

RAP Review and Resourcing Options

OPTION ONE: CEASE RAP AND RESPOND TO ATSI COMMUNITY THROUGH LEGISLATIVE OBLIGATIONS ONLY

Under this option Council will:

- cease implementation of the RAP actions and not progress development of a revised RAP
- continue to fulfil its Native Title and Cultural Heritage requirements with the Jinibara people and Kabi Kabi First Nation.

SOCIAL CONSIDERATIONS

Cessation of RAP

The RAP symbolises a willingness on Council's part to move forward with a framework to directly improve relationships and respect between ATSI people and Council. Therefore, there is a risk to Council's reputation with the cessation of the RAP.

Council actively works with the Jinibara people and Kabi Kabi First Nation, or their representatives, with matters of Native Title and Cultural Heritage. Without a RAP, Council's engagement would be limited to these Traditional Owners diminishing the role of the broader ATSI community as the custodians of the land.

Native Title and Cultural Heritage

There would be no change to the fulfilment of Council's Native Title and Cultural Heritage obligations. Therefore no impact would be expected.

FINANCIAL CONSIDERATIONS

Cessation of RAP

With the cessation of the RAP a 0.3FTE allocation would be redistributed to achieve other Community Development initiatives.

Native Title and Cultural Heritage

Native Title and Cultural Heritage responsibilities will continue to be delivered by the Senior Environment Officer as part of the 0.1 FTE allocation.

Regardless of which option Council decides on, the organisation's statutory obligations to the Traditional Owners will continue to represent an ongoing expense to the organisation. In consideration of Council's proposed projects forecast in future Capital Works budgets, this is estimated at an ongoing annual cost of \$100,000.

OPTION TWO: REVIEW AND DEVELOP A NEW RAP AND MAINTAIN CURRENT LEGISLATIVE REPOSSES

Under this option Council will:

- review the RAP actions and deliver a more enhanced RAP
- continue to fulfil its Native Title and Cultural Heritage requirements with the Jinibara people and Kabi Kabi First Nation.

SOCIAL CONSIDERATIONS

Review the RAP actions and deliver a new RAP

The RAP actions will be reviewed and a status update provided to Council. Accompanying this review will be the delivery of a new RAP, which will include an enhanced framework with a focus on the development of agreed protocols.

Native Title and Cultural Heritage

There would be no change to the fulfilment of Council's Native Title and Cultural Heritage obligations. Therefore little impact would be expected.

FINANCIAL CONSIDERATIONS

Review the RAP actions and deliver a new RAP

A 0.3 FTE allocation within Community Services is currently enacting the RAP actions and no further allocation would be necessary for this service level to be maintained.

Native Title and Cultural Heritage

Native Title and Cultural Heritage responsibilities will continue to be delivered by the Senior Environment Officer as part of the 0.1 FTE allocation.

Regardless of which option Council decides on, the organisation's statutory obligations to the Traditional Owners will continue to represent an ongoing expense to the organisation. In consideration of Council's proposed projects forecast in future Capital Works budgets, this estimated at an ongoing annual cost of \$100,000.

OPTION THREE: REVIEW AND IMPROVE THE RAP AND IDENTIFY ATSI POSITION

Under this option Council will:

- review the RAP actions and develop a RAP that aspires to a higher strategic commitment
- continue to fulfil its Native Title and Cultural Heritage requirements with the Jinibara people and Kabi Kabi First Nation
- seek to create one FTE position and employ an identified ATSI person to create protocols, undertake the RAP review, improve cultural awareness and respect both within Council and the broader community, provide an appropriate cultural lens and a central point of contact.

SOCIAL CONSIDERATIONS

Review the RAP actions and develop a RAP that aspires to a higher strategic commitment

Once an organisation has worked through an Innovate RAP and tested strategies and approaches, they will generally choose to develop a 'Stretch' RAP. This type of RAP is focused on implementing longer-term strategies and working towards defined targets and goals. A Stretch RAP expects organisations to invest in expanding and embedding initiatives into business strategies to become 'business as usual' (Reconciliation Australia 2015).

Moving towards a Stretch RAP is an opportunity for Council to aspire to a higher strategic commitment and is usually delivered within a two year framework.

Native Title and Cultural Heritage

There would be no change to the fulfilment of Council's Native Title and Cultural Heritage obligations.

Seek to create one FTE temporary position (3 year term) and employ an identified ATSI person to create protocols, undertake the RAP review, improve cultural awareness and respect both within council and the broader community, and provide an appropriate cultural lens.

This position, proposed to be titled Senior Advisor Indigenous Partnerships, will provide leadership, strong technical and strategic advice and coordination across Council to achieve cross-organisational delivery of ATSI partnership commitments as outlined in Council policies, strategies and plans. The role will build the capacity of the organisation and foster the development of complex and significant partner relationships and where possible create a single point of contact into council. The skills of this officer will result in deeper understandings and improved relationships.

A benchmarking exercise has been undertaken to understand the difference that an identified ATSI position can make within a local government setting. Some of the benefits this role would bring to Council include:

- Building good protocol, communication and relations between Council and ATSI communities
- Resolving disputes between Council and ATSI people, and identifying local issues impacting on Council relations with the community

- Improving understanding within ATSI communities about the role of Council
- Assisting Council in increasing its cultural awareness and culturally significant responses
- Assisting relevant Council staff with the delivery of Cultural Heritage management, services, projects, programs and events that involve or impact on the ATSI community
- Provision of a leadership role in Indigenous policy, strategies, Cultural Heritage etc.
- Build greater levels of trust and reconciliation.

These benefits will be translated into measurable KPI's for performance monitoring and reported back to Council.

FINANCIAL CONSIDERATIONS

Review the RAP actions and develop a 'Stretch' RAP that aspires to a higher strategic commitment

A 0.3 FTE allocation within Community Services is currently enacting the RAP actions and no further allocation would be necessary for the RAP service level to be maintained. This role will focus on the ATSI service sector and how Council can assist them to deliver high level services within the region.

Native Title and Cultural Heritage

Native Title and Cultural Heritage responsibilities will continue to be delivered by the Senior Environment Officer as part of the 0.1 FTE allocation.

Regardless of which option Council decides on, the organisations statutory obligations to the traditional owners will continue to represent an ongoing expense to the organisation. In consideration of councils proposed projects forecast in forward capital works budgets this cost is estimated at an ongoing annual cost of \$100,000.

Seek to create a position and employ an Identified ATSI person to create protocols, undertake the RAP review, improve cultural awareness and respect both within council and the broader community, and provide an appropriate cultural lens.

This level of response will require an additional FTE Identified position. The creation of this position together with all on costs for the organisation would represent additional annual costs in the vicinity of \$100,000.

The costs outlined for Native Title and Cultural Heritage requirements are estimates and are based on previous year's expenses.