

Innovate
Reconciliation
Action Plan

January 2021-January 2023



Innovate RAP

An Innovate Reconciliation Action Plan (RAP) outline the actions Council will undertake over the next two years to support our lasting and meaningful relationships, encourage respect and promote opportunities for Aboriginal and Torres Strait Islanders in our region.

The commitments within Council's second RAP are aspirational and innovative, however they are also achievable and measurable.

Through the implementation of this RAP, it will ensure we continue the learning journey of our shared history and reconciliation journey, strengthen our relationships and develop and pilot strategies that embrace and empower the Aboriginal and Torres Strait Islander peoples of this region.

Acknowledgements

Gladstone Regional Council would like to acknowledge Port Curtis Coral Coast First Nations Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda people who are the traditional custodians of this land.

We pay respect to their Elders past, present and emerging.

We would also like to extend that respect to other Aboriginal and Torres Strait Islander people in our region.

We would like to thank the Gladstone Regional Council RAP Reference Group and GRC employees for their valued input and commitment to developing the Gladstone Regional Council's Innovate Reconciliation Action Plan (RAP).

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A MESSAGE FROM THE MAYOR

The Gladstone Region is an area of great social, cultural and spiritual importance to the Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda people.

In 2018, Gladstone Regional Council developed its first Reflect Reconciliation Action Plan (RAP), proudly launched at the Elders Morning Tea as part of NAIDOC Week 2018.

The one-year plan reinforced Council's commitment to building stronger relationships with the Aboriginal and Torres Strait Islander community and convert good intentions into actions.

During this timeframe, many milestones were recognised and achieved, with Council continuing its traditional support of activities to celebrate National Reconciliation Week and NAIDOC Week.

In 2016, my first term as Mayor of the Gladstone Region, I ensured that Council would proudly fly the Australian, Aboriginal and Torres Strait Islander flags together, demonstrating unity and a willingness to work together for the betterment of our entire community.

In 2018, Council established a Cultural Protocol to ensure our major events included a Welcome to Country and educated our employees on delivering an Acknowledgement of Country at other events and significant meetings.

The development of internal policies and processes within the Council structure has been fundamental in creating opportunities and growing relationships with Aboriginal and Torres Strait Islander people.

Council's 2019/20 Operational Plan also highlights Council's vision to Connect. Innovate. Diversify and reinforces our mission to work together to balance our region's lifestyle and opportunity.

Our Council values are based on SERVICE – Safe, Ethical, Responsive, Visionary, Inclusive, Community, Efficient.

Council's inclusive value is that "we create and value diversity we actively demonstrate our commitment to equality and inclusivity".

To reinforce this value, Council employees - all 700 of them - will be engaged with Cultural Awareness and Heritage training. This was a delivery in our Reflect RAP and will continue into our Innovate RAP as we progress through this initiative.

In 2019, a RAP Reference Group was established consisting of Traditional Owners, Council employees and two of our Councillors, Natalia Muszkat and Desley O'Grady.

I am very pleased that this RAP has been developed by this valuable group and am confident it will enable Council to continue its reconciliation journey with the community.

Whilst much has been achieved, we accept that there is more to do and this two-year plan identifies actions and recognises opportunities to continue to build on relationships and achievements.

Delivering the actions listed in this RAP, and future RAPs thereafter, will enable Gladstone Regional Council to continue to foster an inclusive culture, empower our community and increase positive, productive relationships with the Aboriginal and Torres Strait Islanders in the Gladstone Region.



Mayor Matt Burnett
Gladstone Regional Council



MESSAGE FROM RAP REFERENCE GROUP CO-CHAIRPERSON

CR NATALIA MUSZKAT

It was with great pleasure that I took on the position of RAP Reference Group Co-Chair in 2019. Working with such a knowledgeable and inspirational group of community members has been a privilege and honour. Gladstone Regional Council's RAP Reference Group plays a pivotal role, providing strategic advice on the needs and interests of Aboriginal and Torres Strait Islander people in the Gladstone Region.

Over the past 12 months, we delivered on the direction of our first Reflect RAP, formed the Reference Group and achieved significant outcomes. This new Innovate RAP is the result of numerous hours of consultation, engagement and collaboration

with Aboriginal and Torres Strait Islander people.

Reconciliation is a priority for us at Gladstone Regional Council. We recognise and understand our important role in relation to our commitment to reconciliation. Our new Innovate RAP will continue to strengthen relationships with Aboriginal and Torres Strait Islander people while engaging with staff, residents and stakeholders to ensure the process of reconciliation is a shared exercise of listening, sharing and embracing our rich heritage with positivity and meaningful long-term strategies.



