

Reflect Reconciliation Action Plan

FEBRUARY 2022 - AUGUST 2023



COVER IMAGE CREDIT

2020 First Nations Art Competition Winner <u>Peta-Joy Williams Durrur Yarruwala</u> (Always Strong) Wiradjuri born and grew up in the Bidjigal area

Reflect Reconciliation Action Plan February 2022 – August 2023 RAP Register No: 026843

DESIGNED BY NGNY.COM.AU

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ACKNOWLEDGMENT OF COUNTRY

Bayside Council acknowledges the Traditional Custodians: the Gadigal and Bidjigal people of the Eora Nation. The people of the Eora nation, their spirits and ancestors will always remain with our waterways and the land our Mother Earth.





Reflect Reconciliation Action Plan

A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Reconciliation Australia

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

Bayside Council NSW 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 Bayside Council NSW 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 Bayside Council NSW, 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





BAYSIDE COUNCIL'S REFLECT VISION STATEMENT

Bayside Council created a draft vision statement for our first Reconciliation Action Plan through a series of workshops. Workshops were held with the First Nations Working Group, the Reconciliation Action Plan Working Group, stakeholder meetings, and a community workshop.

Our vision is to create a future built on respect, understanding and empowerment.

Walking together, we will begin our healing journey through truthtelling, listening, acknowledging the past, and embracing our rich cultural history.



Reflect Reconciliation Action Plan

FOREWORD FROM Bayside Mayor

I am very proud to introduce "Reflect" - Bayside Council 's Reconciliation Action Plan (RAP). The pathway to Reconciliation has great significance to the Bayside community which includes a significant number of long term Aboriginal and Torres Strait Islander residents and traditional custodians of the area.

Bayside Council's first RAP will lay the foundations for future RAPs and reconciliation initiatives through a program of actions and deliverables developed in consultation with key staff and community stakeholders.

I would like to thank the community members, Elders, Land Councils and Council staff for their work in developing the RAP. I want to particularly acknowledge our Aboriginal and Torres Strait Islander staff who have been enthusiastic supporters and provided wise advice throughout the project.

Developing a Reconciliation Action Plan is a journey and a collaborative partnership with Reconciliation Australia. Reconciliation Australia is the lead body for reconciliation in Australia. Reconciliation Australia promote and facilitate reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander people.

We are proud to partner with Reconciliation Australia and there is no better time to align to help shape a better future. Together, with the community we can build, strengthen and inspire the whole community to be part of the reconciliation journey.

Dr Christina Curry Mayor



ART IN THE RAP

The First Nations Art Competition was a RAP initiative to connect with the First Nations community. The winners and runners up art features throughout this document. We wanted to start the conversation about what Bayside represented to First Nations people. The competition respects Indigenous Cultural and Intellectual Property and sets a benchmark for the use of images in this and other Council documents and publications.

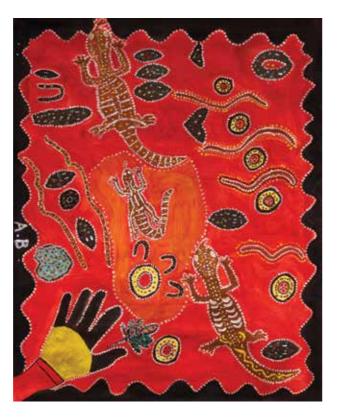
This community engagement initiative was conducted during strict COVID-19 restrictions in 2020/21. We understood COVID-19 impacted artists greatly and prize money was awarded to winners and runners up whose art features throughout this document.

The First Nations Art Competition is now an ongoing event, as we progress on our reconciliation and healing journey.

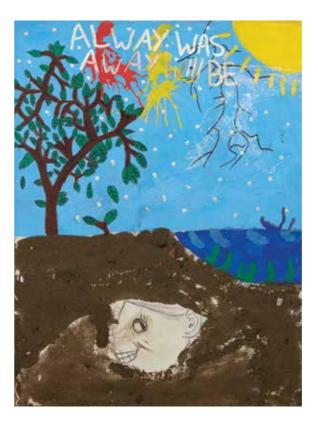


2020 First Nations Art Competition Winner

Peta-Joy Williams, Durrur Yarruwala (Always Strong). Wiradjuri born and grew up in Bidjigal area.



2020 First Nations Art Competition Youth Winner Amelia Bates, The Hand Saving the Lost Generation. Dharawal.



2020 First Nations Art Competition Youth Runner Up Tanesha McCabe-Williams, Our Elders are Part of the Land. Wiradjuri born and grew up in the Bidjigal area.



2020 First Nations Art Competition Runner Up

Denise Simon, Beauty of the Shells. Wadi-Wadi and Walbanga people of the Uin Nation.



Reflect Reconciliation Action Plan

MESSAGE FROM OUR

General Manager

I am delighted to give my support to "Reflect" Council's first Reconciliation Action Plan.

Through the development of our first Reconciliation Action Plan, we have embarked on a very important journey towards building stronger relationships, respect, and opportunities for positive change.

Our Reconciliation process is about producing sustainable outcomes that hold real meaning for our entire community. Bayside employees are dedicated to creating and sustaining a diverse and inclusive workplace that supports all employees.

I recognise and support how important it is to fundamentally engage staff in First Nations cultural awareness training and to provide accountability for deliverables through quarterly reporting and embedding targets.

I am also pleased to say that we are already strengthening relationships with the Bayside First Nations community with a focus on the Council's events calendar to recognise and celebrate First Nation dates of significance and importance.

Most importantly, our Reconciliation Action Plan has been developed in partnership, recognising that it is essential for ownership of the Plan by all sectors of the Bayside community.

