



CAMPBELLTOWN
CITY COUNCIL
**INNOVATE
RECONCILIATION
ACTION PLAN**

May 2019 - April 2021



RECONCILIATION
ACTION PLAN

INNOVATE

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Aboriginal and Torres Strait Islander People are advised this document contains works and names of people who have passed away.



Artist: Aunty Jenny Shillingsworth

Our Vision for Reconciliation

Campbelltown City Council's vision for reconciliation is for an Australia where:

Australians know we are truly reconciled and that Aboriginal and Torres Strait Islander communities have equal access to the opportunities offered by our city and equally benefit from them. That the strength, resilience and love of country by Aboriginal and Torres Strait Islander peoples is truly understood, respected and valued and Aboriginal and Torres Strait Islander peoples and other Australians walk a shared pathway to the future.



Acknowledgement of Country

Council acknowledges the Traditional Custodians of the land, the Dharawal people and their unique and spiritual connections to the land. We also respectfully acknowledge Elders past and present and emerging, for the role they continue to play in guiding future generations.

Council acknowledges Aboriginal and Torres Strait Islander peoples who reside in our local government area and the traditional custodial Nations.



Mayor's Foreword

Our Reconciliation Action Plan demonstrates how Campbelltown City Council will lead by example to advance the important cause of Reconciliation. We are proud to be developing our first Reconciliation Action Plan May 2019 - April 2021.

As our city grows it is important that we implement actions that recognise and celebrate our Aboriginal and Torres Strait Islander community, and ensure that Council is culturally competent and responsive, and addressing challenges and inequality experienced by Aboriginal and Torres Strait Islander peoples.

We are aiming to move to a point where we not only acknowledge our Aboriginal and Torres Strait Islander communities but develop a more meaningful understanding of the challenges they face and continue to experience. Our actions are putting us on a path where we want to actively embrace and develop an understanding to properly reconcile with Aboriginal and Torres Strait Islander peoples.

Our vision for the City of Campbelltown is to be the gateway to southern Sydney, the key metropolitan centre for the south west, where Aboriginal and Torres Strait Islander peoples are recognised as Australia's First Peoples and whose cultures, histories and presence are valued and celebrated.

The area known as Campbelltown City is located on the traditional custodial lands of the Dharawal people. Council acknowledges that it operates on Country on which the Dharawal people have deep connection to land, culture and tradition, and have performed age-old ceremonies of celebration, initiation and renewal. In working as a local government authority on this land, Campbelltown City Council acknowledges and respects the living culture of the Dharawal people and their unique role in the City, and all Aboriginal and Torres Strait Islander peoples from other custodial lands who now call Campbelltown City home, or who work in and/or visit our city.

We look forward to the implementation of the Reconciliation Action Plan, to opening doors of opportunity to the leaders of the future, and to strengthening the partnership between Council and our Aboriginal and Torres Strait Islander communities.

About Campbelltown City Council

Campbelltown City Council is a regional local government authority located 53 kilometers south west of the Sydney CBD covering an area of 312 square kilometers.

The City of Campbelltown is currently home to 165,000 people, extending from Glenfield in the north, Menangle Park in the south, the Scenic Hills in the west and the Georges River in the east. Campbelltown City includes the suburbs and localities of Airds, Ambarvale, Bardia, Blair Athol, Blairmount, Bow Bowling, Bradbury, Campbelltown, Claymore, Denham Court (part), Eagle Vale, Englorie Park, Eschol Park, Gilead, Glen Alpine, Glenfield, Gregory Hills (part), Holsworthy (part), Ingleburn, Kearns, Kentlyn, Leumeah, Long Point, Macquarie Fields, Macquarie Links, Menangle Park, Minto, Minto Heights, Mount Annan (part), Raby, Rosemeadow, Ruse, St Andrews, St Helens Park, Varroville, Wedderburn, Woodbine and Woronora Dam (part).

The City of Campbelltown is represented by fifteen local councillors who oversee the business of Council and represent the community which they serve.

Council's main civic centre is located in the heart of the Campbelltown CBD. Council also has an operations depot, four libraries, four leisure centres and ten education and care facilities.

Council aims to achieve, in partnership with the community and other levels of government, four high level outcomes which the community has indicated are important and are contained within

the Community Strategic Plan, Campbelltown 2027. Campbelltown 2027 is Council's highest level strategy for the City, and the outcomes are:

- A vibrant, liveable city
- A respected and protected natural environment
- A thriving, attractive city, and
- A successful city.

