



DRAFT Sunshine Coast Reconciliation Action Plan 2017-2019

Our vision and pathway to reconciliation

The Sunshine Coast Council and its community value the diverse First Peoples of the Sunshine Coast Region. In partnership with our Aboriginal and Torres Strait Islander community, we commit to advancing reconciliation by fostering meaningful partnerships and relationships, embracing diversity and enhancing respect, and providing equitable opportunities for our Aboriginal and Torres Strait Islander community.

Our region

The Sunshine Coast Council is one of the largest local governments in Australia, and is located in South-East Queensland, about 100 kilometres north of Brisbane.

The Sunshine Coast is a diverse region with picturesque hinterland towns, coastal urban centres, waterways, national parks, state forests, bushland, rural areas and scenic mountains.

This area has been the ancestral homelands of the Kabi Kabi and the Jinibara peoples, and is also home to an increasing number of Aboriginal and Torres Strait Islander people from other First Nations groups, who play an important role in the social, economic and cultural growth of our Sunshine Coast communities.

Council appreciates the significance that land holds for local Traditional Owners, and in accordance with council's "Duty of Care" through the *Aboriginal Cultural Heritage Act 2003*, will continue to work collaboratively to protect the Aboriginal cultural heritage of the Sunshine Coast.

Today 1.6% of the population in the Sunshine Coast community identify as an Aboriginal and/or Torres Strait Islander person.

Our council has three main administration offices and employs approximately 1715 staff, with 19 employees advising they identify as an Aboriginal and Torres Strait Islander person.

Council is a major provider of training, employment and procurement opportunities for businesses in the region. Council is committed to identifying opportunities that can help in 'closing the gap' in these

key areas for our Aboriginal and Torres Strait Islander community and local Indigenous businesses.

The Sunshine Coast is a rapidly expanding region and cultural tourism is an emerging industry of our local economy. In partnership with key stakeholders, we will continue to identify and promote opportunities for greater engagement of Aboriginal and Torres Strait Islander people in cultural tourism here on the Sunshine Coast.

Our RAP

The Sunshine Coast Council values its Aboriginal and Torres Strait Islander peoples' rich contribution and connection to the history, heritage and culture of this region. Our previous Reconciliation Action Plan 2011-2016 (RAP) provided a solid foundation for our ongoing commitments to support local Aboriginal and Torres Strait Islander community organisations, programs, events, and the implementation of respectful protocols. It achieved this in parallel with raising awareness of reconciliation across our local communities.

Sunshine Coast Council is one of Australia's largest local governments with a RAP. This Reconciliation Action Plan 2017-2019 provides an opportunity for our organisation and community to continue to build its capacity to support and sustain reconciliation outcomes for the region. The RAP 2017-2019 aims to address the social, economic, cultural and environmental needs of our region. It provides:

- A practical framework for our organisation to realise its shared vision for reconciliation
- A plan of action built on relationships, respect and opportunities, and
- A plan for enabling social change and economic opportunities for Aboriginal and Torres Strait Islander people.

Since implementing its first RAP in 2011, council has continued to work collaboratively with the community and key stakeholders, including local Aboriginal and Torres Strait Islander organisations, Traditional Owner groups and peak reconciliation groups within the region. Annually, council supports many events and programs including NAIDOC Flag Raising, NAIDOC Day events and the successful series of Shared History Events delivered in partnership with the local Sunshine Coast Reconciliation Group.

This RAP introduces a number of new initiatives that support greater collaboration and seeks to strengthen our contribution to 'closing the gap' in employment, education and economic outcomes between Aboriginal and Torres Strait Islander peoples and other Australians.

Key actions will identify opportunities to support Aboriginal and Torres Strait Islander people to lead more active and healthy lifestyles, engage in cultural tourism and enhanced employment and supplier diversity programs within council.

More opportunities are provided to support greater engagement with the wider community, including a major National Reconciliation Week event that recognises the achievements of local Reconciliation Champions within our local communities, as well as incorporating traditional and contemporary Aboriginal and Torres Strait Islander artworks and cultural activities into our major creative events program.

A new RAP Working Group, consisting of key council officers including Indigenous staff, and an external First Peoples Advisory Committee, with representation from the local Aboriginal and Torres Strait Islander community and key stakeholder groups, will assist council in overseeing the implementation and future development of our RAP.