Council's Reflect RAP sets out the steps we will take as we move forward and will provide direction for future Reconciliation Action Plans and initiatives.

An incredible amount of time, work and care have gone into the development of our first Reconciliation Action Plan, and it is with this plan that we will grow together to create a future that recognises and empowers our Aboriginal and Torres Strait Islander peoples.

I firmly believe that the work of the RAP is critical to supporting national healing and a positive future for all Australians and look forward to continuing our reconciliation journey.

Meredith Wallace

General Manager





Reflect Reconciliation Action Plan

WHAT IS THE REFLECT RECONCILIATION ACTION PLAN?

Reflect is the beginning of a journey to develop respectful relationships and create meaningful opportunities with and for First Nations people.

We are guided by Reconciliation Australia, an independent not-for-profit organisation, Reconciliation Australia is the national body for reconciliation in the nation. It promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and First Nations people.

Reconciliation Australia's Reconciliation Action Plan (RAP) program provides a framework for organisations to support the national reconciliation movement, develop respectful relationships and create meaningful opportunities with and for First Nations people.

This Reflect RAP is Bayside Council's first formalised RAP. A Reflect RAP is a strategic document that outlines practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates.

When individual organisations and sectors embed cultural competence into their everyday business, First Nations people face fewer barriers in terms of accessing health, education, and employment opportunities.

Crucially, respect for and protection of culture, along with equality and non- discrimination are also fundamental human rights that apply to all people including First Nations people.

The development of a Reflect RAP demonstrates our commitment to supporting these initiatives and championing the rights of First Nations people.

HOW IS RECONCILIATION DEFINED?

Reconciliation Australia has identified five integral and interrelated dimensions to measure reconciliation.

The five dimensions of reconciliation are:

- Relationships
- Equality and equity
- Institutional integrity
- Unity
- Historical acceptance.

These five dimensions do not exist in isolation; they are interrelated and Australia can only achieve full reconciliation if we progress in all five.

THE FIVE DIMENSIONS OF RECONCILIATION



RELATIONSHIPS

All Australians understand and value Aboriginal and Torres Strait Islanders and non-Indigenous cultures, rights and experiences. This results in stronger relationships based on trust, respect and are free from racism.



HISTORICAL ACCEPTANCE

All Australians understand and accept the wrongs of the past and the impact of these wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated.



UNITY

An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.





EQUALITY AND EQUITY

Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

INSTITUTIONAL INTEGRITY

The active support of reconciliation by the nation's political, business and community structures.

HOW CAN COUNCIL CONTRIBUTE?

By following Reconciliation Australia's development process, organisations can begin their reconciliation journey.

Reconciliation Australia provides an overarching framework. There are four types of RAPs in the framework:

- Reflect •
- Innovate
- Stretch
- Elevate

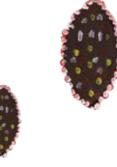
Each RAP type is suited different stages of an organisations' RAP journey and builds on the one before to ensure organisations are continuously working towards reconciliation goals.

Reflect marks the start of our shared journey working together.

Non-indigenous people can contribute through a process of learning and understanding through actions like truth-telling.

Understanding past and present social justice issues that have impacted the lives of First Nations people and communities are integral to our healing journey.

WE ARE HERE!





WWW.RECONCILIATION.ORG.AU

Beginning our journey developing the

Reflect, Reconciliation Action Plan.





SCOPING

A Reflect RAP clearly sets out the steps you should take to prepare your organisation for reconciliation initiatives in successive RAPs.

Committing to a Reflect RAP allows our organisation to spend time scoping and developing relationships with First Nations people, deciding on our vision for reconciliation and exploring our sphere of influence, before committing to specific actions or initiatives.

This process will help to produce future RAPs that are meaningful, mutually beneficial and sustainable.

IMPLEMENTING RECONCILIATION

An Innovate RAP outlines actions that work towards achieving our organisation's unique vision for reconciliation. Commitments within this RAP allow your organisation to be aspirational and innovative to help your organisation gain a deeper understanding of its sphere of influence and establish the best approach to advance reconciliation.

An Innovate RAP focuses on developing and strengthening relationships with First Nations peoples, engaging staff and stakeholders in reconciliation, developing and piloting innovative strategies to empower First Nations peoples.



EMBEDDING RECONCILIATION

A Stretch RAP is best suited to organisations that have developed strategies and established a strong approach towards advancing reconciliation internally and within the organisation's sphere of influence.

This type of RAP is focused on implementing longer-term strategies and working towards defined measurable targets and goals. The Stretch RAP requires organisations to embed reconciliation initiatives into business strategies to become 'business as usual'. February 2022 – August 2023