In achieving the outcome for a vibrant, liveable city, Council's goal is that:

Our community is able to celebrate its diversity, make a contribution to, and enjoy the lifestyle opportunities offered by our city. Our city is a place where people want to live – it is creative, innovative, vibrant and resilient. It is a city that is designed for people, with easy access to high quality housing, services, amenities and open space. It is a community where people feel safe, socially connected and included. We celebrate our rich heritage and diversity, and respect our strong ties to Aboriginal culture. Our people enjoy the lifestyle offered by the city – a city which is a destination of choice.

Council provides a wide range of services to the community including (but not limited to) roadworks, public works, waste disposal, planning, recreation facilities, public health, education and care, library services, community facilities and community development activities. Council has significant community infrastructure assets in the Campbelltown Arts Centre and the Campbelltown Sports Stadium.

Council is led by a General Manager and structured into five Divisions, each with its own Director. It currently employs approximately 1000 fulltime and casual staff across a range of roles. Roles across Council are as diverse as the services it provides, ranging from administration and finance professionals, to childcare and operational roles, town planners, community workers, compliance officers, cultural services staff, customer service specialists, engineers, environmental specialists, lifeguards, and library staff. Council has a variety of levels of staff ranging from entry level to technical specialists through to executive management.

Council has several identified Aboriginal positions; however, the number of Aboriginal and/ or Torres Strait Islander workers across the organization is not fully known. It is expected that through delivery of the RAP, the organisation will have a clearer understanding of how many staff identify as Aboriginal and/or Torres Strait Islander peoples.



Our RAP

Our Reconciliation Action Plan will guide the people in our organisation to embrace and act upon reconciliation in alignment with our values of teamwork, respect, trust, integrity and optimism. We aim for reconciliation to be part of everyone's business within Council, building upon Council's Statement of Commitment to Aboriginal People.




Aboriginal Statement - 2014

The Council of the City of Campbelltown acknowledges that Aboriginal Australians were the original owners and occupiers of this land who have survived European settlement for more than two centuries.

Campbelltown covers an area of approximately 312 square kilometres and is home to over 150,000 people of many backgrounds and different cultures.

The arrival of Europeans brought massive changes to the land and its Indigenous people. For its part Campbelltown City Council acknowledges, regrets and is saddened by the loss of the Indigenous people of their land, their children, their culture and their lives.

We acknowledge the rights of Aboriginal Australians to live according to their own values and customs subject to law, and we commit ourselves to respecting those values, customs, Aboriginal sacred sites and special places.



Council has had an ongoing commitment to our local Aboriginal and Torres Strait Islander community, working closely to partner in the delivery of a range of services, programs and events, including NAIDOC Week, National Apology Day, Elders Olympics (held during or near Seniors Week), and Sorry Day. Campbelltown Arts Centre runs a range of programs and exhibitions, including a permanent collection of Aboriginal art and an annual program with National Aboriginal and Islander Skills Development Association (NAISDA) and a range of community and cultural programs recognising Aboriginal and Torres Strait Islander dates of significance.

The RAP will complement and progress the work that has been completed through the Campbelltown Aboriginal Strategy 2014-2018 to promote positive attitudes towards Aboriginal and Torres Strait Islander peoples in Campbelltown, recognising and valuing their unique cultural connection to the landscape.

The Strategy supported closing the gap to improve access and equity for Aboriginal and Torres Strait Islander peoples compared to the broader population. The Campbelltown Aboriginal Strategy identified five key focus areas, aimed at:

1. Improving early learning, education and employment outcomes for Aboriginal and Torres Strait Islander children and young people
2. Improving health and wellbeing of Aboriginal and Torres Strait Islander communities
3. Recognising the diverse cultures of Aboriginal and Torres Strait Islander peoples and utilising their unique knowledge and connection to the landscape
4. Developing and maintaining social inclusion with the broader community
5. Creating opportunity for access to cultural connectedness.

A Summary of achievements from the Strategy are:

Key focus area 1: Close the gap – early childhood development

Council has undertaken a number of initiatives through their education and care services, Libraries and Campbelltown Arts Centre including providing culturally appropriate programs, literacy activities, and celebrating significant events such as National Aboriginal and Torres Strait Islander Children's Day.

Key focus area 2: Close the gap – education and employment

Council has hosted work experience students, supported the South Western Sydney Aboriginal Careers and Community Open Day and participated in the Aboriginal school based trainee program.

Key focus area 3: Close the gap – health and wellbeing

Council has facilitated a number of activities aimed at improving the physical, emotional and social well-being through supporting the Stolen Generation Symposium, facilitating conferences for Aboriginal artists, participating in Elders Olympics Day, and running the Elders on the Go project

targeting gentle exercise, nutrition, diabetes management and emotional wellbeing.