MESSAGE FROM RAP REFERENCE GROUP CO-CHAIRPERSON

ANNETTE RUTHERFORD

I am proud to be Co Chair for the development of this Reconciliation Action Plan. First, I would like to thank all the Gladstone Regional Council's Reconciliation Action Plan Working Group members for their dedication and commitment in developing this document.

The RAP document outlines the Gladstone Regional Council's commitment to the this journey ensuring the recognition and respect of Aboriginal people and Torres Strait Island people in their implementation of this document, as we all walk together along a pathway to a meaningful reconciliation being built on strong partnerships.

Achieving Reconciliation is hard work and requires continual effort and committed

dedication by all partners to ensure the reconciliation becomes a reality. We are all part of this Reconciliation journey and through the foundations of reconciliation – unity equity and equality we can move forward to a future where Aboriginal people, Torres Strait Island people and all the many nations from the world who have made Australia and Gladstone in particular their home walking together understanding the past and making a caring and resilient future that is free from ignorance and discrimination.

This collaborative plan reflects a shared vision and is important and I strongly support the delivery of these actions within.



MESSAGE FROM RECONCILIATION AUSTRALIA CEO

KAREN MUNDINE

Reconciliation Australia commends Gladstone Regional 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 Gladstone Regional 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, Gladstone Regional 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. Gladstone Regional 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 the 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 Gladstone Regional Council on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



OUR BUSINESS

With a vision to connect, innovate and diversify, Gladstone Regional Council's culture is proudly defined by community connectedness, a drive for innovation and the celebration of diversity and inclusion.

Gladstone Regional Council is committed to working together to balance the region's lifestyle and opportunity for the 62,979 residents, 4.1 per cent of Aboriginal and Torres Strait Islander descent, that call the region home.

Spanning over 10,489 square kilometres the region encompasses a vast landscape, from coastline to country, rural townships to major industry.

Gladstone Regional Council employs 725 staff, including 14 who have identified as Aboriginal or Torres Strait Islander descent.

Gladstone Regional Council provides a network of services to the community including public libraries, arts and entertainment, parks and recreation spaces, community centres as well as planning for the provision of infrastructure such as roads, reticulated water, sewer and growth.

Gladstone Regional Council aims to make true connections with the community and our environment which are safe, ethical, responsive, visionary, inclusive, community centric and efficient.

Gladstone Regional Council is continually seeking innovative opportunities that support smart infrastructure decisions and operational excellence. A focus on diversification and inclusivity helps grow the region and expand opportunities.



VISION

CONNECT. INNOVATE. DIVERSIFY.

MISSION

We are Gladstone Regional Council, working together to balance our Region's lifestyle and opportunity.

VALUES - SERVICE

Safe

We are uncompromising in our commitment to safety, which is reflected in our attitude, our decisions and our actions.

Ethical

We operate with transparency, openness and accountability at the fore.

Responsive

We respond by being present, proactive and solutions-focused, and we deliver on our commitments.

Visionary

We plan as future-thinkers and opportunity seekers and we have the courage to shape a better future for our community.

Inclusive

We create and value diversity and we actively demonstrate our commitment to equality and inclusivity.

Community

We care about each other and our environment and we recognise that community is the core of our business.

Efficient

We deliver; we challenge the status quo and we continually find better ways to reduce cost and improve services.

OUR RAP JOURNEY

Gladstone Regional Council supports an inclusive community and deliver programs to enhance connectivity and partnerships.

Through its Indigenous Land Use Agreement (ILUA), Corporate Plan 2017-2021 and associated Operational Plan, Council aims to promote a proud, resilient and inclusive community.

Council's journey on building relationships and fostering respect first began in 2015 and gained momentum early in 2016 following the election of Mayor Matt Burnett. The symbolic flags representing First Nations people of Australia continue to be raised every operating business day.

Gladstone Regional Council supports the Aboriginal and Torres Strait Islander people of Australia by sponsoring and regularly participating in Reconciliation Week celebrations.

Every year, the NAIDOC celebrations comprise a march along Goondoon Street within Gladstone's central business district. Each year the march temporarily pauses within the forecourt of the Council

chambers, to be welcomed by our Mayor. The Mayor acknowledges the traditional custodians of the land and encourages all community members to participate and enjoy the celebrations in the forecourt prior to the march continuing to the foreshore.

In May 2018 Council received an endorsement from Reconciliation Australia to implement its first Reflect RAP.

Council endorsed its first RAP Reference Group in December 2018. The RAP Reference group consists of 2 elected members, 9 community members and Council's RAP Officer.