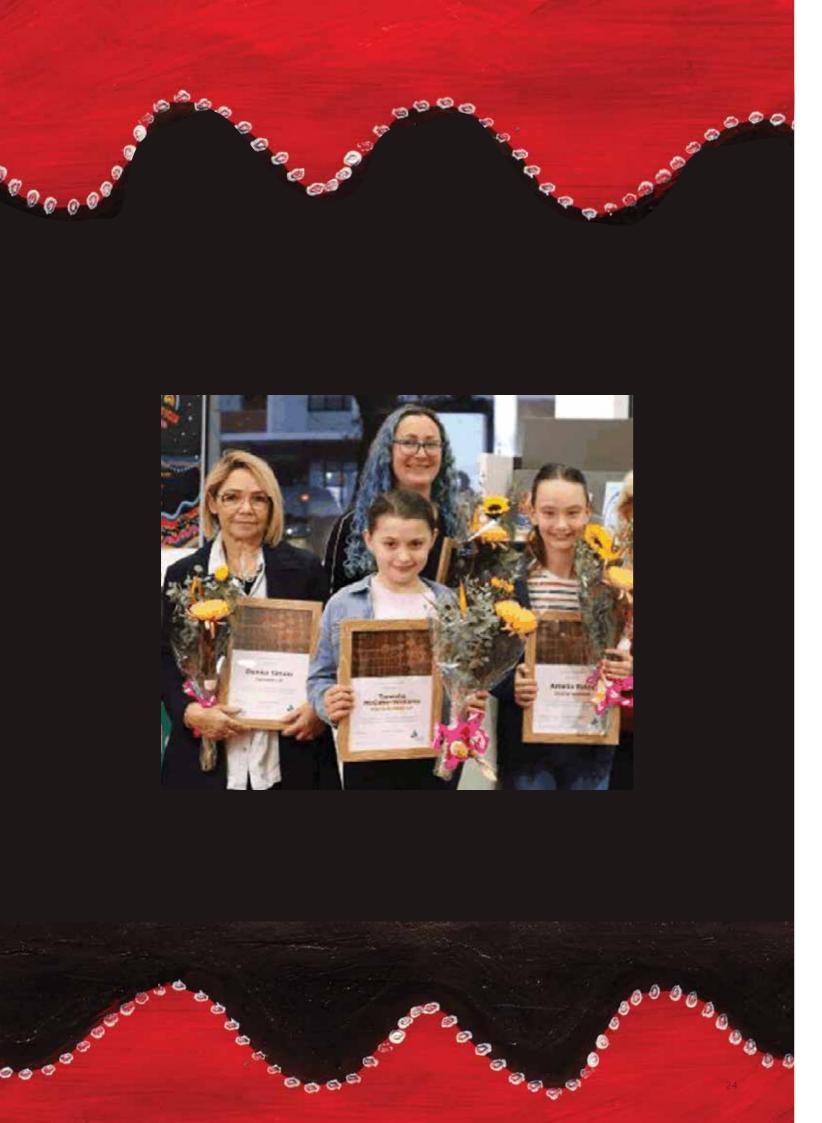




LEADERSHIP IN RECONCILIATION

An Elevate RAP is for organisations that have a proven track record of embedding effective RAP initiatives in their organisation through their Stretch RAPs and are ready to take on a leadership position to advance national reconciliation.

Elevate RAP organisations have a strong strategic relationship with Reconciliation Australia and actively champion initiatives to empower First Nations people and create societal change. Elevate RAP organisations also require greater transparency and accountability through independent assessment of their activities.



ABOUT BAYSIDE COUNCIL

Bayside Council is located on the shores of Kamay (Botany Bay).

Bayside Council Local Government Area (LGA) encompasses both Sydney Airport and the Port and acts as a gateway to Australia. We fall within the boundaries of both the Metropolitan Local Aboriginal Land Council and La Perouse Local Aboriginal Land Council.

Bayside Council currently services a population of approximately 182,000 residents, 1.5% identify as First Nations people. As of August 2020, we have 707 staff, with just over 1.5% identifying as First Nations people.

OUR RAP

The commencement and development of a Reconciliation Action Plan is a commitment in our 2018-2021 Delivery Program and Operational Plans.

Through Bayside 2032, Community Strategic Plan, Council has committed to building trust and strengthening connections with the community to achieve our shared goals.

The Reflect Reconciliation Action Plan is a strategic document that supports our Bayside 2032 Community Strategic Plan and other planning documents and is closely aligned with our organisational core values.

Reflect includes practical actions intended to drive Council's contribution to reconciliation both internally and within the community.

Our RAP is based on Reconciliation Australia's framework and focuses on relationships, respect, opportunities and lays the foundations for our future journey and initiatives.

Image Caption: The four winners of Council's First Nations Art Competition: Denise Simon, Peta-Joy WIlliams, Tanesha McCabe-Williams, Amelia Bates.

OUR	CONNEC	TIONS AND	ENGAGEMENT
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We live in an area with a rich culture and a complex and significantly important history. First Nations Traditional Custodians still live in our area today.

Bayside Council has significant cultural and historical areas and is committed to a healing journey through collaboration and truth telling.

Bayside Council aims to increase community understanding of First Nations people and their cultures.

The Community Life team build community capacity through a range of activities and initiatives some of these activities and initiatives are highlighted here.

	ACTIVITIES AND INITIATIVES	DESCRIPTIO
_	COOKS RIVER ALLIANCE	Members of t of the annual
	FIRST NATIONS ART COMPETITION	Support First promote their and artwork and Intellectu Reflect Recon other Council
	ETHICAL LEADERSHIP AND ADVOCACY PROGRAM	A 10-week led high schools Strait Islande
	BAYSIDE WOMEN'S WEEK 2020	Metropolitan representativ 2020, cross-g
	FIRST NATIONS BUSHFOOD AND BOTANICALS ALLIANCE	Became a me and Botanica and operating
	NAIDOC WEEK STORYTIME AND DISPLAYS	First Nations NAIDOC Wee recommenda
	SIR JOSEPH BANKS PARK BUSH TUCKER FOREST	Creation of a in Sir Joseph

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of the Cooks River Alliance and supporters al Wurridjal Festival.

est Nations artists to celebrate and eir culture though the acquisition of image is and respective Indigenous Cultural ctual Property (ICIP) to be included in the onciliation Action Plan, future RAPs and cil documents.

leadership mentoring program at local ls that included an Aboriginal and Torres der rights mentor.

an Local Aboriginal Land Council tive on the Bayside Women's Week s-generational panel discussion.

member of the First Nations Bushfood cals Alliance, which is now a registered ing organisation.

as themed storytime sessions during eek. Displays featuring NAIDOC Week and dations of First Nations library resources.