Key focus area 4: Close the gap – participation and engagement

Council has supported Aboriginal and Torres Strait Islander peoples and values their cultures through activities such as implementation of the Campbelltown Aboriginal Community Reference Group. This group advocated for Aboriginal and Torres Strait Islander needs that were identified in the community and provided advice to Council and other agencies, encouraged Aboriginal and Torres Strait Islander participation in mainstream Council events, delivering equal employment opportunity training and cultural awareness training to Council staff and other service providers in the area.

Key focus area 5: Close the gap – the natural environment

Council understands that Aboriginal and Torres Strait Islander peoples have a unique understanding and relationship with the environment and as such have shown respect to places and assets of Aboriginal significance when undertaking development activities, undertakes Aboriginal heritage impact studies, acknowledges the role of the Aboriginal Land Council in matters of culture and heritage.

Process to develop our RAP

To develop our RAP, we have reflected on our organisation and acknowledged the successes and challenges we faced from implementation of our Aboriginal Strategy. We have analysed the opportunities and pressures, including opportunities to refine and deepen our commitment to reconciliation across the organisation.

Council's Director City Governance consulted with the Executive team to further Council's commitment to enhance relationships and opportunities for our local Aboriginal and Torres Strait Islander community by undertaking the RAP process.

During the development of the RAP The Director City Governance retired from Council and the Director City Lifestyles took on the role of Council's RAP Champion and leads our

RAP journey. The Director convenes the RAP Working Group (RAPWG) meetings and drives the development of the RAP and will ensure Council's Executive team and Councillors are engaged and advised in the progress of the document and drive implementation and monitoring of the RAP.

Whilst a number of staff and community representatives were involved early in the development of the RAP, the RAPWG is currently a committee of ten people representing both Council and community representatives.

Members of the RAP Committee representing Council are:

Director, City Lifestyles – RAP Champion

Executive Manager Operations, City Delivery

Customer Service Coordinator, Corporate Support Systems - Customer Service, City Governance

Arts and Culture Liaison Officer (Aboriginal representative), Creative Life, City Growth and Economy

Personal Assistant to Director City Growth and Economy, City Growth and Economy

Coordinator, Open Space Natural Areas, City Delivery

Senior Environmental Officer, Urban Renewal and Engagement, City Development

Nominated Supervisor Education and Care Services (Aboriginal Representative), Community Connections - Family Education and Community Services, City Lifestyles

Aboriginal Community Partnerships Officer (Aboriginal Representative), Community Life, City Lifestyles

Members of the RAP Committee representing the Community are:

Dharawal Men's Aboriginal Corporation and Community Elder

Department Juvenile Justice and Community Elder

General Manager Aboriginal Programs and Strategy, Ability Options

Chairperson Tharawal Aboriginal Corporation

Two Members Winga Myamly Reconciliation Group

Special thanks to the previous Director Business Service, City Governance – our original RAP champion, now retired.



The Terms of Reference (TOR) for the RAPWG include oversight for the preparation of the RAP, ensuring effective engagement across the organisation, driving the implementation of the actions within the RAP, and monitoring and reporting on progress and outcomes.

Council has engaged with Aboriginal community Elders, leaders and young leaders as well as Aboriginal staff as representatives on the RAPWG.

In addition to the RAPWG, Council for many years has convened an Aboriginal Community Reference Group representing a cross section of Aboriginal stakeholders across the local government area. The Group is periodically consulted in regard to significant development applications and Council strategies and initiatives. The Campbelltown Aboriginal Community Reference Group (CACRG) have also been involved in providing input into the development of the RAP and will continue to be engaged over the course of its implementation.



Relationships

As a local government authority Council must work closely with our local residents and services to ensure our city is inclusive and our services are accessible for everyone. We also take carriage of development and infrastructure within the local government area and this includes ensuring our natural environment and cultural heritage is protected.

Council has an historical and ongoing commitment to working with our Aboriginal and Torres Strait Islander residents, groups and services to ensure our responsibilities are inclusive of these residents. Strong collaborations

and partnerships between Council, Aboriginal and Torres Strait Islander residents, groups and services have been and will continue to be a key component to build upon and further develop strong mutually beneficial relationships. Through the RAP we will grow these relationships and widen connections between our Aboriginal and Torres Strait Islander communities and the broader community.