These initiatives are important building blocks to provide a solid foundation of support to achieve a more cohesive, resilient and sustainable community here on the Sunshine Coast.

Acknowledgement

Sunshine Coast Council acknowledges the traditional Country of the Kabi Kabi and the Jinibara Peoples of the coastal plains and hinterlands of the Sunshine Coast, and recognises that these have always been places of cultural, spiritual, social and economic significance. We wish to pay respect to their Elders – past, present and emerging, and acknowledge the important role Aboriginal and Torres Strait Islander people continue to play within the Sunshine Coast community.

ENRICHING RELATIONSHIPS



Meaningful relationships assist council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.

FOCUS AREA

Acknowledging and working with local Traditional Owners, the Kabi Kabi and Jinibara peoples, and the broader Aboriginal and Torres Strait Islander community to strengthen and enhance relationships, increase community involvement in council activities, and partner with community groups and organisations to celebrate important cultural anniversaries.

ENDURING COMMITMENTS

- Working with Traditional Owners to protect the Aboriginal heritage of the Sunshine Coast.
- First Peoples Advisory Committee monitors progress of the RAP and assists council in responding meaningfully to the advice and concerns of the Aboriginal and Torres Strait Islander community.
- Participation in Aboriginal and Torres Strait Islander sector meetings enhances partnerships and the progression of council's RAP and reconciliation commitments with the Aboriginal and Torres Strait Islander community.
- Reconciliation initiatives and key significant dates are marketed and promoted to engage the council and the community in reconciliation.

Enriching Relationships			
<i>Sunshine Coast Council aims to strengthen respectful and mutually beneficial working relationships with the Aboriginal and Torres Strait Islander community, peak bodies and organisations that support reconciliation within the region, to promote and foster a shared future through the values of respect and equality.</i>			
Action	Responsibility	Deliverables	Timeframe
1. Establish and convene an internal RAP Working Group	Manager, Community Planning and Development	• Establish and endorse Terms of Reference for the RAP Working Group.	By May 2017
		• Form a RAP Working Group comprising Aboriginal and Torres Strait Islander and other staff from across our organisation.	By May 2017
		• RAP Working Group to meet 4 times per year.	By May, Aug, Nov & Feb 2017-2018 & Feb, May 2019
2. Establish and convene a First Peoples Advisory Committee	Manager, Community Planning and Development	• Establish and endorse Terms of Reference for the First Peoples Advisory Committee.	By May 2017
		• Form a First Peoples Advisory Committee comprising Aboriginal and Torres Strait Islander and other external stakeholders.	By May 2017
		• First Peoples Advisory Committee to meet 4 times per year.	By May, Aug, Nov & Feb 2017-2018 & Feb, May 2019
3. Build relationships with the local community to further reconciliation	Manager, Community Planning and Development	• Formalise and promote a shared vision and guiding principles for reconciliation.	By Aug 2017
		• Review council's Community Engagement framework and ensure that protocols for engaging with Aboriginal and Torres Strait Islander people are incorporated.	By June 2018
		• Investigate and action suitable opportunities for community capacity building, partnerships and joint ventures with our local Aboriginal and Torres Strait Islander community.	By Dec 2017 & ongoing to Jun 2019
		• Explore opportunities to support the 'Recognise' campaign.	By Dec 2017
4. Participate in and celebrate National Reconciliation Week (NRW)	Manager, Community Planning and Development;	• Organise an annual public National Reconciliation Week event with a focus on acknowledging our local reconciliation champions.	By May 2017-2019
	Manager, Community Relations	• Support community organisations to provide an external National Reconciliation Week event/s.	By May 2017-2019
		• Encourage our organisation to participate in external events to recognise and celebrate National Reconciliation Week.	By May 2017-2019
		• Register our National Reconciliation Week event via Reconciliation Australia's NRW website.	By May 2017-2019
5. Raise awareness of our organisation's reconciliation commitments	Manager, Community Planning and Development; Organisation-wide	• Provide copies of the RAP and progress reports to our organisation and the public online.	By Mar 2017 & ongoing to Jun 2019
		• Identify and promote opportunities to highlight council's RAP commitments through media outputs.	By Mar 2017 & ongoing to Jun 2019
		• Engage and inform key internal stakeholders of their responsibilities within our RAP.	By June 2017
		• Include Acknowledgement of Country, and promote the significance of our Aboriginal and Torres Strait Islander history and cultures in new council adopted publications, e.g. strategies and plans.	By Mar 2017 & ongoing to Jun 2019

ENHANCING RESPECT



Respect for Aboriginal and Torres Strait Islander communities enhances relationships, embraces diversity and promotes harmony.