a native plant and bush tucker area h Banks Reserve

ACTIVITIES AND INITIATIVES	DESCRIPTION	ACTIVITIES AND INITIATIVES	DESCRIPTIC
RAISING THE ABORIGINAL AND TORRES STRAIT ISLANDER FLAGS AT RAMSGATE BEACH	An initiative of a First Nations community member and supported by the Mayor.	BAYSIDE LIBRARIES	Visual identi featuring Fir
CITIZENSHIP CEREMONY	Welcome to Country included in all Citizenship Ceremonies.		First Nations Community of Wales Co regularly at
EASTERN REGION LOCAL GOVERNMENT ABORIGINAL & TORRES STRAIT ISLANDER FORUM	Subscribed member and supporter of ERLGATISF which aims to address and participate at a regional level in the affairs, events and celebrations that impact the local Aboriginal and Torres Strait Islander communities.		The Botany April issue a Giles (c1810- Women's Do Bandjalan (1967-11 Febr
NAIDOC WEEK	Celebrate and promote NAIDOC week through our NAIDOC week Program.		The draft Co Guideline; ir reflects the including pr First Nations
RECONCILIATION WEEK	Celebrate and promote Reconciliation week.		The draft Co Guideline; ir reflects the including pr
BAYSIDE CHILDREN'S SERVICES EDUCATIONAL PROGRAM	Fostering knowledge and pride in First Nations history and cultures through daily Acknowledgment of Country, literature, resources and yarning circles for children to share and explore their thoughts and views.		First Nations Guidelines c significance

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ntification labeling of collections First Nations themes and authors.

ns Yarn Up Group from the La Perouse y Health Centre in partnership with Prince Community Health Unit. The groups meet at Eastgardens and Sans Souci Libraries.

y Historical Trust featured stories in their about Local Aboriginal Woman – Biddy 0-1888) as part of an International Day and also paid tribute to Kathy Malera-(Proud Aboriginal Warrior Woman) (29 July bruary 2021).

Community History Collection Policy and includes provision for "a collection that e diversity of the Bayside Local Area, pro-actively collecting items relating to ns and multicultural people".

Community History Collection Policy and includes provision for "a collection that e diversity of the Bayside Local Area, pro-actively collecting items relating to ons and multicultural people".

on library acquisitions to ensure local ce and provenance.

Partnerships and relationships with a focus on building capacity are key principles of Reflect.

To develop the draft, we have partnered with a wide range of stakeholders from our First Nation's community and built on the knowledge and experience of Council staff.

Our engagement journey has included:

- Creating and implementing an extensive internal and external community engagement plan.
- Established a First Nations workers group, a consultatory group of staff who identify as First Nations people.
- Established a RAP working group - a staff consultation group with representatives from all council departments.
- Connected with local councillors.
- Established an online portal for RAP working group to communicate, and progress the Reflect RAP during COVID-19
- Identified and collated council's current actions and initiatives that articulate council's commitment to First Nations people.
- Created and distributed postcards to the First Nations community with Community Life contact details and invitation to connect.

- Collaborated with neighbouring council's First Nations staff.
- Built relationships and engaged with the First Nations community.
- Initiated the First Nations art competition to gain artwork created by First Nations people to illustrate the RAP.
- Briefed Council Executive and Councillors.
- Held workshops to create the draft Reflect RAP vision.
- Met with Local Elders and Traditional Custodians.
- Engaged local First Nation's businesses to advise, cater and assist in our journey.
- Created an engagement plan for the Reflect RAP.



Council's Deadly Connections

Through our Reflect journey, we established new contacts and reconnected with the local First Nations community including:

- Aboriginal Health College
- Cooks River Alliance
- Department of Aboriginal Affairs
- Eastern Region Local Government Aboriginal & Torres Strait Islander Forum
- Goanna Hut
- Gujaga Foundation
- Gamay Dancers
- Guriwal Elders
- IndigiGrow
- Junction Neighbourhood Centre
- Kinchela Boys Home Aboriginal Corporation

February 2022 – August 2023

- Kurranulla
- La Perouse Aboriginal Alliance
- La Perouse Community Health Centre
- La Perouse Interagency
- La Perouse Local Aboriginal Lands Council
- Marcia Ella Consultancy
- Metropolitan Local Aboriginal Land Council
- Neighbouring Local **Government** Councils
- **Reconciliation Australia**
- La Perouse Youth Haven

ENDORSEMENT AND MEASURING SUCCESS

REFLECT, ACTION AND DELIVERABLES

Reconciliation Australia is clear that the RAP program is just the first step in the reconciliation journey.

Our Reflect RAP will be reviewed annually and reported to Council.

Council's Managers will embed the Reflect RAP deliverables and actions into staff work plans, which are reviewed quarterly.

We will ensure that all outcomes are captured so we can continue to respond to the changing needs of the Bayside Community.

We will also submit an annual RAP Impact Measurement Questionnaire to Reconciliation Australia.



Bayside Council is committed to developing and embedding **Reflect commitments into our** organisational culture to become "business as usual activities".

The Reflect RAP has a strong focus on our internal operations and sets out the steps we will take to prepare our workplace for future reconciliation initiatives.

The process will lay strong foundations to support the development of future RAPs that are meaningful, mutually beneficial, and sustainable.

Our actions aim to:

- Embed a culture of understanding and respect for First Nations people in our policies, programs, and services.
- Heal and build relationships and create an open dialogue with First Nations people and Council.
- Increase understanding of First Nations people to the wider Bayside community.
- Celebrate and acknowledge the unique First Nations heritage of Bayside.

REFLECT RECONCILIATION ACTION PLAN AND KEY ACTIONS

There are over 15 high level actions in our Reflect RAP, with four significant key actions that will drive the Reconciliation Action Plan.