Gladstone Regional Council is committed to continuing our reconciliation journey through the delivery of programs that encourage education, respect, empowerment and opportunity for the Aboriginal and Torres Strait Islander people of the Gladstone Region.



ACHIEVEMENTS FROM OUR REFLECT RAP

May, 2018

Council launched the Reflect RAP

Council celebrated the launch of the Reflect RAP at the Elders Morning Tea at the Tondoon Botanic Gardens

January, 2019

Gladstone Regional Council's Reconciliation Action Plan Reference Group established and working

Formation of the Gladstone Regional Council Reconciliation Action Plan Reference Group. The purpose of this group is to provide Gladstone Regional Council with strategic advice on the views, needs and interests of Aboriginal and/or Torres Strait Islander people in the Gladstone Region

June, 2019

Council membership of Supply Nation 2019-current

Membership of Supply Nation - Supply Nation is the Australian leader in supplier diversity. They bring together the largest national database of Aboriginal and Torres Strait Islander businesses with the procurement teams of Australia's leading organisations to help them engage, create relationships and do more business

January, 2018 Aboriginal and Torres Strait Islander Cultural Protocol - Events Policy created

Gladstone Regional Council have adopted an Aboriginal and Torres Strait Islander Cultural Protocol - Events Policy. The purpose of this Policy is to recognise the unique position of Aboriginal and Torres Strait Islanders in Australian culture and history.



May, 2020

Brief insight into cultural heritage, cultural awareness and native title developed into a video for Council's Corporate Orientation Inductions

A video for Council's Corporate Orientation Inductions was developed. This video features PCCC First Nations people who gave a brief insight into cultural heritage, cultural awareness and native title in our region

June, 2020

Welcome to Country road highway signs installed

Approval for the installation of Welcome to Port Curtis Coral Coast Country town entry signs within the Gladstone Region. This was funded by the State Government's Works for Queensland funding allocation program

April, 2019

Aboriginal Artwork applied to four pillars attached to the Gladstone Regional Art Gallery & Museum

Aboriginal artwork located on four pillars attached to the Gladstone Regional Art Gallery & Museum. This project was grant funded and was created during Youth Week 2019. Each pillar represents the totems of the Port Curtis Coral Coast peoples along with handprints which represents interconnectedness of our whole community

May, 2019 Gladstone Regional Council hosted its first Reconciliation Elders Morning Tea

Gladstone Regional Council hosted its first Reconciliation Elders Morning Tea during National Reconciliation Week

February, 2019

Gladstone Regional Council Reconciliation page has been developed on the Council website

A Gladstone Regional Council Reconciliation page has been developed on the Council website communicating our RAP journey and providing links to additional resources

July, 2019-2020 NAIDOC Activities conducted

NAIDOC Week resources and materials shared through the Gladstone Regional Council Reconciliation web page

July, 2019 Gladstone Regional Art Gallery & Musuem extend an invitation to Aboriginal or Torres Strait Islander artist/s to exhibit their art work

Each year in the lead up to NAIDOC Week Gladstone Regional Art Gallery & Musuem extend an invitation to Aboriginal or Torres Strait Islander artist/s to exhibit their art work. A launch event is held for the entire community to attend

February, 2019

Gladstone Regional Council Naming of Infrastructure Assets Policy has been updated to include:

- Where an Indigenous name is proposed, consultation must occur with the Port Curtis Coral Coast Trust Limited (PCCC) or prescribed entity and written permission obtained from the prescribed entity approving the use of the proposed name. The English meaning of the name must be supplied for reference purposes

ROLE OF OUR RAP REFERENCE GROUP

Gladstone Regional Council's RAP Reference Group play a vital role in Council's reconciliation journey, and deliver programs to enhance connectivity and partnerships.

Gladstone Regional Council is committed to creating lasting and meaningful relationships that encourage respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians within its region.

Gladstone Regional Council developed its first RAP in 2018 to support a lasting and successful commitment to reconciliation. The formation of Gladstone Regional Council's RAP Reference Group will inform and guide this work now and into the future.

The RAP Reference Group's purpose is to provide Gladstone Regional Council with strategic advice on the views, needs and interests of Aboriginal and Torres Strait Islander people in the Gladstone Region.

In addition to implementing the RAP actions, the Group provides valuable and knowledgeable feedback and advice to Council and supports the enhancement of relationships with the First Nation people of our region.