FOCUS AREA

Acknowledging the Traditional Owners of the land, flying the Aboriginal and Torres Strait Islander flags, increasing community awareness and participation, and promoting reconciliation.

ENDURING COMMITMENTS

- Permanently display the Aboriginal and Torres Strait Islander flags in the reception of council's main customer service centres.
- Annually, fly the Aboriginal and Torres Strait Islander flags at council's main offices in Nambour and Caloundra during National Reconciliation Week and NAIDOC Week, to create public awareness of and respect for Aboriginal and Torres Strait Islander cultures.
- Maintain up to date information for council staff to access regarding the RAP, and related information surrounding protocols, procedures, training opportunities and events.
- In partnership with local reconciliation and Aboriginal and Torres Strait Islander community organisations provide opportunities to engage the public in traditional and contemporary artworks and culture.
- Support reconciliation related programs and events on significant days in partnership with local reconciliation and Aboriginal and Torres Strait Islander community organisations to promote, acknowledge and celebrate Aboriginal and Torres Strait Islander cultures.

Enhancing Respect			
<i>Today the Sunshine Coast is home to many Aboriginal and Torres Strait Islander peoples from many different nations around Australia. Council is committed to promoting a greater understanding of, and respect for, Aboriginal and Torres Strait Islander peoples, their cultures, traditions and histories, in an effort to deepen cultural awareness and to ensure culturally appropriate services are delivered, maintained and supported.</i>			
Action	Responsibility	Deliverables	Timeframe
6. Engage staff in Aboriginal and Torres Strait Islander cultural learning and development	Manager, Community Planning and Development;	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training program for staff which considers various ways cultural learning can be provided (e.g. online, face to face workshops and/or cultural immersion). <ul style="list-style-type: none"> ○ 200 staff undertake the online training program. ○ 600 staff to complete the online training program. 	By Oct 2017
	Manager, Human Resources;		By Mar 2018
	Organisation-wide		By Mar 2019
7. Participate in and celebrate NAIDOC Week and other dates of significance	Manager, Community Planning and Development;	<ul style="list-style-type: none"> • Organise a Flag Raising event and a public NAIDOC Week event to recognise and celebrate the achievements of our local Aboriginal and Torres Strait Islander community. • Provide opportunities and support our staff to participate in local NAIDOC Week events. • Support community organisations to provide an external NAIDOC Week event/s. • Recognise Aboriginal and Torres Strait Islander dates of significance. 	By July 2017-2019
	Manager, Community Relations		By July 2017-2019
			By July 2017-2019
			By Apr 2017 & ongoing to Jun 2019
8. Ensure respectful practices of Aboriginal and Torres Strait Islander cultural protocols	Manager, Community Planning and Development	<ul style="list-style-type: none"> • Review existing cultural protocol documents and resources. • Promote internally revised processes and resources to support Welcome to Country and Acknowledgement of Country practices, including: <ul style="list-style-type: none"> ○ Lists of key contacts for organising a Welcome to Country and maintaining respectful partnerships, ○ Arrangements for Acknowledgement of Country to be conducted at: <ul style="list-style-type: none"> ▪ All public council Meetings, ▪ All RAP Working Group and FPAC Meetings, and ▪ Council-led formal events and presentations. • Include a Welcome to Country, at a minimum of 5 major council-run events. 	By Apr 2017
	Manager, Community Planning and Development;		By Apr 2017 & ongoing to Jun 2019
	Organisation-wide		
	Manager, Community Planning and Development	• Create and display an Acknowledgement of Country plaque in council's Administration Offices at Caloundra, Maroochydore and Nambour.	By Sep 2017
9. Incorporate traditional and contemporary Aboriginal and Torres Strait Islander cultural activities into our major creative events program	Manager, Community Relations	• Identify and deliver at least one major creative event annually to incorporate traditional and contemporary Aboriginal and Torres Strait Islander cultural activities.	Between May 2017 & Jun 2019

CREATING OPPORTUNITIES



Providing equitable opportunities for Aboriginal and Torres Strait Islander communities to support council's vision - to be Australia's most sustainable region - healthy, smart, creative.