Reconciliation Working Group

Establish a Reconciliation Action Plan Working Group to work with Council to drive the implementation of the RAP. The Reconciliation Working Group will be operational within the first 6 months of Council endorsing the Reflect RAP.

The Reconciliation Working Group may include representatives from Council's First Nations Working Group, First Nations community, Councillors, staff, and other key stakeholders as determined in a Terms of Reference.



First Nations Working Group

The establishment of this group has been paramount in our Reflect journey.

The endorsement for continuation of the group will assist future RAPs through truth telling, advice, support, and empowerment of First Nations staff.



First Nations Cultural Training Module

Create a tailored Bayside Council cultural training module which delivers an understanding of the local Traditional Owners or Custodians of the lands and waters within our local government area, acknowledging the purpose and significance behind cultural protocols.



Research and Promote

Establish a whole of Council approach to celebrate and promote days of significance and First Nations issues of importance.

Reflect Action Plan February 2022 – August 2023

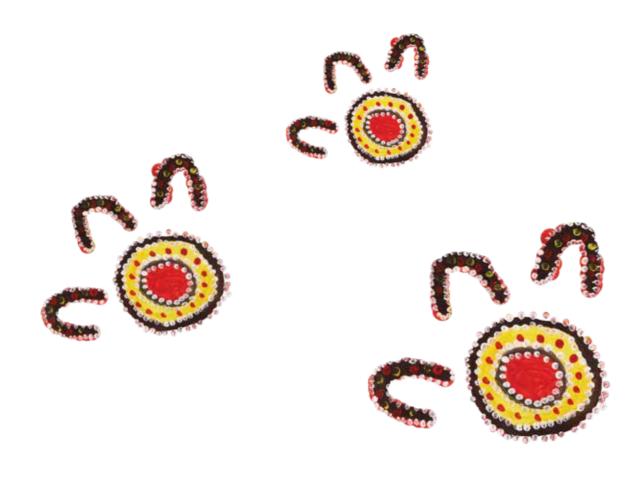
How to read our action plan:

Action: Broad objectives that Bayside Council will focus on achieving.

<u>Deliverable</u>: Activities and initiatives that will achieve the objective in the action column.

<u>Timeline</u>: The estimated start and completion date for each activity in the deliverable column.

<u>Responsibility and Partners</u>: This column identifies the Council staff member responsible for delivering the actions either in a lead or supporting role.



RELATIONSHIPS								
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS					
1. Establish and strengthen mutually beneficial relationships with First Nations stakeholders, community and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2022, August 2023	Lead: Manager, Community Life, Partner/s: All Manager:					
	1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2022,August 2023	Lead: Manager, Community Life, Partner/s: All Managers					
	1.3 Continue to support and explore new opportunities for local business such as our recent membership of the First Nations Bushfood and Botanicals Alliance.	January 2023, August 2023	Lead: Manager, Community Life, Partner/s: Manager Strategic Planning					
	1.4 Build the capacity of local First Nations young people through support, advocacy and engagement, with a focus on identifying issues of importance.	January 2023,August 2023	Lead: Manager, Community Life					
	1.5 Develop engagement protocols that identify and develop guiding principles on when and how to engage on Council Projects that impact First Nations people in our local government area.	May 2022	Lead: Manager, Community Life					
	1.6 Partner with South Eastern Sydney Local Health District to support and promote programs and services that benefit the health and wellbeing of First Nations People within Bayside Local Government Area and related Land Council boundaries.	February 2022, August 2023	Lead: Manager, Community Life, Partner/s: Manager Sport and Recreation					

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RELATIONSHIPS

CTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS	ACTION		DELIVERABLE	TIMELINE	
Build relationships ough celebrating itional Reconciliation eek (NRW).	2.1 Circulate resources to raise awareness and share information with staff about the meaning of National Reconciliation Week.	April 2022/2023/	Lead: Manager, Community Life, Partner/s: Manager Communications & Events	3. Promote r through our influence.	reconciliation sphere of	3.1 Communicate our commitment to reconciliation to all staff and promote to the broader community.	February 2022, August 2023	
	2.2 Develop and implement an annual program for National Reconciliation Week.	March/April 2022/2023	Lead: Manager, Community Life, Partner/s: Manager Communications & Events			3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2022	
	2.3 Encourage Reconciliation Working Group and First Nations group members to contribute to National Reconciliation Week program creation and participate in events.	February / March 2022/2023	Lead: Manager, Community Life, Partner/s: Manager Communications & Events			3 .3 Connect with Reconciliation Australia and other organisations to collaborate on our RAP and reconciliation journey.	February 2022, August 2023	
	2.4 Encourage and support staff to participate in at least one external event to recognise and celebrate National Reconciliation Week.	May/June 2022/2023	Lead: Manager, Community Life, Partner/s: Manager Communications & Events, All			3.4 Continue our subscription, participation, and support of the Eastern Region Local Government Aboriginal & Torres Strait Islander forum.	Review, August 2023	
	2 .5 RAP Working Group members to participate in an external NRW event.	May/June 2022/2023	Managers Lead: Manager, Community Life, Partner/s: Manager			3.5 Continue our membership, participation and support of Cooks River Alliance and the Wurridjal Festival.	Review, August 2023	
			Communications & Events, All			3.6 Develop and implement a plan to raise awareness amongst all staff about our RAP commitments to ensure staff embody the Reflect vision.	February 2022, August 2023	
						3.7 Build strong partnerships and relationships with NGO's that support First Nations people and organisations .	Ongoing – Review February 2023	
						3.8 Research Reconciliation Australia's Narragunnawali program for children and young people.	June 2022	
						3 .9 Research and review issues of importance for First Nations people and develop a Council response through standard Council reporting processes.	February 2022 August 2023-	

(For example, the Australia Day debate and constitutional inclusion of First Nations people).

