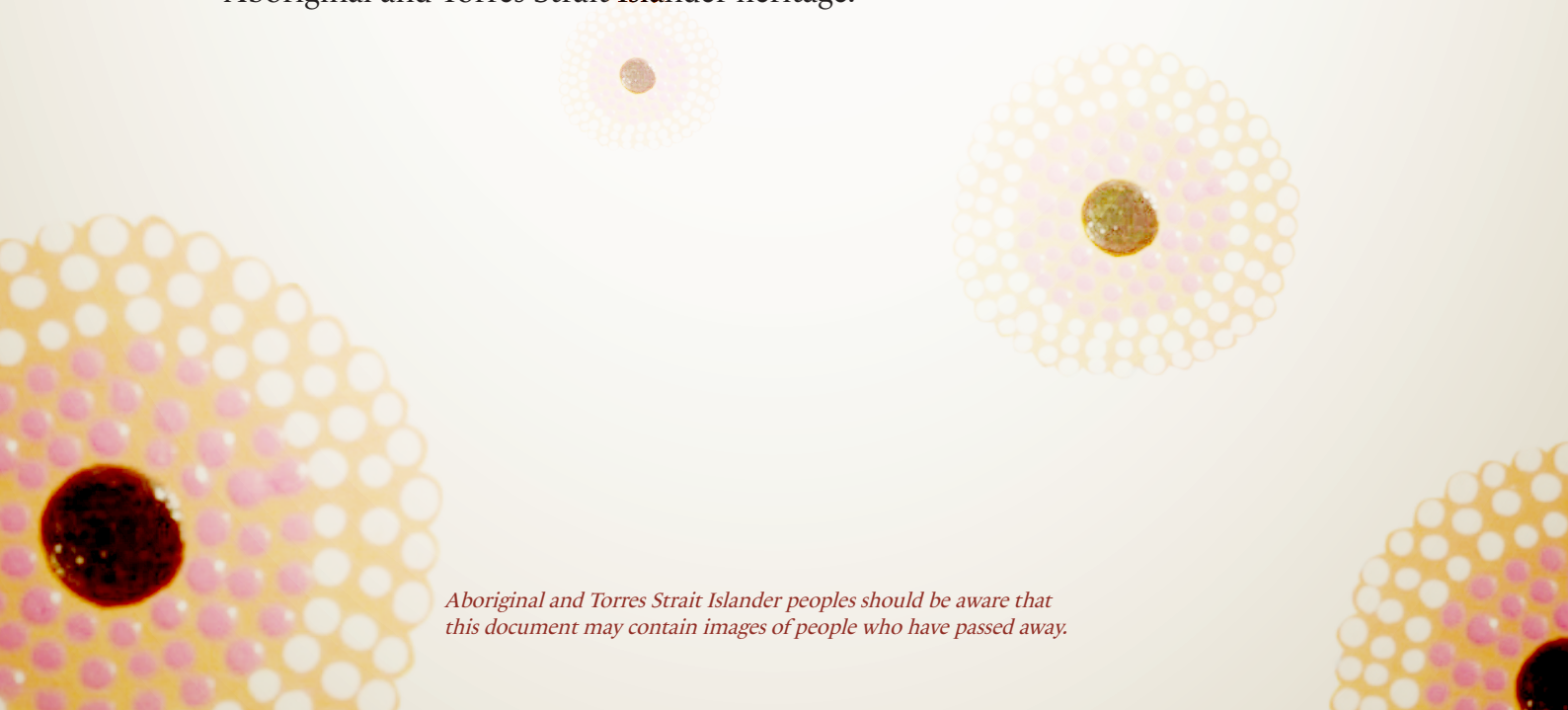
ACKNOWLEDGEMENT

We acknowledge the Traditional Custodians of the land on which our City is built, the Aboriginal people of Dharawal Country. We recognise and appreciate their deep connection to this land, waters and our greater community.

We pay respect to Elders past, present and those emerging and extend our acknowledgement and respect to all Aboriginal and Torres Strait Islander peoples who call our city home.

We recognise Aboriginal and Torres Strait Islander peoples as the first people to live in the area. We respect their living cultures and recognise the positive contribution their voices, traditions and histories make to our city.

In celebration of unity and cultures, both traditional and contemporary, we acknowledge the rich histories of local Aboriginal and Torres Strait Islander heritage.



Aboriginal and Torres Strait Islander peoples should be aware that this document may contain images of people who have passed away.



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MESSAGE FROM THE LORD MAYOR

Welcome to Wollongong City Council's Reconciliation Action Plan (RAP).