RAP Reference Group Members - Cr Desley O'Grady, Annette Rutherford (Co-Chair), Cr Natalia Muszkat (Co-Chair), Anne-Marie Johnson, Patricia Coleman, Cecelia Eggmolesse, Gay Sirriss (GRC RAP Officer), Tia Rauch
Absent: Belynda Waugh and Lee-ann Dudley

COMMITMENTS IN OUR INNOVATE RAP

Gladstone Regional Council's RAP activity centres around four key pillars:-

- Relationships
- Respect
- Opportunities
- Tracking and Progress

Listed below are some of the significant actions Council will implement between 2021 and 2023.

Promote Port Curtis Coral Coast language in the Gladstone Region

Identify a least one Reconciliation Champion within each Business Unit across Council.

Identify partnership opportunities to enhance Aboriginal and Torres Strait Islander participation in activities that promote active and healthy lifestyles

Identify and deliver at least one major creative event annually to incorporate traditional and contemporary Aboriginal and/or Torres Strait Islander cultural activities

Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within Council's procurement

Engage local Traditional Owners to deliver face to face training on cultural awareness, Cultural Awareness face to face training, and contribute to the development of an online cultural awareness training module for Councillors and GRC employees

Identify opportunities to expand Aboriginal and/or Torres Strait Islander aspects of cultural tourism within the region

Assess the feasibility of establishing a GRC Ranger Program with the possibility of creating an identified role for an Indigenous Ranger

Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation

Identify agreed public places of significance in the region to highlight the history, culture and traditions of the PCCC people.

RELATIONSHIPS



Council aims to build strong relationships with Aboriginal and Torres Strait Islander people and communities to achieve our reconciliation aims. We will achieve this through collaborating and sharing knowledge, skills and expertise.

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
1. Promote positive inclusive relations through anti-discrimination strategies	Engage with Council's Aboriginal and/ or Torres Strait Islander employees to consult on the review and development of Council's Anti-Discrimination Policy.	February 2021	GM People, Culture & Safety
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	June 2021	GM People, Culture & Safety
	Develop, implement and communicate an Anti-discrimination Policy for our organisation.	May 2021	GM People, Culture & Safety
	Inform senior leaders and employees on the effects of racism.	May 2021	GM People, Culture & Safety
2. Strengthen relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2021-2022	Reconciliation Action Plan Officer
	RAP Reference Group members to participate in external NRW events.	May 2021-2022	Reconciliation Action Plan Officer
	Encourage Councillors, General Managers and all employees to participate in at least one external event to recognise and celebrate NRW.	May 2021-2022	Reconciliation Action Plan Officer
	Organise at least one NRW event for external stakeholders.	May 2021-2022	Reconciliation Action Plan Officer
	Register all NRW events on Reconciliation Australia's NRW website.	May 2021-2022	Reconciliation Action Plan Officer

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
3. Create more awareness of our organisation's reconciliation commitments throughout our sphere of influence	Identify diversity and inclusion improvements in Recruitment Policy and Corporate Standard.	June 2021	GM People, Culture & Safety
	Implement strategies to engage our employees in reconciliation.	June 2021	GM People, Culture & Safety
	Communicate our commitment to reconciliation publicly.	January 2021	Reconciliation Action Plan Officer
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2021	Reconciliation Action Plan Officer
	Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation.	January 2021	Reconciliation Action Plan Officer
4. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Meet with local Aboriginal and/or Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	July 2021	Reconciliation Action Plan Officer
	Develop and implement an engagement plan for Aboriginal and/or Torres Strait Islander stakeholders and organisations.	July 2021	Manager Engagement & Partnerships

RESPECT



Council acknowledge our Traditional Custodians, their culture and history. Respectively we will actively look for opportunities to deepen understanding, encourage learning and celebrate Aboriginal and Torres Strait Islander culture in our community.

RESPECT			
Action	Deliverable	Achieved by	Responsibility
5. Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols	Increase employee understanding of the purpose and significance behind cultural protocols, for Acknowledgement of Country and Welcome to Country protocols.	August 2021	Reconciliation Action Plan Officer
	Create and display an Acknowledgement of Country plaque in Council's Administration Offices at Agnes Water, Boyne Island, Calliope, Gladstone, Miriam Vale and Mount Larcom.	September 2021	Reconciliation Action Plan Officer
	A Welcome to Country is recommended at significant regional events, and at a minimum an Acknowledgement of Country is to be provided at Council events and sponsored events where appropriate.	July 2021-2022	GM Community Developments & Events
	Review Council's Aboriginal and Torres Strait Islander Cultural Protocol – Event Policy.	August 2021	GM Community Developments & Events