Action 1.1 RAP Working Group (RAPWG) actively monitors RAP development and implementation of actions, tracking progress and reporting

Deliverable	Timeline	Responsibility
RAPWG will annually review the Terms of Reference	June 2019 June 2020	Director City Lifestyles
RAPWG will provide input and oversee the development, endorsement and launch of the RAP	May 2019	Director City Lifestyles
There will be an annual review of the RAPWG membership	December 2019 December 2020	Director City Lifestyles
The RAPWG will meet at least quarterly to monitor and report on the RAP implementation	June 2019 September 2019 December 2019 March 2020 June 2020 September 2020 December 2020	Director City Lifestyles
Embed RAP actions and goals into business plans and work plans	July 2019 July 2020	All Executive Managers
Council will work with and regularly meet with the CACRG to provide cultural advice and guidance	June 2019 September 2019 December 2019 March 2020 June 2020 September 2020 December 2020	Executive Manager Community Life

Action 1.2 Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians

Deliverable	Timeline	Responsibility
Organise at least one internal event for NRW each year.	27 May- 3 June, 2019, 2020	Executive Manager People and Performance
All sections of Council to display NRW resources in communal staff areas during NRW.	27 May- 3 June, 2019, 2020	All Executive Managers
Register our NRW event via Reconciliation Australia's NRW website.	April 2019, 2020	Aboriginal Community Partnerships Officer
Support an external NRW event.	27 May- 3 June, 2019, 2020	Coordinator Events and Activation
Ensure the RAPWG participates in an external event to recognise and celebrate NRW.	27 May- 3 June, 2019, 2020	Director City Lifestyles
Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories with Council staff.	May 2019, 2020	Director City Lifestyles
Encourage staff to participate in external events to recognise and celebrate NRW.	27 May- 3 June, 2019, 2020	General Manager
Add displays to Customer Service areas including: Main Reception, Libraries, Leisure Centres and Education and Care Centres to promote reconciliation to the public during NRW.	27 May- 3 June, 2019, 2020	Director City Lifestyles Executive Manager Corporate Support Systems

Action 1.2 (continued)

Deliverable	Timeline	Responsibility
Implement activities with a reconciliation perspective in Council's Education and Care Centres during NRW.	27 May- 3 June, 2019, 2020	Operational Manager Family Education and Care
Download Reconciliation Australia's NRW resources and circulate to staff.	27 May- 3 June, 2019, 2020	Aboriginal Community Partnerships Officer
Outdoor Aboriginal staff to host a BBQ and provide promotional items/ materials for all outdoor staff at the depot to celebrate National Reconciliation Week	27 May – 3 June 2019,2020	Executive Manager Operations

Action 1.3 Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes

Deliverable	Timeline	Responsibility
Attend and participate in the Wunga Myamly Reconciliation Group meetings and activities regularly.	Attend monthly meetings from June 2019 to March 2021	Director City Lifestyles
Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	August 2019	Aboriginal Community Partnerships Officer/ Director City Growth and Economy
Meet with Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	September 2019	Aboriginal Community Partnerships Officer
Seek opportunities to develop joint ventures, partnerships, pro bono support or secondment and community capacity opportunities	At least 3 joint ventures by December 2019	Aboriginal Community Partnerships Officer/ Director City Governance/ Director City Growth and Economy
Schedule regular quarterly briefings with relevant City Development & City Growth and Strategy teams, Tharawal Local Aboriginal Land Council and Cubbitch Barta Native Title Claimants for early consultation and discussion on re-zoning, development, impacts on places of significance for Aboriginal and Torres Strait Islander peoples and ensuring an Aboriginal perspective across new and re-zoned developments.	August 2019 November 2019 February 2020 May 2020 August 2020 November 2020 February 2021	Aboriginal Community Partnerships Officer
Assist Tharawal Local Aboriginal Land Council and other local Aboriginal interest groups with land management opportunities.	Review October 2019 October 2020 April 2021	Executive Manager Open Space

Action 1.3 (continued)

Deliverable	Timeline	Responsibility
Explore new opportunities to partner with Aboriginal interest groups and/or the local Aboriginal and Torres Strait Islander community to implement events such as "Catch-A-Carp" "Earth Hour" and the "Appin Massacre Memorial".	Review October 2019 October 2020 April 2021	Aboriginal Community Partnerships Officer
Continue ongoing relationship and support for Wunga Myamly Reconciliation Group, in particular through support of the annual Appin Massacre memorial service and community day.	Review progress bi-annually November 2019 May 2020 November 2020 April 2021	Aboriginal Community Partnerships Officer
Build relationships between divisional sections of Council and relevant Aboriginal organisations and/or the Aboriginal and Torres Strait Islander community to embed a culture of inclusion, awareness and engagement in the various operational roles of Council.	August 2019 July 2020	Director City Lifestyles/ Aboriginal Community Partnerships Officer

Action 1.4 Raise internal and external awareness of our RAP actions and deliverables to promote reconciliation across Council and our local government area