We are proud of our city and the people who have made it an inclusive space. We celebrate our community's diversity with pride and welcome all those who call Wollongong home. As our city continues to change and grow, it is important to recognise and respect our long histories and the diverse cultures that have strong connections here. The most significant connection is that of the First Australians.

We acknowledge and respect the ancient, ongoing connection Aboriginal and Torres Strait Islander people of Dharawal Country have with these lands and waters. Our aim is to strengthen and build relationships that are meaningful and long lasting and show our respect for the important contributions Aboriginal and Torres Strait Islander peoples and their communities make to our city.

We have been walking a shared path of reconciliation for many years, but there is still work to be done. This Plan is a step towards creating a more inclusive Wollongong, and will guide our actions in building positive relationships, demonstrating respect and creating opportunities for Aboriginal and Torres Strait Islander peoples. I look forward to seeing the positive outcomes this RAP will create for our community.

GORDON BRADBERRY AM

Lord Mayor



MESSAGE FROM THE GENERAL MANAGER

Our Council is committed to creating a place where diversity is valued, people are included and feel they belong. This is Wollongong City Council's first Innovate RAP and has been developed through extensive engagement with our staff, local Elders and Aboriginal and Torres Strait Islander communities. This collaborative process strengthened our commitment to developing a deeper understanding of our past and will guide us as we work with Aboriginal and Torres Strait Islander communities to create a better future together.

Reconciliation is everyone's business here at Council, and this Plan seeks to build an inclusive workplace with a strong focus on reconciliation. I am committed to providing visible and supportive leadership that will guide the delivery of the key areas of our RAP; relationships, respect and opportunities, and ensuring the priorities of Aboriginal and Torres Strait Islander communities are reflected in our Plan. While we cannot undo the past, we respect the long-standing relationship local Aboriginal and Torres Strait Islander communities have with this area and we will continue to

build our understanding of their experiences. We will strive to lead in a different way to inspire and celebrate reconciliation across our organisation and the community. This Plan will guide Council's actions toward building an inclusive community by working together, promoting respect, creating opportunities and building on our community's existing strengths.

The development of this RAP is an important achievement that consolidates our long-standing commitment to reconciliation. I want to thank everyone who contributed in bringing this Plan to life.

GREG DOYLE

General Manager



MESSAGE FROM THE CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia commends Wollongong City Council on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Wollongong City Council to expand

its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Wollongong City Council will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.



With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Wollongong City Council is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Wollongong City Council's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Wollongong City Council on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

KAREN MUNDINE

Chief Executive Officer
Reconciliation Australia





ROCKY ISLET

OUR VISION

We acknowledge our past and recognise the continuing connection the Traditional Custodians of Dharawal Country have with these lands and waters. We celebrate, value and respect the diverse cultural histories, heritage and traditions of Aboriginal and Torres Strait Islander peoples living in our community.

Our vision for reconciliation is a shared future where Aboriginal and Torres Strait Islander cultures are celebrated and thrive. We are committed to working together, side by side, to create an inclusive and connected community where Aboriginal and Torres Strait Islander peoples feel a sense of pride and belonging.

BIG ISLAND - FIVE ISLANDS NATURE RESERVE





OUR COMMITMENT

Diversity is the strength of our city and we are passionate about creating a place where our people feel valued and have a strong sense of belonging.

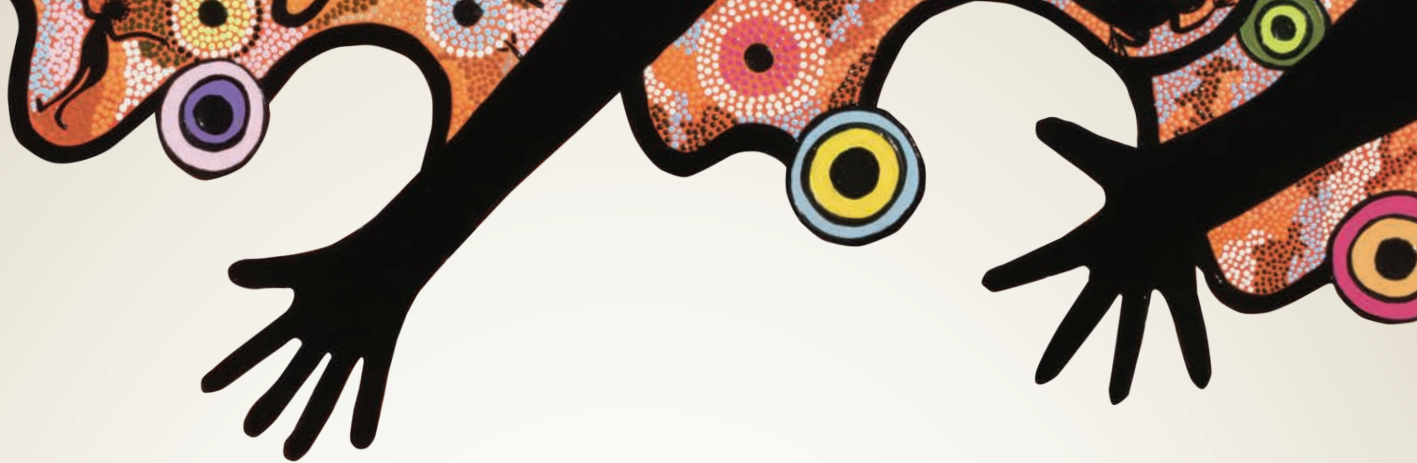
We are committed to working with Aboriginal and Torres Strait Islander peoples, their communities and wider community as we continue our reconciliation journey. We know that reconciliation is everyone's business and we will lead through our actions.