RESPECT			
Action	Deliverable	Achieved by	Responsibility
6. Strengthen respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC week.	Councillors and Council employees to be invited to the annual NAIDOC Flag Raising Ceremony and NAIDOC March.	July 2021, 2022	Reconciliation Action Plan Officer
	Invite Youth Council to attend the annual NAIDOC Flag Raising Ceremony and to participate in the annual NAIDOC March.	July 2021, 2022	Reconciliation Action Plan Officer
	Community Development Officers to deliver at least one creative event annually and incorporate other internal stakeholders.	July 2021, 2022	Manager Engagement & Partnerships
	Review HR policies and marketing procedures to remove barriers to employees participating in NAIDOC Week.	April 2021	GM People, Culture & Safety
	Create awareness and encourage Council employees to participate in NAIDOC Events that aim to build respect for Aboriginal and Torres Strait Islander people cultures and histories.	July 2021, 2022	Reconciliation Action Plan Officer
7. Incorporate traditional and contemporary Aboriginal and/or Torres Strait Islander cultural activities into our major creative events program	Identify and deliver at least one major creative event annually to incorporate traditional and contemporary Aboriginal and/or Torres Strait Islander cultural activities. This can include but not limited to:		Manager Events & Entertainment
	• Luminous	July 2021, 2022	
	• Eco-Fest	May 2021, 2022	
	• Citizenship Ceremony	June 2021, 2022	

RESPECT			
Action	Deliverable	Achieved by	Responsibility
8. Identify agreed public places of significance in the region to highlight the histories, cultures and traditions of Port Curtis Coral Coast (PCCC) first nations Bailai, Gooreng Gooreng, Gurang and Taribelang Bunda people	Consult with GRC representatives and First Nations Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda people to identify key places for the provision of informative signage.	May 2021	Reconciliation Action Plan Officer
9. Investigate and provide Aboriginal and/or Torres Strait Islander cultural learning and development	Develop, implement and communicate a cultural learning strategy for our employees.	May 2021	GM People, Culture & Safety
	Support the PCCC First Nations Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda people to develop a publication highlighting their history and culture.	December 2021	Reconciliation Action Plan Officer
	Conduct a review of cultural learning needs within our organisation.	August 2021	Reconciliation Action Plan Officer
	Engage local Traditional Owners to develop face to face cultural awareness training for Councillors and our Executive Leadship Team. Engage local Traditional Owners to contribute to the development of a possible online cultural awareness training module for GRC employees.	April 2021	GM People, Culture & Safety
10. Create opportunities to promote local Aboriginal and/or Torres Strait Islander culture to our wider community	Engage and collaborate with local Aboriginal and/or Torres Strait Islander artists to design themed corporate shirts available to all employees as part of the corporate uniform.	April 2022	Reconciliation Action Plan Officer

OPPORTUNITIES



Council recognises the diverse skills and experiences from various backgrounds of its staff. We not only respect different backgrounds, culture and skills we celebrate and embrace it. Our connection with our Aboriginal and Torres Strait Islander peoples, communities and organisations will create vital opportunities for our business.

OPPORTUNITIES			
Action	Deliverable	Achieved by	Responsibility
11. Identify partnership opportunities to enhance Aboriginal and/or Torres Strait Islander participation in activities that promote active and healthy lifestyles	Review Council's current community and recreation programs to identify opportunities to increase Aboriginal and/or Torres Strait Islander participation levels and outcomes.	June 2021	Manager Engagement & Partnerships
	Consult with key stakeholders to identify partnership opportunities to support Aboriginal and/or Torres Strait Islander people in pursuing healthy lifestyles	September 2021	Manager Engagement & Partnerships
12. Identify opportunities to expand Aboriginal and/or Torres Strait Islander aspects of cultural tourism within the region	In collaboration with tourism and recreational activity operators in our region, undertake an assessment of current Aboriginal and/or Torres Strait Islander cultural tourism activities in the Gladstone Region.	June 2021	Manager Events & Entertainment
	In consultation with key stakeholders, identify opportunities locally to expand the region's cultural tourism offerings.	June 2021	Manager Events & Entertainment

OPPORTUNITIES			
Action	Deliverable	Achieved by	Responsibility
13. Support the development of a GRC Ranger Program to support and maintain local ecosystems and educate how they relate to PCCC First Nations Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda peoples' histories and cultures	Assess the feasibility of establishing a GRC Ranger Program.	June 2021	GM Operations
	Table a feasibility report and implement recommendations to Council.	June 2021	GM Operations
14. Promote PCCC language in the Gladstone Region	Ensure Council's regional libraries collections include resources in the language of the PCCC First Nations Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda people	December 2021	Manager Regional Libraries
	Provide reading literacy workshops at Regional Libraries.	September 2021	Manager Regional Libraries
	Develop an art project to promote PCCC First Nations Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda peoples languages.	July 2021	Manager Regional Libraries