FOCUS AREA

Employment and retention of Aboriginal and Torres Strait Islander staff, identifying opportunities for supplier diversity at council, providing financial and other support to community groups and organisations, and working with Traditional Owners and the broader Aboriginal and Torres Strait Islander community to increase active and healthy lifestyles and expand cultural tourism opportunities in the region.

ENDURING COMMITMENTS

- Council's Grants Program supports local Aboriginal and Torres Strait Islander groups and community organisations to develop and deliver programs and events to progress reconciliation in the region.
- Using council's partnerships approach, identify opportunities and support initiatives that build the capacity of local Aboriginal and Torres Strait Islander groups and community organisations to progress reconciliation.

Creating Opportunities			
<p><i>Council is passionate about exploring ways in which we can enhance the economic prosperity of Aboriginal and Torres Strait Islander people and organisations across our rapidly expanding region to contribute towards 'closing the gap' in education, employment, health, social and economic issues between Aboriginal and Torres Strait Islander peoples and the broader Australian community.</i></p>			
Action	Responsibility	Deliverables	Timeframe
10. Identify opportunities to expand Aboriginal and Torres Strait Islander aspects of cultural tourism within the region	Manager, Community Planning and Development; Manager, Economic Development and Major Projects	• In consultation with Visit Sunshine Coast, undertake an assessment of current Aboriginal and Torres Strait Islander cultural tourism activities in Sunshine Coast and other regions.	By Aug 2017
		• In consultation with key stakeholders, identify opportunities locally to expand the region's cultural tourism offerings.	By Mar 2018
11. Investigate Aboriginal and Torres Strait Islander employment	Manager, Human Resources	• Develop a framework for Aboriginal and Torres Strait Islander employment within our organisation.	By Dec 2018
		• Consult with current Aboriginal and Torres Strait Islander staff at least annually to inform future employment and development opportunities.	By Jun 2017-2019
		• Review Human Resources policies and procedures to identify opportunities to enhance Aboriginal and Torres Strait Islander employment participation.	By Dec 2018
12. Investigate Aboriginal and Torres Strait Islander supplier diversity	Manager, Procurement and Contracts	• Consult with and identify potential opportunities for Aboriginal and Torres Strait Islander owned businesses on the Sunshine Coast to supply our organisation with goods and services.	By Dec 2017
		• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	By Dec 2018
		• Develop and communicate to staff a list of specialist agencies and Aboriginal and Torres Strait Islander businesses that can be engaged locally to procure goods and services.	By Dec 2018
13. Identify partnership opportunities to enhance Aboriginal and Torres Strait Islander participation in activities that promote active and healthy lifestyles	Manager, Community Planning and Development; Manager, Sport and Community Venues	• Review council's current community and recreation programs to identify opportunities to increase Aboriginal and Torres Strait Islander participation levels and outcomes.	By Jun 2018
		• Consult with key stakeholders to identify partnership opportunities to support Aboriginal and Torres Strait Islander people in pursuing healthy lifestyles e.g. collaborative research, investigate opportunities to introduce traditional games as a sport in the region.	By Sep 2018

Tracking and Progress

The actions of the Sunshine Coast RAP will inform our business unit work plans and be implemented through the day-to-day operations of the organisation. Through the facilitation of 'Yarning and Learning Circles', the First Peoples Advisory Committee and RAP Working Group will reflect and report upon the progress, achievements and learnings of our RAP's implementation.

Action	Responsibility	Deliverables	Timeframe
14. Publicly report on the annual activities of the RAP	Manager, Community Planning and Development	• Summary of the RAP outcomes to be made available to the public, incorporating achievements, challenges and learnings.	By Dec 2017-2019
		• Conduct at least one learning circle per annum with internal and external stakeholders.	By Dec 2017-2019
15. Report RAP annual progress to Reconciliation Australia	Manager, Community Planning and Development	• Complete the annual RAP Impact Measurement Questionnaire, to be submitted to Reconciliation Australia and made available to council and staff.	By Sep 2017-2019
		• Investigate participating in the RAP Barometer.	By May 2017
16. Review, refresh and update RAP	Manager, Community Planning and Development	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	By Mar 2019
		• Send draft RAP to Reconciliation Australia for review and feedback.	By Jun 2019
		• Submit draft RAP to Reconciliation Australia for formal endorsement.	By Aug 2019