In partnership with, and guided by local Aboriginal and Torres Strait Islander communities, we will:

- Continue to create a connected community that thrives on positive relationships and embraces cultural diversity;
- Improve the level of participation of local Aboriginal and Torres Strait Islander peoples in making decisions that affect them;



Image: Regional NAIDOC Awards Dinner, photo by Bernie Fischer



- Increase awareness and understanding and promote our commitment to reconciliation;
 - Strengthen relationships with partnered organisations and work to improve the experiences of local Aboriginal and Torres Strait Islander peoples and their communities;
 - Celebrate National Reconciliation Week, NAIDOC Week and other days of significance, and encourage the involvement of our staff and community in these events;
 - Respect and continue to increase our understanding of Aboriginal and Torres Strait Islander people's special places and sites of significance;
 - Ensure reconciliation is alive in our organisation by increasing our understanding and appreciation of local Aboriginal and Torres Strait Islander cultures, histories and experiences;
 - Increase opportunities for Aboriginal and Torres Strait Islander peoples to be employed within Wollongong City Council; and
 - Lead and enable our staff and community to work together as we continue our reconciliation journey.
- We will continue to work side by side with local Aboriginal and Torres Strait Islander communities to ensure our actions and behaviours are consistent with our commitment.



Image: Reconciliation Conference, photo by Bernie Fischer

OUR COMMUNITY

Local Aboriginal communities are made up of Traditional Custodians, knowledge holders, language holders, Aboriginal groups and organisations and individuals. Aboriginal and Torres Strait Islander peoples identify themselves according to their cultural and national identities. These identities represent different heritages, languages, cultural practices, spiritual beliefs and geographic areas and are extremely important to Aboriginal and Torres Strait Islander people.

Whilst the Illawarra is made up of three local government areas, Wollongong, Shellharbour and Kiama, it is important to acknowledge and respect that for Aboriginal and Torres Strait Islander peoples, these boundaries do not reflect the cultural boundaries of the local Aboriginal and Torres Strait Islander communities.

The unemployment rate for Aboriginal and Torres Strait Islander communities was **14.3%** compared to Wollongong's unemployment rate of 7.1%*



17.3% have a tertiary qualification compared to 28.9% of our overall population*



The average household income of the local Aboriginal and Torres Strait Islander community was **\$1,273** compared to \$1,335 for all other households*

The most common types of occupations were:

- Community & Professional Services Worker
- Clerical & Administrative Workers
- Technicians & Trades Workers
- Professional

This is similar to our wider community.*



The name **Wollongong** is said to originate from the Dharawal word **Woolyungah**, meaning five islands

References

* .id Community Demographic Resources 2020

** Australian Bureau of Statistics 2019

5,348 people or 2.5%
of our population
identified as Aboriginal or
Torres Strait Islander *

Over 218,000 people
call Wollongong home*

The average
size household
was 4 people,
this is double the
size of the average
household for
Wollongong*



A larger percentage of households were renting - **53.7%**
compared to 29.1%* of all other households

A larger percentage of households were living in social
housing - **22.8%** compared to 7.4%* of all other households

A lower percentage of households fully owned their
home - **14.7%** compared to 33.4%* of all other households

A similar percentage of households were still buying
their home - **27.9%** compared to 29.8%* of all other households