OPPORTUNITIES			
Action	Deliverable	Achieved by	Responsibility
15. Investigate opportunities to incorporate Aboriginal and/or Torres Strait Islander supplier diversity within council's procurement	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and/or Torres Strait Islander businesses.	July 2021-2022	GM Operations
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2021	GM Operations
	Communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees.	June 2021	GM Operations
16. Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development	Establish a program to create career pathways for Aboriginal and/or Torres Strait Islander employees, that provides equity in professional and career development opportunities.	June 2021	GM People, Culture & Safety
	Build understanding of current Aboriginal and/or Torres Strait Islander employees to inform future employment and professional development opportunities.	June 2021	GM People, Culture & Safety
	Engage with Aboriginal and/or Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy.	June 2021	GM People, Culture & Safety
	Promote employment opportunities through dedicated Aboriginal / Torres Strait Islander stakeholder database.	June 2021	GM People, Culture & Safety
	Engage with People Culture and Safety to develop culturally appropriate employment processes to encourage participation by Aboriginal / Torres Strait Islander candidates.	December 2021	GM People, Culture & Safety
	Increase the percentage of Aboriginal people and Torres Strait Islander people in our workforce by 5%.	June 2022	GM People, Culture & Safety

OPPORTUNITIES			
Action	Deliverable	Achieved by	Responsibility
17. Create an ongoing disaster awareness program for our Aboriginal and/or Torres Strait Islander community members in our region regarding disaster preparedness and evacuation procedures	Provide disaster awareness workshops to local Aboriginal and/or Torres Strait Islander vulnerable community members.	November 2021	Disaster Response Specialist

REPORT



Good governance is at the heart of any successful business. Council will strive to achieve the RAP's objectives and create a legal and ethical relationship with our Aboriginal and Torres Strait Islander community and external stakeholders.

REPORT			
Action	Deliverable	Achieved by	Responsibility
18. Provide appropriate support for effective implementation of RAP commitments	Identify a least one Reconciliation Champion within each business unit.	March 2021	GM Community Developments & Events
	Define resource needs for RAP implementation.	Annually 2021, 2022	Reconciliation Action Plan Officer
	Engage our senior leaders and other employees in the delivery of RAP commitments.	Quarterly 2021, 2022	Reconciliation Action Plan Officer
19. Develop an enhanced Aboriginal and/or Torres Strait Islander demographic profile to gain a better understanding of the population living, working and visiting the Gladstone Region	Create an Aboriginal and/or Torres Strait Islander profile from the results of the 2016 Census.	March 2021	Reconciliation Action Plan Officer
	Undertake research with key stakeholders to better understand the health and wellbeing needs of the local Aboriginal and/or Torres Strait Islander community.	March 2021	Reconciliation Action Plan Officer

REPORT			
Action	Deliverable	Achieved by	Responsibility
20. Ensure GRC continues their commitment and actively engages with the RAP process	Invite responsible officers to RAP Reference Group meetings to check progress on their deliverables.	Quarterly 2021, 2022	Reconciliation Action Plan Officer
	Report progress to Councillors and all GRC staff.	Quarterly 2021, 2022	Reconciliation Action Plan Officer
	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2022	Reconciliation Action Plan Officer
	Seek approval from Council to commence with the development of a new RAP. Liaise with Reconciliation Australia and RAP Reference Group to develop a new RAP based on learnings, challenges and achievements.	December 2021	Reconciliation Action Plan Officer
	Consult with internal stakeholders and RAP Reference Group and present to Council final draft for endorsement. Send RAP to Reconciliation Australia for endorsement and approval.	June 2022	Reconciliation Action Plan Officer
	Council to critically reflect on the learnings and achievements of the current RAP to inform a decision on the next category of RAP.	November 2021	Reconciliation Action Plan Officer
21. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2021, September 2022	Reconciliation Action Plan Officer
	Publicly report our RAP achievements, challenges and learnings, annually.	October 2021-2022	Reconciliation Action Plan Officer
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	August 2021-2022	Reconciliation Action Plan Officer

CULTURALLY SIGNIFICANT DATES

13 February

Anniversary of National Apology Day

On 13 February 2008, Prime Minister Kevin Rudd delivered the National Apology to Australia's Aboriginal and Torres Strait Islander people for the injustices of past government policies, particularly to the Stolen Generations.