Deliverable	Timeline	Responsibility
Utilise Council's communications tools (Compass newsletter, Facebook, Website and internal platforms) to communicate our RAP to all internal and external stakeholders. Review the communication strategy twice yearly	September 2019 March 2020 September 2020 March 2021	Executive Officer
Promote reconciliation through ongoing active engagement with all stakeholders such as; <ul style="list-style-type: none"> Encourage and provide assistance to at least two other organisations per year in the Campbelltown area to develop their own RAPs 	Monitor inclusion on local RAP committees biannually September 2019 March 2020 September 2020	Aboriginal Community Partnerships Officer
Network with other nearby or similar sized Councils to discuss RAP challenges and opportunities.	August 2019 August 2020	Executive Manager Community Life
Encourage local schools to participate in the Narragunnawali: Reconciliation in Schools and Early Learning program	At least one school commencing a RAP each year by December 2019 and September 2020	Aboriginal Community Partnerships Officer
Support Council child care centres to participate in the Narragunnawali: Reconciliation in Schools and Early Learning program	At least one child service centre each year by December 2019 and September 2020	Aboriginal Community Partnerships Officer/ Operations Manager Family Education and Care



Respect

Council acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land. In respecting this unique status Council undertakes to listen to and learn from Aboriginal and Torres Strait Islander peoples, to adapt our practices and processes to reflect this relationship, and to actively promote reconciliation and respect for Aboriginal and Torres Strait Islander cultures in the broader community.

Our vision is to be a City of inclusion, respect, harmony, and understanding of the experiences of our Aboriginal and Torres Strait Islander communities based on the social justice principles of equity, access, participation and rights.

We recognise our large and diverse Aboriginal and Torres Strait Islander communities are drawn from many Nations. We also recognise the special place that Dharawal land has always played as a respected and welcoming meeting place for different Aboriginal and Torres Strait Islander Nations continues today for the many cultures that now call this land home. Our vision is to be a leader in our commitment to working with and supporting Aboriginal and Torres Strait Islander peoples and their cultures to be celebrated, nourished and to have equitable opportunities to realise their dreams.

Action 1.5 Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements

Deliverable	Timeline	Responsibility
Provide opportunities for RAPWG members, the RAP champion, HR managers and other key leadership staff to participate in cultural responsiveness training.	Commencing June 2019 Report progress as part of staff performance appraisals August 2019, August 2020	Executive Manager People and Performance
Ensure all elected Councillors undertake cultural responsiveness training as part of the Councillor induction process.	December 2020	Executive Manager Corporate Services and Governance
Promote Reconciliation Australia's Share Our Pride online tool to all staff.	May 2019, May 2020	Aboriginal Community Partnerships Officer
Identify cultural learning requirements specific to our staff's training needs via staff sample survey or staff training needs analysis brief survey.	June 2019	Executive Manager People and Performance
Investigate opportunities for an undercurrent of Aboriginal philosophy to be included in Council's values. Aim to launch as part of the Bicentenary 2020	January 2020	Director City Governance / Aboriginal Community Partnerships Officer
Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural competency/responsiveness training	July 2019	Aboriginal Community Partnerships Officer
Develop and implement an Aboriginal and Torres Strait Islander cultural competency/responsiveness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (on-line, face to face workshops or cultural immersion)	December 2019	Executive Manager People and Performance

Action 1.6 Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning

Deliverable	Timeline	Responsibility
Invite a Traditional Owner to provide a Welcome to Country as part of at least one significant event, including Festival of Fishers Ghost.	November 2019	Coordinator Community Events
Include an Acknowledgement of Country at the commencement of important internal and external meetings.	Commence June 2019	Director City Governance
Organise and display an Acknowledgment of Country plaque or electronic signage (where available) in all of Council's buildings, facilities and outdoor spaces.	May 2019 to coincide with National Reconciliation Week	Aboriginal Community Partnerships Officer
Update Council's website to have an Aboriginal and Torres Strait Islander perspective and an Acknowledgement of Country.	August 2019 to coincide with International Day of World's Indigenous People	Director City Governance/ Executive Manager Corporate Support Systems
Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	August 2019	Aboriginal Community Partnerships Officer
Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	June 2019	Aboriginal Community Partnerships Officer
Encourage staff to include an Acknowledgement of Country at the commencement of all meetings	July 2019 November 2019	General Manager / Director City Governance

Action 1.6 (continued)

Deliverable	Timeline	Responsibility
Consult with local Traditional Owners to display a plaque in Council's main reception area with information on Dharawal people's lifestyle and cultural practices prior to colonisation.	May 2020 to coincide with NRW.	Director City Governance
Provide workshops for staff to be trained and feel confident to provide an Acknowledgement of Country in a meaningful way when running meetings, workshops and activities.	During NRW - 27 May to 3 June 2020	Executive Manager People and Performance/Aboriginal Community Partnerships Officer
Invite Traditional Owners, local Elders or community leaders to attend team meetings to explain the significance of Welcome to Country and Acknowledgement of Country, initially targeting the Executive Leadership Team.	July 2019 to coincide with NAIDOC Week	RAPWG/ Aboriginal Community Partnerships Officer