HOUSING

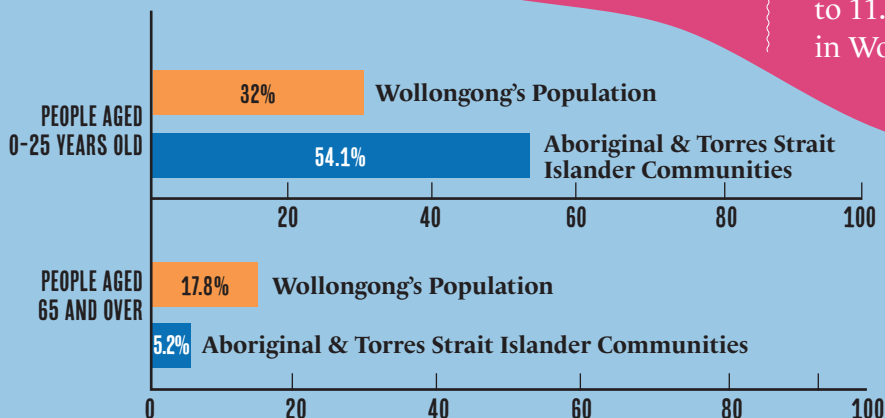
FAMILY

AGE

**16.4% couples
without children**
compared to 23.9% of other
families in Wollongong*

**31.9% couples with
children** compared to 30.2%
of other families in Wollongong*

**27.6% one parent
families compared**
to 11.5% of other families
in Wollongong*



The average age
is **22 years**
compared to
39 years for our
wider community**

OUR BUSINESS

Wollongong City Council is the local government authority of the Wollongong Area. We have over 1,300 staff who provide important services and facilities to our community. As at July 2020, 26 people or 2% of our staff identified as Aboriginal and/or Torres Strait Islander. We currently have two permanent identified roles, along with an exemption to advertise and recruit two Aboriginal and/or Torres Strait Islander people for our Cadet, Apprentice and Trainee Program each year.

Around half of our workforce is based at our administration building in the Central Business District (CBD). We also have work sites spread across the city, including at depots, libraries, community centres, pools and beaches.

Our purpose is to create an extraordinary Wollongong. Our purpose guides us as we work towards achieving our community's vision, goals and aspirations outlined in *Our Wollongong 2028 – Community Strategic Plan*.

We provide important services and facilities that improve the day to day life of our residents and make our City a great place to live, work and play.

Some of our services include:

- Planning, construction and maintenance of infrastructure such as playgrounds, stormwater, shared paths, roads, parking and traffic facilities;
- Maintenance of local parks, sportsfields, golf course, pools and beaches;
- Waste management and recycling;
- Management and preservation of our natural areas;
- Regulation and enforcement related to public health and safety, animal control and parking;
- Libraries, community centres and community halls;
- Tourist parks, leisure centres, Botanic Garden, The Vale Golf Course and Wollongong Art Gallery;
- Memorial gardens and cemeteries;
- City Centre management;
- Community development, cultural development, youth services and community engagement;
- Community Transport and Social Support Services;
- Heritage, tourism and events;
- Emergency management;
- Economic development;
- Land use planning and development control; and
- Customer service.





Our Community's Vision

From the mountains to the sea, we value and protect our natural environment and we will be leaders in building an educated, creative and connected community.

Our Community's Goals

To support the achievement of our community vision, collaborative efforts will focus on six interconnected goals:

1. We value and protect our environment;
2. We have an innovative and sustainable economy;
3. We have a creative, vibrant city;
4. We are a connected and engaged community;
5. We have a healthy community in a liveable city; and
6. We have affordable and accessible transport

OUR RAP

We have a strong commitment to reconciliation as demonstrated through our actions and our RAP. We formally began our reconciliation journey in 2000 guided by the development and delivery of our *Statement of Reconciliation and Commitment* and *Aboriginal Reconciliation and Commitment Action Plan*. These significant pieces of work formed the foundation for the building of strong relationships, creation of new opportunities and delivery of many initiatives – some of which we continue to deliver today.

The development of our Vision and RAP has been guided by our RAP Steering Working Group, which consists of representatives from Council's Aboriginal Reference Group, Illawarra Aboriginal Medical

Service, Illawarra Local Aboriginal Land Council, Illawarra Aboriginal Corporation and Council staff.

Our Plan has been developed with input from both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander staff, from all levels of our organisation. Council staff participated across several internal engagement activities where they shared their passion, thoughts and ideas about how we as an organisation, and as individuals, can contribute to reconciliation. In addition to this, we engaged with local Aboriginal and Torres Strait Islander community members through phone calls and one on one meetings. Traditional Custodians and members of the local Aboriginal and



Torres Strait Islander communities were invited to a Yarning Circle that was held on 22 October 2020 at The Land. The information collected as part of our engagement has been used to inform the actions and deliverables of our RAP.

We have identified that an Innovate RAP is most suitable to guide our organisation on the next part of our reconciliation journey as it acknowledges the work we have already done. This Plan is made up of a series of actions and initiatives in four key areas: Relationships; Respect; Opportunities and Governance. Some are new initiatives and some are already standard practice within our organisation.