19 March

National Close the Gap Day

National Close the Gap Day is an annual event that raises awareness and seeks to close the gap with respect to life expectancy, child mortality, educational and employment outcomes between Aboriginal and Torres Strait Islander people, and non-Indigenous Australians.

26 May

National Sorry Day

National Sorry Day provides an opportunity for people to come together and share the journey towards healing for the Stolen Generations, their families and communities.

27 May

1967 Referendum

The 1967 Referendum was a landmark achievement following decades of activism by Aboriginal and Torres Strait Islander and non-Indigenous people, where more than 90 percent of Australians voted in favour of amending two sections of the Australian Constitution.

27 May - 3 June

National Reconciliation Week

National Reconciliation Week celebrations commemorate two significant milestones in the reconciliation journey-the anniversaries of the successful 1967 Referendum and the High Court Mabo Decision.

3 June

Mabo Day

On June 3 1992, the High Court of Australia overturned the principle of "terra nullius" or "nobody's land" as claimed by the British when they first arrived in this country. The decision has paved the way for Native Title legislation.

1 July **Coming of the Light**

The Coming of the Light is celebrated annually by Torres Strait Islander people. It marks the adoption of Christianity through island communities during the late nineteenth century.

5-12 July **NAIDOC Week**

NAIDOC Week celebrations are held across Australia to celebrate history, culture and achievements of Aboriginal and Torres Strait Islander people.

4 August **National Aboriginal and Torres Strait Islander Children's Day**

National Aboriginal and Torres Strait Islander Children's Day is an opportunity for all Australians to learn about the crucial impact that community, culture and family play in the life of every Aboriginal and Torres Strait Islander child.

2 September **Indigenous Literacy Day**

Indigenous Literacy Day is a national celebration of culture, stories, language and literacy. This day raises awareness of the disadvantages experienced in remote communities and advocates for more access to literacy resources.

13 September **Anniversary of the UN Declaration on the Rights of Indigenous People**

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the General Assembly on Thursday, 13 September 2007.

RECOGNITION OF CONNECTION TO COUNTRY

Welcome to Country

Welcome to Country protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. Despite the absence of fences or visible borders, Aboriginal and Torres Strait Islander groups had clear boundaries separating their Country from that of other tribes. Crossing into another tribe's Country required a request for permission to enter. When permission was granted the tribe would welcome the visitors, offering them safe passage and protection of their spiritual being during the journey. Visitors were provided with a safe passage, rules and protocols were to be respected.

Today, obviously much has changed, and these protocols have been adapted to contemporary circumstances. However, the essential elements of welcoming visitors

and offering safe passage remain in place. A Welcome to Country occurs at the beginning of a formal event and can take many forms including singing, dancing, smoking ceremonies or a speech in traditional language or English.

A Welcome to Country is delivered by Traditional Owners, or Aboriginal and Torres Strait Islander people who have been given permission from the Traditional Owners, to welcome visitors to their Country.

Acknowledgement to Country

An Acknowledgement of Country is an opportunity for anyone to show respect to Traditional Owners and the continuing connection of Aboriginal and Torres Strait Islander people to Country. It can be given by both non-Indigenous people and Aboriginal and Torres Strait Islander people.