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RESPECT

TION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
4. Promote positive relationships through anti-discrimination strategies.	4.1 Continuously review human resource policies to ensure best practice and anti-discrimination provisions.	Ongoing - Review Feb 2023	Lead:Manager Business Transformation
	4.2 Research best practice and policies in areas of anti-discrimination.	Ongoing - Review Feb 2023	Lead:Manager Business Transformation
5. Increase understanding and demonstrate respect, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning.	5.1 Include the Local Government NSW Aboriginal Cultural Awareness eLearning Training Module in the Council staff and Councillor induction process.	March 2022	Lead: Manager, Community Life, Partner/s: Manager Business Transformation
	5.2 Create a business case that includes a funding source for a training module.	April/May 2022	Lead: Manager, Community Life, Partner/s: Manager Business Transformation
	5.3 Promote Reconciliation and understanding of culture through the celebration of First Nations art and culture.	Ongoing – Review Feb 2023	Lead: Manager, Community Life
	5.4 Acknowledge and seek advice on best ways to recognise National days of significance and importance.	Ongoing - Review Feb 2023	Lead: Manager, Community Life
	5.5 Review content and placement of First Nations information page on Council's website.	March 2022	Lead: Manager, Community Life, Partner/s: Manager Executive Services

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RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS	ACTION	DELIVERABLE	TIMELINE	RESPONS AND PART
7. Build respect for Aboriginal and Torres	7.1 Review and implement the annual program for NAIDOC Week.	Feb 2022 July 2022	Lead: Manager, Community Life,	8. Demonstrate respect to Aboriginal and Torres	8.1 Create a Protocols document to provide Councillors and staff with an	June 2022	Lead: Manage Community Life
Strait Islander cultures and histories by		Feb 2023		Strait Islander peoples by observing cultural	understanding of important protocols of First Nation's communities, for example,		
celebrating NAIDOC Week.		July 2023		protocols.	Welcome to Country /Acknowledgement of Country /smoking ceremonies, for use		
		Feb2023			at meetings and events.		
		July2023			8.2 Develop and implement a Bayside Council First Nations Cultural Awareness Training Module for Councillors and staff, that delivers: an understanding	April 2022	Lead: Manager, Community Life Partner/s: *Mar Business Transfo
7.3 Raise av information meaning of 7.4 Introduc	7.2 Encourage and support staff to participate in at least one external event to recognise and celebrate NAIDOC Week.	June 2022 2023 2023	Lead: Manager, Community Life		of the local Traditional Owners or Custodians of the lands and waters within Council's and Local Aboriginal Land Council boundaries and operational areas.		
	7.3 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022 2023	Lead: Manager, Community Life, Partners: Manager Communications & Events, Manager Business Transformation		8.3 Include a mandatory statement of Acknowledgement of Country on staff email signatures.	Ongoing - Review Feb 2023	Lead: Manager Community Life Partner/s: Mana Strategic Plann Manager Gover
	7.4 Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022/2023	Lead: Manager, Community Life, Partner/s: Manager Communications &		8.4 Maintain a Statement of Acknowledgment of Country on the website.	February 2022, August 2023	Lead:Manager Community Life,Partner/s: N Executive Servic
			Events		8.5 Include a Statement of Acknowledgment of Country on all social media platforms e .g . Children's Service Facebook Page and Bayside Council Facebook Page.	February 2022, August 2023	Lead:Manager Community Life Partner/s: Man Communicatior Events
	7.5 RAP Working Group to participate in an external NAIDOC Week event.	June 2022	Lead: Manager, Community Life,				

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OPPORTUNITIES

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OPPORTUNITIES

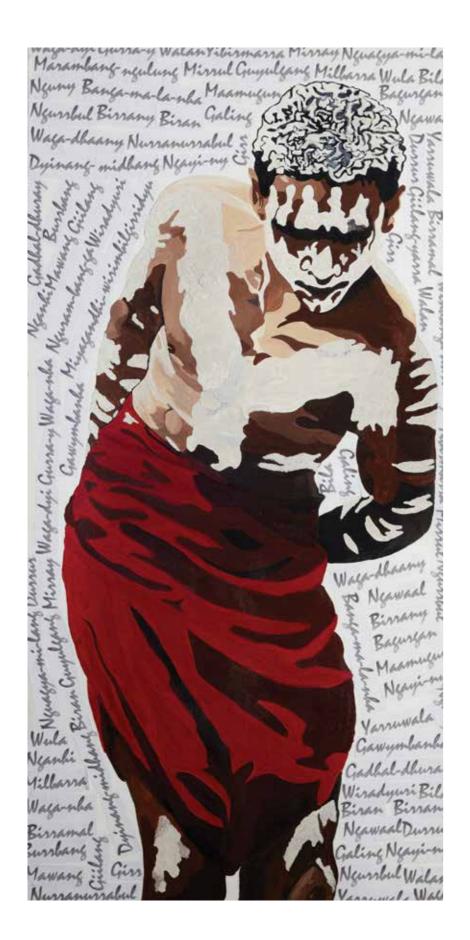
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS	ACTION	DELIVERABLE	TIMELINE	RE AN
9. Improve employment outcomes by increasing First Nations recruitment, retention and professional development.	9.1 Prepare a business case to increase Aboriginal and Torres Strait Islander employment opportunities at Council.	August 2023	Lead: Manager, Community Life, Partner/s: *Manager Business Transformation	10. Increase First Nations supplier diversity to support improved social and economic outcomes.	10.1 Connect with and promote First Nations local businesses.	August 2022	Lead: M Commu
	9.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2022, August 2023	Lead: Manager, Community Life, Partner/s: *Manager Business Transformation		10.2 Develop a business case for membership to Supply Nation.	August 2022	Lead: N Commu Partner, Procure
	9.3 Research and promote recruitment, training and traineeship opportunities for First Nations people offered at Council and businesses in our local government area.	February 2023, August 2023	Lead: Manager, Community Life, Partner/s: *Manager Business Transformation	11. Encourage and explore innovative opportunities for future RAPs.	11.1 Establish a register of potential innovations and opportunities for possible inclusion into future RAPs that do not fall into the remit of the current RAP.	February 2022, August 2023	Lead: M Commu Partner/
	9.4 Connect with NSW Indigenous Careers and review the Commonwealth Aboriginal and Torres Strait Islander	July 2022	Lead: Manager, Community Life, Partner/s: Fanager		11.2 Acquire rights through Bayside First Nations Art Competition for artwork to be used in future RAPs and Council publications.	August 2023	Manage Commun Events
	Employment Strategy 2020–24 to explore traineeships and internships at Bayside Libraries.		Customer Experience, Manager Business Transformation		11.3 Encourage First Nations participation in Council's arts initiatives.	February 2022, August 2023	Lead: M Commur Partner/ Commur Events