Our Innovate RAP is a strategic document that supports the delivery of *Our Wollongong 2028 - Community Strategic Plan, Delivery Program and Operational Plan*. It includes practical actions that will drive our contribution to reconciliation both within our organisation and in the work we do for and with our community. Our Lord Mayor, General Manager and Executive Management Team are committed to championing and providing strong and supportive leadership to guide the implementation of our Innovate RAP. Through the delivery of our RAP Council will demonstrate leadership to local businesses, service providers and other organisations, encouraging the development of their own Reconciliation Action Plans.

Image: Reconciliation Conference, photo by Bernie Fischer



OUR RAP STEERING WORKING GROUP

Our RAP Steering Working Group has played an important role in the development of our Reconciliation Action Plan and will continue to oversee and guide the implementation and reporting phases of our RAP.

Our RAP Steering Working Group consists of representatives from local Aboriginal and Torres Strait Islander communities, local organisations and Council staff. We have nine members on our RAP Steering working group, six of whom identify as Aboriginal and/or Torres Strait Islander:

- Illawarra Aboriginal Lands Council
– Chief Executive Officer
- Illawarra Aboriginal Medical Service
– Chief Executive Officer
- Illawarra Aboriginal Corporation
– Chief Executive Officer
- Wollongong City Council Aboriginal Reference Group member
- Community Development + Engagement Manager
– Chair
- Youth Development Worker
– Co-chair
- Aboriginal Community Development Worker
- Community Partnerships + Safety Coordinator
- Community Development Worker



OUR CURRENT INITIATIVES

As part of our ongoing commitment to reconciliation we deliver several initiatives to support and celebrate our staff and local Aboriginal and Torres Strait Islander communities. Some of these initiatives include:

NAIDOC WEEK GRANTS

Council provides small grants to not-for-profit groups holding community events during NAIDOC Week. This program aims to get as many people as possible involved in NAIDOC Week and celebrate the histories, cultures and achievements of local Aboriginal and Torres Strait Islander communities.

LORD MAYOR'S ELDERS NAIDOC LUNCHEON

An opportunity for Aboriginal and Torres Strait Islander Elders to be acknowledged and celebrated by the Lord Mayor for the contribution of their wisdom within the Aboriginal and Torres Strait Islander and broader communities.

REGIONAL NAIDOC AWARDS DINNER

Council is a member of the organising committee and assists in the running of the Regional NAIDOC Awards Dinner each year. The evening is an opportunity to celebrate and recognise the many achievements of local Aboriginal and Torres Strait Islander Elders, community members and organisations.






SANDON POINT JOINT MANAGEMENT AGREEMENT

As part of this agreement Council and representatives of local Aboriginal and Torres Strait Islander communities work together to protect and promote Aboriginal and Torres Strait Islander cultures, heritage and connection to this significant site.



ABORIGINAL REFERENCE GROUP

Made up of five community representatives, three representatives from local Aboriginal and Torres Strait Islander organisations, two Councillors and one Council officer, this group gives advice to Council about issues that affect local Aboriginal and Torres Strait Islander communities. They also promote activities that celebrate Aboriginal and Torres Strait Islander cultures and help to provide a stronger connection between Council and local Aboriginal and Torres Strait Islander communities.



WELCOME TO AND ACKNOWLEDGEMENT OF COUNTRY PROTOCOL 2018-2021

This policy provides Council and Council officers with a set of protocols to be followed when organising either a Welcome to Country or Acknowledgement of Country for a Council event or activity.






Image: Reconciliation Conference, photo by Bernie Fischer



RELATIONSHIPS

We are committed to working closely with local Aboriginal and Torres Strait Islander communities, organisations, peoples and staff as we continue our reconciliation journey. Through the delivery of our RAP we will continue to strengthen existing, and develop new relationships underpinned by honesty, trust and mutual respect.

We will have conversations and engage local Aboriginal and Torres Strait Islander peoples and their communities about matters that are important to them. By listening to the diverse voices within our local communities and engaging in a way that is consistent and culturally appropriate we will build stronger, more meaningful relationships.

We recognise the importance of encouraging and providing opportunities for our diverse communities to come together and celebrate their cultures, histories and experiences. We are committed to celebrating significant cultural events and creating opportunities for the development of greater understanding and stronger connections between Aboriginal and Torres Strait Islander peoples and our wider community.