Action 1.7 Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility
Disseminate information from Local Government NSW to managers/ coordinators to inform staff annually of NAIDOC Week special leave to attend cultural/ community events.	June 2019, June 2020	Executive Manager People and Performance /Aboriginal Community Partnerships Officer
Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	July 2019, July 2020	Executive Manager People and Performance /All Council Executive staff
Provide all Aboriginal and Torres Strait Islander staff with information regarding NAIDOC Week and other significant dates, including special leave entitlements and local events.	May 2019, May 2020	Manager People and Performance
Review People and Performance policies and procedures to support and actively promote and encourage staff to participate in NAIDOC Week activities.	June 2019, June 2020	Executive Manager People and Performance

Action 1.8 Actively support and promote internal and external NAIDOC Week events

Deliverable	Timeline	Responsibility
Ensure all Aboriginal and Torres Strait Islander staff have the opportunity to participate in NAIDOC Week planning and where possible participate in Council events.	From May 2019	General Manager
Ensure Council libraries, education and care services, leisure centres, advertising boards and the Arts Centre have displays promoting and acknowledging NAIDOC Week.	July 2019, July 2020	Director City Lifestyles, Executive Manager Campbelltown Arts Centre
Outdoor Aboriginal staff to host a BBQ and provide promotional items/ materials for all outdoor staff at the depot to celebrate NAIDOC Week.	July 2019, July 2020	Executive Manager Operations
In consultation with Aboriginal and Torres Strait Islander peoples, hold an internal NAIDOC Week event and encourage staff to be part of the planning and implementation of the event.	July 2019, July 2020	Aboriginal Community Partnerships Officer
Support an external NAIDOC Week community event and support interested staff to participate.	July 2019, July 2020	Executive Manager Community Life/ Director City Governance
All sections of Council to have resources promoting NAIDOC Week in all communal areas.	July 2019, July 2020	Executive Manager Community Life

Action 1.9 Celebrate and recognise Aboriginal and Torres Strait Islander Days of Significance

Deliverable	Timeline	Responsibility
Arrange displays and/or activities throughout Council facilities that residents access to demonstrate Council's commitment to reconciliation and inclusion for dates of significance (Including but not limited to Sorry Day, Anniversary of National Apology, National Reconciliation Week, NAIDOC Week, National Aboriginal and Islander Children's Day and International Day of World's Indigenous Peoples)	Develop a draft plan December 2019 Implement a month in advance of dates in 2020 and 2021	Aboriginal Community Partnerships Officer / Executive Managers within City Lifestyles /Manager Campbelltown Arts Centre
Support other local events recognising dates of significance and create and promote a calendar of events for the Macarthur region.	June 2019	Executive Manager Community Life

Action 1.10 Explore opportunities to support the Uluru Statement from the Heart

Deliverable	Timeline	Responsibility
Raise awareness of the Uluru Statement from the Heart and its aims amongst Council staff	June 2019	Aboriginal Community Partnerships Officer / Executive Manager People and Performance
Promote discussion about the Uluru Statement from the Heart amongst the broader community through communication and events	June 2019 December 2019 June 2020 December 2020	Aboriginal Community Partnerships Officer / Executive Manager Corporate Support Systems

Action 1.11 Investigate opportunities to reflect Aboriginal and Torres Strait Islander cultures and perspectives in Council services and developments

Deliverable	Timeline	Responsibility
Develop a Campbelltown City Cultural Plan for the local government area in collaboration with local Aboriginal and Torres Strait Islander leaders and communities to ensure it reflects their traditional and contemporary cultures.	March 2020	Executive Manager Community Life
Develop a policy or framework to guide Aboriginal and Torres Strait Islander Cultural interpretation and integration in all Council public spaces.	December 2019	Executive Manager Community Life/Director City Delivery
Support awareness and sharing through Aboriginal and Torres Strait Islander library collections.	July 2019	Executive Manager Community and Cultural Services
In partnership with relevant Aboriginal and Torres Strait Islander organisations/ experts and Traditional Custodians, develop a list of Aboriginal words/ names for use as possible future street and reserve names in the local government area.	October 2019	Aboriginal Community Partnerships Officer
Consider opportunities to use local languages on signage across the local government area including city entrances	June 2019	Director City Development



Opportunities

Council believes Aboriginal and Torres Strait Islander peoples should enjoy quality of life with every opportunity to succeed. This aligns with Council's Vision for Campbelltown's future.