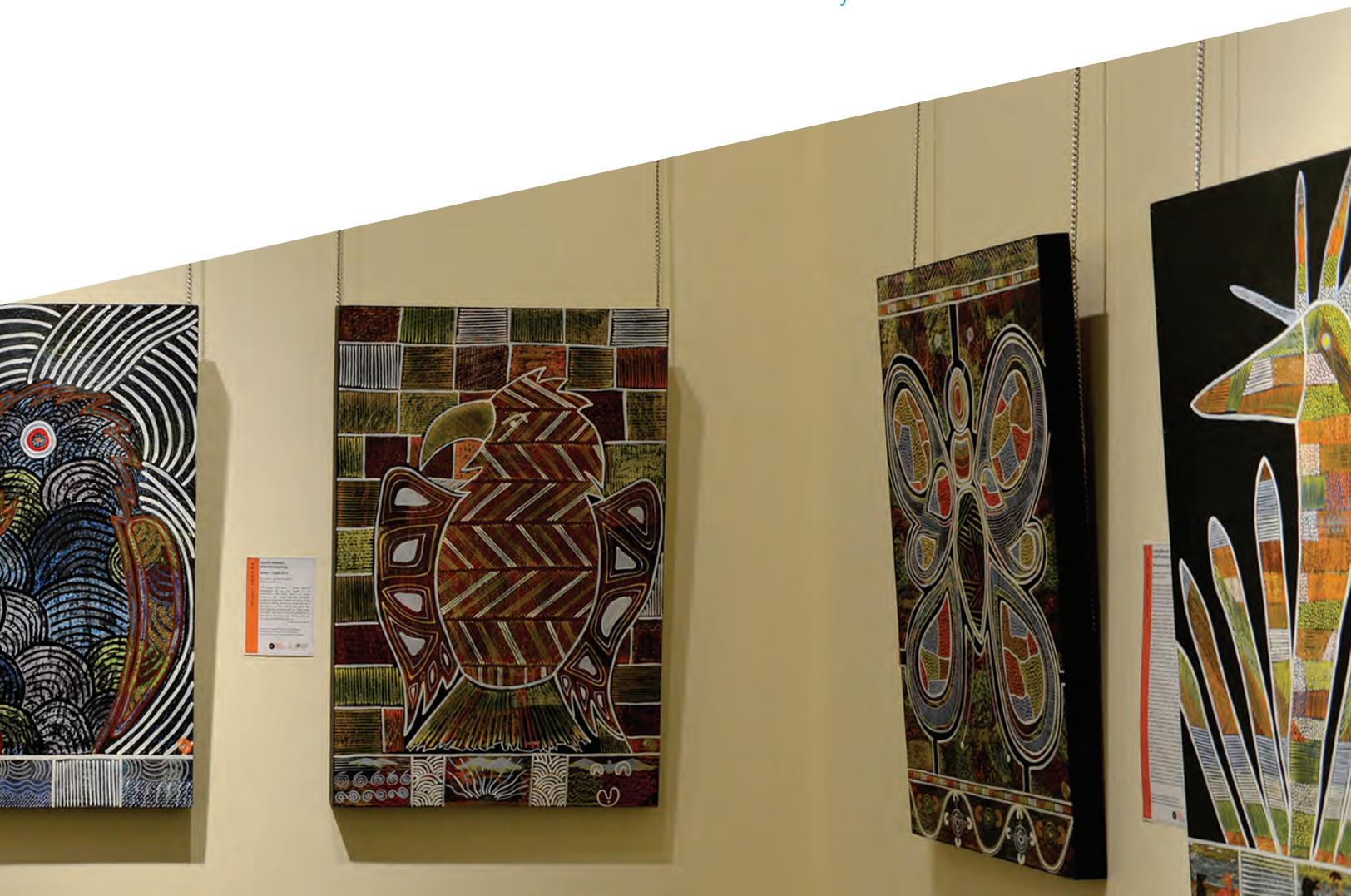


Why is a Welcome to Country and Acknowledgement to Country important?

Aboriginal and Torres Strait Islander people have experienced a long history of exclusion from Australian history books, the Australian flag, the Australian anthem and for many years, Australian democracy. This history of dispossession and colonisation lies at the heart of the disparity between Aboriginal and Torres Strait Islanders and non-Indigenous Australians today. Including recognition of Aboriginal and Torres Strait Islander people in events, meetings and national symbols is one part of ending the exclusion that has been so damaging. Incorporating welcoming and acknowledgement protocols into official meetings and events recognises Aboriginal and Torres Strait Islander people as the First Australians and Traditional Custodians of land. It promotes an ongoing connection to place of Aboriginal and Torres Strait Islander Australians and shows respect for Traditional Owners.

In Aboriginal and Torres Strait Islander cultures, the meaning of Country is more than just ownership or connection to land, as Professor Mick Dodson explains:

“When we talk about traditional ‘Country’...we mean something beyond the dictionary definition of the word. For Aboriginal Australians... we might mean homeland, or tribal or clan area and we might mean more than just a place on the map. For us, Country is a word for all the values, places, resources, stories and cultural obligations associated with that area and its features. It describes the entirety of our ancestral domains. While they may all no longer necessarily be the titleholders to land, Aboriginal and Torres Strait Islander Australians are still connected to the Country of their ancestors and most consider themselves the custodians or caretakers of their land”.





RAP Artwork is by
Patricia COLEMAN, Byellee
Hand In Hand Walking Together.

The hands are representative of the First Nations people Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda and the Gladstone Region people. The feet are the First Nations people Byellee, Gurang, Gooreng Goreng and Taribelang and the people of the Gladstone Region walking together.

The colours of the hands and feet are from the Gladstone Regional Council logo and the colours of the ochre that was used by the first nations people and are a part of the land on which we were born, live and return to.





Innovate Reconciliation Action Plan January 2021-January 2023

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