ACTION 1. ESTABLISH AND MAINTAIN MUTUALLY BENEFICIAL RELATIONSHIPS WITH ABORIGINAL AND TORRES STRAIT ISLANDER STAKEHOLDERS AND ORGANISATIONS.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	November 2021	Engagement Coordinator
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2021	Engagement Coordinator
Facilitate an Aboriginal reference group and provide updates on Council projects, grants and engage on matters of importance to local Aboriginal and Torres Strait Islander communities.	November 2021, February, May, August, November 2022, February, May, August, November 2023	Coordinator Community Partnerships + Safety
Maintain existing relationships with local Aboriginal and Torres Strait Islander community groups and organisations.	November 2022 & 2023	Coordinator Community Partnerships + Safety
Identify opportunities for working in partnership with the local Aboriginal and Torres Strait Islander communities.	November 2022 & 2023	Coordinator Community Partnerships + Safety
Work in collaboration with Aboriginal and Torres Strait Islander communities to codesign the section of Wollongong Lawn Cemetery that has been allocated to Aboriginal and Torres Strait Islander communities for memorials.	November 2022 & 2023	Coordinator Community Partnerships + Safety

ACTION 2. BUILD RELATIONSHIPS THROUGH CELEBRATING NATIONAL RECONCILIATION WEEK (NRW).

DELIVERABLE	TIMELINE	RESPONSIBILITY
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022 & 2023	Coordinator Community Partnerships + Safety
RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2022 & 2023	Community Development + Engagement Manager
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2022 & 2023	Community Development + Engagement Manager
Organise at least one NRW event each year.	27 May - 3 June 2022 & 2023	Coordinator Community Partnerships + Safety
Register all our NRW events on Reconciliation Australia's NRW website.	May 2022 & 2023	Coordinator Community Partnerships + Safety

ACTION 3. PROMOTE RECONCILIATION THROUGH OUR SPHERE OF INFLUENCE.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Implement strategies to engage our staff in reconciliation.	May - June 2022 & 2023	Community Development + Engagement Manager
Communicate our commitment to reconciliation publicly.	27 May - 3 June 2022 & 2023	Manager Community Cultural and Economic Development
Develop and implement a strategy to communicate our RAP to internal and external stakeholders.	December 2021	Manager Community Cultural and Economic Development
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	November 2022 & 2023	Coordinator Community Partnerships + Safety
Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	November 2022 & 2023	Coordinator Community Partnerships + Safety

ACTION 4. PROMOTE POSITIVE RACE RELATIONS THROUGH ANTI-DISCRIMINATION STRATEGIES.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	January 2022	Organisational Development Manager
Continue to promote our anti-discrimination policy for our organisation.	November 2022 & 2023	Organisational Development Manager
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	April 2022	Organisational Development Manager
Educate senior leaders on the effects of racism.	February 2022	Organisational Development Manager



Image: Viva la Gong, photo by Bernie Fischer



Image: Blue Mile Tramway Seawall and Shared Path Opening, photo by Bernie Fischer



RESPECT

We recognise the importance of acknowledging and gaining a better understanding of the histories, cultures, and experiences of local Aboriginal and Torres Strait Islander communities. We will provide opportunities for our staff to increase their cultural awareness and knowledge and gain a greater appreciation of the unique contributions Aboriginal and Torres Strait Islander peoples and cultures make to our city. As we increase our understanding, we will make improvements to the way we work with and deliver services for our local community.

Through celebrating cultures, both old and new, we will create a city where Aboriginal and Torres Strait Islander peoples can feel a strong sense of pride, belonging and connection to a community that respects, understands, appreciates and values their heritage.

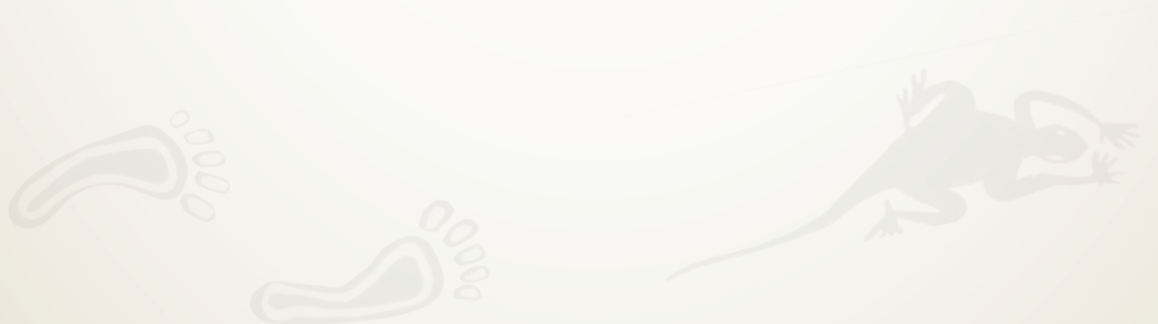


ACTION 5. INCREASE UNDERSTANDING, VALUE AND RECOGNITION OF ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES, HISTORIES, KNOWLEDGE AND RIGHTS THROUGH CULTURAL LEARNING.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Conduct a review of cultural learning needs within our organisation.	December 2021	Community Development + Engagement Manager
Consult local Traditional Custodians and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	January – March 2022	Community Development + Engagement Manager
Develop, implement and communicate a cultural learning strategy for our staff.	April 2022	Organisational Development Manager
Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	April 2022	Organisational Development Manager
Establish a page on Council's intranet containing a variety of resources and local information to support self-led learning amongst staff.	November 2021	Manager Community Cultural and Economic Development