GOVERNANCE



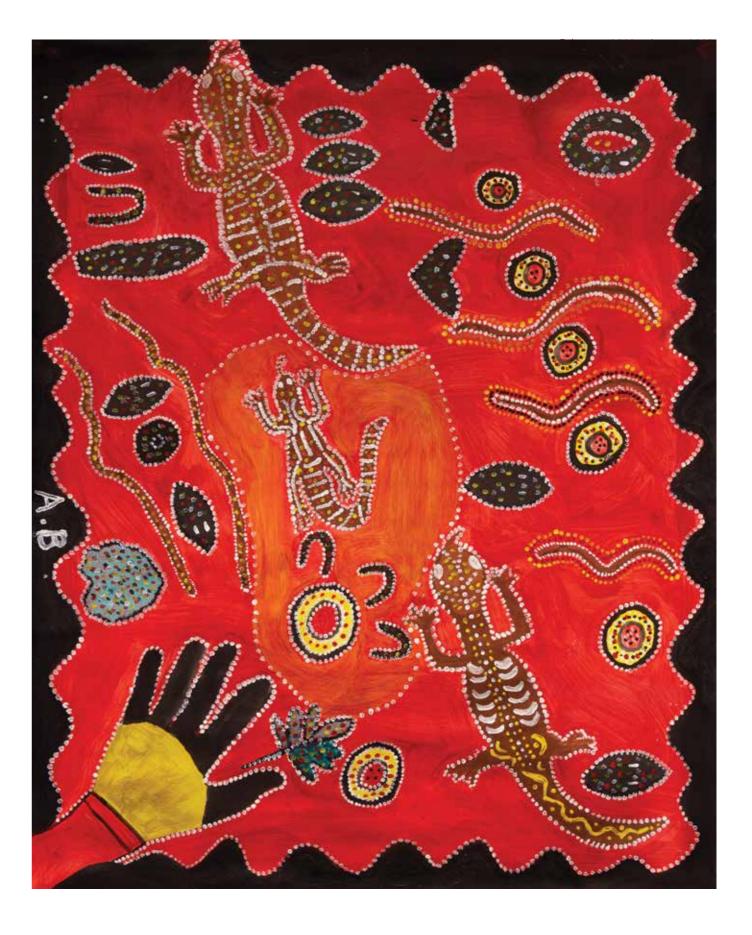
GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILIT AND PARTNERS
12. Establish and maintain effective RAP Working Groups to drive implementation and governance of the RAP.	12.1 Establish a RAP Working Group (RWG) to guide RAP implementation.	April - May 222	*Manager Governance	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.	September 2022 /2023	Lead: Manager, Community Life.
	Create a Terms of Reference for RAP working group and ensure representation from the First Nations Working group.	February 2022	Manager, Community Life, Partner/s:*Manager Governance				
	12.2 Formalise the First Nations Working Group to guide RAP implementation.	March 2022	Lead: Manager, Community Life, Partner/s: *Manager		14.2 Measure and promote First Nations participation in all council community consultation projects via Have Your Say website.	February 2022, August 2023	Lead: Manager, Community Life.
			Governance	15. Continue our reconciliation journey by	15.1 Register via Reconciliation Australia's website to begin developing	February 2023	Lead: Manager, Community Life.
	12.3 Create and promote an Expression of Interest for First Nations representation on the RWG.	March 2022	Lead: Manager, Community Life, Partner/s: *Manager Governance	developing our next RAP.	our next RAP.		
support for effective implementation of RAP commitments.	13.1 Create a Council Resourcing Strategy for RAP implementation and deliverables.	December 2021	Lead: Manager, Community Life, Partner/s: Manager Governance, Manager Business Transformation		15.2 Work with key stakeholders including Reconciliation Working Group to report on the Reflect RAP and develop Innovate RAP.	June 2023	Lead: Manager, Community Life.
	13.2 Research available grants to assist in the delivery of Reflect actions and deliverables implementation.	June 2022	Lead: Manager, Community Life, Partner/s:		15.3 Create a Community Engagement plan to connect with the First Nations community and key stakeholders to inform the next stage of the RAP program the "Innovate" Reconciliation Action Plan.	February 2023	Lead: Manager, Community Life.
	13.3 Develop and implement a plan to communicate and engage Councillors and Council's Executive, Managers and staff in the delivery of RAP commitments.	April 2022	Lead: Manager, Community Life				
	13.4 Ensure RAP commitments, actions and deliverables are reflected in the Integrated Planning and Reporting process to enable tracking, measuring, and reporting.	February 2022	Lead: Manager, Community Life, Partner/s: Manager Governance, Manager Business Transformation				