Vision for Campbelltown's future

In 2027, Campbelltown is a city of great places, and boasts a dynamic economy where businesses, families and neighbourhoods thrive. Campbelltown City is renowned throughout Australia and beyond into Asia, for the opportunities that exist in our city. We are strong in relationships and continually forge new partnerships with businesses, investors, government bodies and stakeholders, to deliver the best possible outcomes for our community.

There is unlimited opportunity for people looking for a place where they can live, learn, work, play and invest. Campbelltown is a city that is a destination in its own right; a destination of distinctive character and liveability; a destination of choice and opportunity; a destination where people want to be; a place to live, learn, play and grow.

Further development of the city, complementing the existing services and facilities which are already a major drawcard for people looking to move to or invest in the area has occurred.

Campbelltown is positioned as a self-sustaining city, with access to the highest-level services, facilities and amenities, combined with a diversity of employment options.

Campbelltown delivers a diverse range of job opportunities close to home for local residents. Growing smart jobs, retaining educated professionals and capitalising on the expanding opportunities presented by our world-class health and education industries, has majorly benefited our economic growth. The city prioritises research and strategic planning to encourage development and investment in its health and education precinct, making Campbelltown a city of innovation.

Council values the varying skills, experiences and expertise of Aboriginal and Torres Strait Islander peoples and organisation. We recognise the importance of ensuring there is opportunity for our Aboriginal and Torres Strait Islander communities' inclusion in economic opportunities available in our local government area now and into the future. We acknowledge and recognise the cultural practices and ties to Country as being unique and of importance to Aboriginal and Torres Strait Islander peoples in any development.

Action 1.12 Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace

Deliverable	Timeline	Responsibility
Develop a cultural mentoring network for existing Aboriginal and Torres Strait Islander staff and managers.	August 2019 Annual reporting in December 2019 and 2020	Executive Manager People and Performance
Develop and implement Aboriginal and Torres Strait Islander employment pathways (eg. traineeships or internships).	September 2019	Executive Manager People and Performance
Develop and implement an Aboriginal and Torres Strait Islander Employment, professional development and retention strategy or guidelines.	May 2020	Executive Manager People and Performance
Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies and professional development for staff.	September 2019	Executive Manager People and Performance
Advertise all vacancies in Aboriginal and Torres Strait Islander media	June 2019	Executive Manager People and Performance
Include Aboriginal and/or Torres Strait Islander representation on recruitment and selection panels for front line staff.	June 2019	Executive Manager People and Performance
Include in all job advertisements, 'Aboriginal and Torres Strait Islander peoples are encouraged to apply.'	June 2019	Executive Manager People and Performance
Engage employment services to provide suitable Work for the Dole participants as an opportunity to provide training and development for Aboriginal and Torres Strait Islander job seekers.	September 2019	Executive Manager People and Performance/ Executive Manager Community Life
Engage with external Aboriginal and Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development.	September 2019	Executive Manager People and Performance

Action 1.12 (continued)

Deliverable	Timeline	Responsibility
Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	August 2019	Executive Manager People and Performance
Review human resources and recruitment procedures and policies to ensure processes are culturally sound and reflect the local Aboriginal and Torres Strait Islander communities to reduce barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	August 2019	Executive Manager People and Performance
Review human resources processes to allow for Aboriginal and Torres Strait Islander peoples to attend other significant cultural responsibilities such as funerals.	August 2019	Executive Manager People and Performance
Support Aboriginal and Torres Strait Islander leadership and development through Council's education and personal development program opportunities.	Review progress August 2019, February 2020, August 2020	Executive Manager People and Performance

Action 1.13 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation

Deliverable	Timeline	Responsibility
Review and update procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services.	July 2019	Executive Manager Corporate Services and Governance
Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	September 2019	Manager City Marketing and Economy/ Executive Manager Corporate Services and Governance
Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	May 2020 (to coincide with National Reconciliation Week)	Manager City Marketing and Economy/ Executive Manager Corporate Services and Governance
Investigate Supply Nation membership	November 2019	Manager City Marketing and Economy
Develop and pilot an Aboriginal and Torres Strait Islander procurement strategy.	December 2019	Executive Manager Corporate Services and Governance
Investigate opportunities to partner with our local Indigenous Chamber of Commerce.	November 2019	Manager City Marketing and Economy

Action 1.14 Investigate opportunities to improve road safety and licensing for Aboriginal and Torres Strait Islander peoples

Deliverable	Timeline	Responsibility
Through Council's road safety program, support Roads and Maritime Services with Aboriginal and Torres Strait Islander programs and activities that improve road safety and licensing opportunities for Aboriginal and Torres Strait Islander peoples.	August 2019	Executive Manager Community Life
Investigate opportunities to collaborate with other local governments to synergize programs in this field, and identify other potential partnerships.	August 2019	Executive Manager Community Life