ACTION 6. DEMONSTRATE RESPECT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES BY OBSERVING CULTURAL PROTOCOLS.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2022 & 2023	Community Development + Engagement Manager
Review, update and communicate Council's cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2021	Community Development + Engagement Manager
Invite a local Traditional Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	November 2022 & 2023	Events and Visual Strategy Manager
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	November 2021	Governance and Risk Manager
Develop and implement a strategy for Acknowledgement of Country to be displayed at Council facilities.	November 2022 & 2023	Coordinator Community Partnerships + Safety
Update Council's virtual communications and platforms to include Acknowledgement of Country.	January 2022	Manager Community Cultural and Economic Development



ACTION 7. BUILD RESPECT FOR ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES AND HISTORIES BY CELEBRATING NAIDOC WEEK.

DELIVERABLE	TIMELINE	RESPONSIBILITY
RAP Steering Working Group to participate in external NAIDOC Week events.	July 2022 & 2023	Community Development + Engagement Manager
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	March 2022	Safety + Workplace Services Manager
Promote and encourage participation in external NAIDOC events to all staff.	July 2022 & 2023	Community Development + Engagement Manager
Continue to provide small grants to support the delivery of community events to celebrate NAIDOC Week.	June 2022 & 2023	Coordinator Community Partnerships + Safety
Deliver events to celebrate NAIDOC Week.	July 2022 & 2023	Coordinator Community Partnerships + Safety

ACTION 8. HIGHLIGHT AND CELEBRATE ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES, HISTORIES AND COMMUNITIES THROUGH COUNCIL'S COMMUNICATIONS.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Seek to incorporate images of Aboriginal and Torres Strait Islander peoples and artwork in Council's publications and external communications.	November 2022 & 2023	Events and Visual Strategy Manager
Develop a communications plan to highlight, celebrate and mark days and events of cultural significance through Council's internal and external communications.	January 2022	Manager Community Cultural and Economic Development

ACTION 9. INCORPORATE LOCAL LANGUAGES, HISTORIES AND CULTURES INTO SIGNAGE AND PLACE.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Consult with local Aboriginal and Torres Strait Islander communities to inform the development of Aboriginal Language Signage Guidelines.	November 2023	Engagement Coordinator
Apply for grant funding through NSW Heritage funding programs to establish a Walking on Country pilot program.	November 2023	Land Use Planning Manager



Image: Karrara Bridge Mural, Artist: Warwick Keen, Mitch Geurin (bafcat), Jess Brown, photo by Bernie Fischer



OPPORTUNITIES

Providing opportunities for Aboriginal and Torres Strait Islander peoples is vital to our organisation. We are committed to increasing employment opportunities at Council, increasing opportunities for the procurement of goods and services that support Aboriginal and Torres Strait Islander businesses and investing in the professional development of our staff.

Creating an organisational culture that is welcoming, inclusive and respects Aboriginal and Torres Strait Islander peoples, cultures and histories is key in developing an environment where our staff are enabled to reach their full potential.

Through the delivery of our RAP we will contribute to closing the gap in education and employment outcomes between Aboriginal and Torres Strait Islander peoples and our broader community.



ACTION 10. IMPROVE EMPLOYMENT OUTCOMES BY INCREASING ABORIGINAL AND TORRES STRAIT ISLANDER RECRUITMENT, RETENTION AND PROFESSIONAL DEVELOPMENT.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2022	Organisational Development Manager
Seek to establish a peer support network for Aboriginal and Torres Strait Islander staff.	February 2022	Community Development + Engagement Manager
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	April 2022	Organisational Development Manager
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2022	Organisational Development Manager
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	November 2022 & 2023	Organisational Development Manager
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2022	Organisational Development Manager
Seek to incorporate recognition of Aboriginal and Torres Strait Islander kinship systems and cultural responsibilities when updating Council's Enterprise Agreement and Employment Policies and Procedures.	November 2021	Safety + Workplace Services Manager
Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	November 2022 & 2023	Organisational Development Manager
Continue to provide targeted Aboriginal and Torres Strait Islander positions as part of Council's annual Cadet, Apprentice and Trainee intake.	October 2022 & 2023	Organisational Development Manager
Explore experiential opportunities between Council and local Aboriginal and Torres Strait Islander organisations to enrich our cultural awareness.	February 2023	Organisational Development Manager