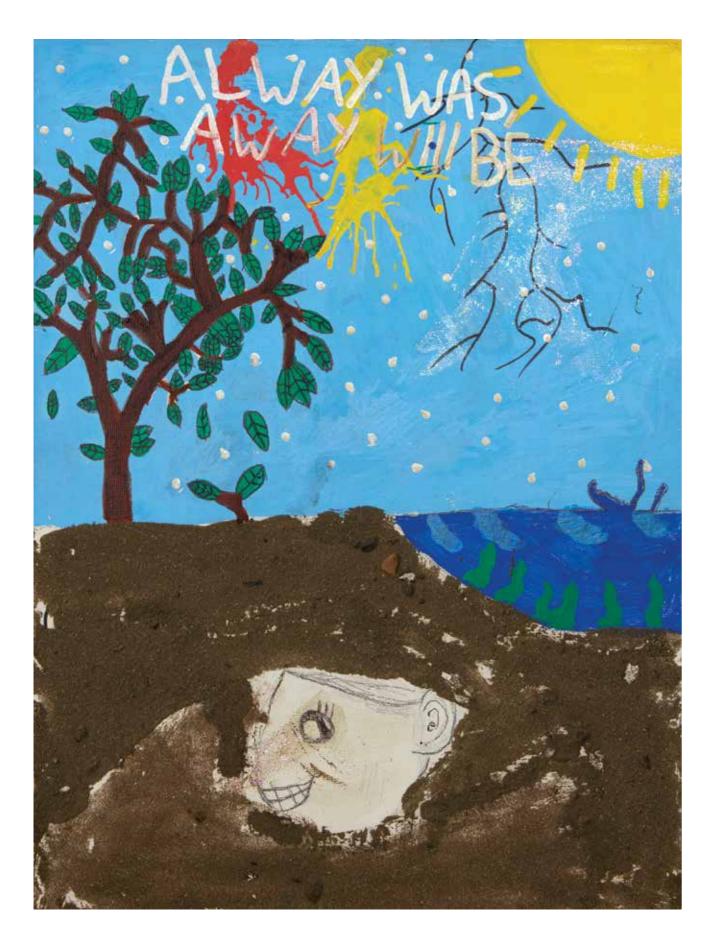


2020 First Nations Art Competition Winner

Peta-Joy Williams, Durrur Yarruwala (Always Strong). Wiradjuri born and grew up in the Bidjigal area.



2020 First Nations Art Competition Youth Winner Amelia Bates, The Hand Saving the Lost Generation. Dharawal.

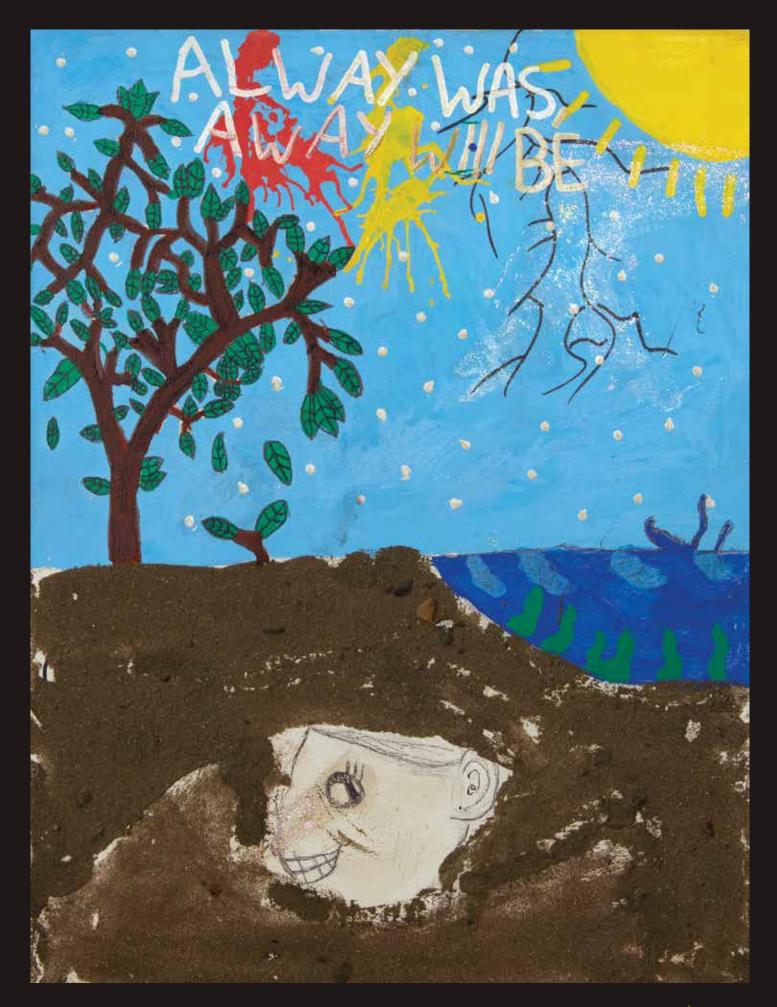




2020 First Nations Art Competition Runner Up

Denise Simon, Beauty of the Shells. Wadi-Wadi and Walbanga people of the Uin Nation.

2020 First Nations Art Competition Youth Runner Up Tanesha McCabe-Williams, Our Elders are Part of the Land. Wiradjuri born and grew up in the Bidjigal area.



Contact Details

If you wish to connect with us or find out more information, please contact:

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