Action 1.15 Investigate opportunities to support Aboriginal and Torres Strait Islander artists in our local area

Deliverable	Timeline	Responsibility
Create opportunities to showcase artists' work in Council's community spaces	October 2019	Executive Manager Campbelltown Arts Centre
Create opportunities to create partnerships to showcase artists' work in other community spaces and businesses	During NRW 27 May to 3 June 2020	Executive Manager Campbelltown Arts Centre
Create opportunities for leadership, training and artist development	March 2020	Executive Manager Campbelltown Arts Centre
Develop an artist development strategy to support local artists to become entrepreneurs and manage their own creative enterprises. Link to Council's Cultural and Arts Plan	December 2019	Executive Manager Campbelltown Arts Centre



Governance, Tracking Progress and Reporting

Action 1.16 Report RAP achievements, challenges and learnings to Reconciliation Australia

Deliverable	Timeline	Responsibility
Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	September 2019, 2020	Director City Lifestyles
Investigate participating in the RAP Barometer	May 2020	Director City Lifestyles

Action 1.17 Report RAP achievements, challenges and learnings internally and externally

Deliverable	Timeline	Responsibility
Report our RAP achievements, challenges and learnings to the community and external stakeholders via Council's website, quarterly community magazine, bi-annual and annual reporting.	September 2019 December 2019 March 2020 June 2020 September 2020 December 2020 March 2021	General Manager / Director City Lifestyles/ Director City Growth and Economy
Report our RAP achievements, challenges and learning to Council staff on Council's website, intranet, Councillor Weekly Bulletin and at team meetings	September 2019 December 2019 March 2020 June 2020 September 2020 December 2020 March 2021	General Manager/ Director City Lifestyles

Action 1.18 Review, refresh and update the RAP

Deliverable	Timeline	Responsibility
Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	September 2020	Director City Lifestyles
Send draft to Reconciliation Australia for review and feedback	November 2020	Director City Lifestyles
Submit draft RAP to Reconciliation Australia for formal endorsement	February 2021	Director City Lifestyles

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Thank you

A very special thanks to our artist Aunty Jenny Shillingsworth for designing and facilitatling members of the RAP team to join in and contribute to her artwork used throughout this document.

Here is Aunty Jenny's explanation of the artwork:

The big circle in the middle of the document represents the whole of the Campbelltown community

The hands holding the circle is Council supporting the community to achieve their goals and aspirations.

The other hands are reaching out in friendship – sharing and nurturing each other.

The blue lines are the Georges and Nepean Rivers.

The feet represent the footsteps of the Dharawal People who have always been here

The smaller circles are the places where we come together.



Norm's story

I am the spirit
that is in the trees
the rocks and soil
and the gentle rain that falls.

I am the spirit
in the wind that bends boughs
makes boulders into grains of sand
and washes gently the shores.

I am the spirit
in all the elements
that give you reasons for living
a day at a time.

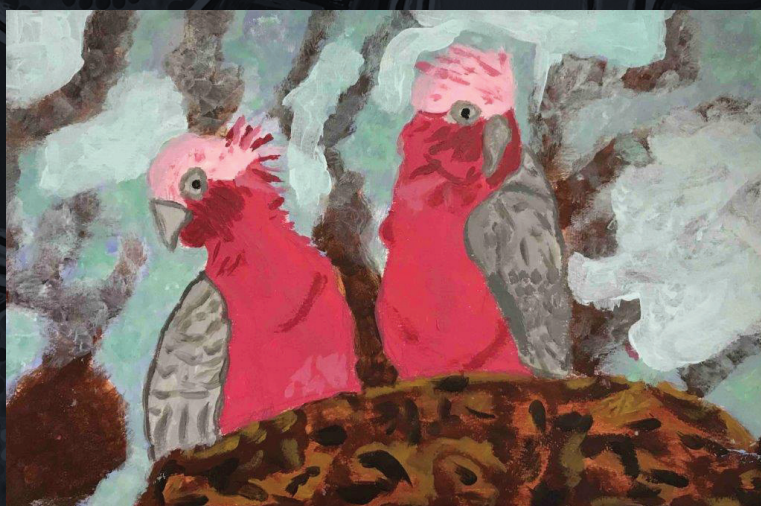
I am
who I am.

Norman Newlin

1934 - 2017

*Norman Newlin was a valued
member of the RAP Committee*





Aunty Janny's Galahs

Aunty Janny Ely

1949 - 2018

*Aunty Janny Ely was a valued
member of the RAP Committee*



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