ACTION 11. INCREASE ABORIGINAL AND TORRES STRAIT ISLANDER SUPPLIER DIVERSITY TO SUPPORT IMPROVED ECONOMIC AND SOCIAL OUTCOMES.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2021	Supply Chain + Logistics Manager
Investigate Supply Nation membership.	December 2021	Supply Chain + Logistics Manager
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	November 2022 & 2023	Supply Chain + Logistics Manager
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2021	Supply Chain + Logistics Manager
Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	November 2022 & 2023	Supply Chain + Logistics Manager
Seek to develop a process for payment to Traditional Custodians and knowledge holders for services and time.	November 2022	Coordinator Community Partnerships + Safety





Image: Viva la Gong, photo by Bernie Fischer



GOVERNANCE

We are committed to providing effective leadership and appropriate resourcing to deliver our RAP. We will remain accountable and committed to delivering positive outcomes for Aboriginal and Torres Strait Islander communities as we continue our journey towards reconciliation.



ACTION 12. ESTABLISH AND MAINTAIN AN EFFECTIVE RAP STEERING WORKING GROUP TO DRIVE GOVERNANCE OF THE RAP.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Maintain Aboriginal and Torres Strait Islander representation on the RAP Steering Working Group.	November 2022 & 2023	Community Development + Engagement Manager
Review and update Terms of Reference for the RAP Steering Working Group.	November 2022	Community Development + Engagement Manager
Meet at least four times per year to drive and monitor RAP implementation.	December 2021 March, June, September & December 2022 March, June & September 2023	Community Development + Engagement Manager

ACTION 13. PROVIDE APPROPRIATE SUPPORT FOR EFFECTIVE IMPLEMENTATION OF RAP COMMITMENTS.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Define resource needs for RAP implementation.	November 2021	Coordinator Community Partnerships + Safety
Engage our senior leaders and other staff in the delivery of RAP commitments.	November 2022 & 2023	Community Development + Engagement Manager
Define and maintain appropriate systems to track, measure and report on RAP commitments.	November 2021	Corporate Strategy Manager
Appoint and maintain an internal RAP Champion from senior management.	November 2021	Manager Community Cultural and Economic Development



ACTION 14. BUILD ACCOUNTABILITY AND TRANSPARENCY THROUGH REPORTING RAP ACHIEVEMENTS, CHALLENGES AND LEARNINGS BOTH INTERNALLY AND EXTERNALLY.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022 & 2023	Coordinator Community Partnerships + Safety
Report RAP progress to all staff and senior leaders quarterly.	January, April, July & October 2022 January, April, July & October 2023	Community Development + Engagement Manager
Publicly report our RAP achievements, challenges and learnings, annually.	November 2022 & 2023	Community Development + Engagement Manager
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Coordinator Community Partnerships + Safety

ACTION 15. CONTINUE OUR RECONCILIATION JOURNEY BY DEVELOPING OUR NEXT RAP.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Register via Reconciliation Australia's website to begin developing our next RAP.	April 2023	Coordinator Community Partnerships + Safety

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ABOUT THE ARTWORK AND ARTISTS

Language is incredibly significant within our culture, as it is in many cultures of the world.

Language gives us our identity of who we are and the clans we belong to. The artwork is showing us our cultural connection of the coastline, our special places, our waterholes, and sacred sites.

We are all connected through culture, our ancestors, and ancestral ties. The centre is the meeting place, a place to gather, a place to dance, a place to talk and a place to be connected to each other and keeping culture alive.

Lorraine Brown is the premier artist of the Coomaditchie United Aboriginal Corporation. Lorraine is a Yuin/Gunai Kurnai woman born in Bega, one of seven children. Lorraine views her ability to paint as a gift. She uses bold colours that reflect her coastal upbringing. “We’re East Coast Saltwater People”, Lorraine says. “My colours symbolise my life. I had a great childhood, great parents and family and extended family”.

Narelle Thomas is one of Lorraine’s sisters and they paint together. Lorraine does the fine work and Narelle fills in the details. Lorraine and Narelle work like professional dancers, one leads and the other follows and no-one steps on any toes. It is clear they have been working together for many, many years.







thank you

Wollongong City Council would like to thank everyone involved for their commitment in developing our Innovate RAP. We would also like to thank the Aboriginal and Torres Strait Islander peoples of Wollongong for their valuable contribution to our city. We look forward to working together, side by side, and a future built on mutual respect and harmony.