

Sunshine Coast Innovate Reconciliation Action Plan

March 2017-June 2019

March 2017 edition







His Native Place

By Lyndon Davis

The reason that I tell our stories is that I am trying to promote awareness of the ancient and emerging stories that exist here.

His Native Place revolves around the seasons. It is a painting that depicts five stories of the Kabi Kabi people and our relationship with the mullet, the dolphin, the mud crab, the black swan and the carpet snake, as well as their relationship to time and place, and our respect for and learnings from them.

The central sea eagle signifies the alliance that we share between animal and man. "He helped us to determine when and where to hunt for our fish." A further connected symbol of the commencement of the mullet season was the Red Stringy Bark Tree losing its bark.

The dolphin was also an ally of our people. "Our people would slap the water with spears or make some type of commotion at the water's edge to call out to the dolphins. They helped us by driving fish towards the coastline for us to hunt... The most important thing is that we always gave a portion of the catch back to the dolphins and the sea eagles," with that, establishing a bond never to be forgotten.

One of my favourite foods growing up was mud crabs. Just like the Red Stringy Bark, with its seasonal timeliness to lose its bark and symbolise the mullet run, the flowering of the Bat Wing Coral Tree was the indicator for the time to hunt the mud crabs. The orangey-red bloom would tell you "now they're full, now they're fat. This is the best time for them."

The black swan is a very important Maroochy figure and moulds into the story of how the Maroochy River came to be. "I included the black swan for people to understand that Maroochy cried her tears in the story, which created the salty waters of the Maroochy River."

In the background is a carpet snake twirling around the sun. He is a symbol of this area. The season indicator for him is the bloom of the wild passionfruit. This signified that people were allowed to eat the carpet snake. "Our family didn't, as the carpet snake is our totem animal."

We live by following the law of the land and seek to pass on the stories that relate to this land, so that the people that live here now and the visitors that pass, can gain an appreciation for and connection with this place.

Lyndon Davis

Kabi Kabi

Indigenous 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.

Edition 2017/19

www.sunshinecoast.qld.gov.au

T 07 5475 7272 **F** 07 5475 7277

Locked Bag 72 Sunshine Coast Mail Centre Qld 4560

© Sunshine Coast Regional Council 2009-current.
Sunshine Coast Council™ is a registered trademark
of Sunshine Coast Regional Council.

Acknowledgements

Council wishes to thank all contributors and stakeholders involved in the development of this document.

Disclaimer

Information contained in this document is based on available information at the time of writing. All figures and diagrams are indicative only and should be referred to as such. While the Sunshine Coast Council has exercised reasonable care in preparing this document it does not warrant or represent that it is accurate or complete. Council or its officers accept no responsibility for any loss occasioned to any person acting or refraining from acting in reliance upon any material contained in this document.





Contents

Message from the Mayor	7
Introduction by Cr Jenny McKay, Portfolio Councillor, Community and Environment	8
Our vision and pathway to reconciliation	9
Our region	9
Our Innovate Reconciliation Action Plan	10
Enriching relationships	12
Enhancing respect	14
Creating opportunities	16
Tracking and progress	18



Message from the Mayor



The Sunshine Coast Council Local Government Area is located on the traditional lands of the Kabi Kabi First Nation People and the Jinibara First Nation People.

We recognise and pay respect to their Elders, past, present and emerging, for their cultural beliefs and ongoing relationship with the land.

When council launched its first Reconciliation Action Plan (RAP) 2011-2016 in 2011, we were the first local government in Queensland to have developed its plan in partnership with Reconciliation Australia.

We can be proud of our journey and our achievements in progressing reconciliation over this time, however we still have much to do in “closing the gap” in Indigenous disadvantage for our local communities.

The Sunshine Coast Council Reconciliation Action Plan 2017-2019 is our second RAP and it further strengthens our capabilities to work more collaboratively with our key stakeholders and the growing population of our local Aboriginal and Torres Strait Islander community as we make our shared journey toward reconciliation.

Our Sunshine Coast Social Strategy 2015 and our newly adopted Corporate Plan 2017-2021 articulates a goal of a strong community, where “in all our communities, people are included, treated with respect, and opportunities are available to all”.

We will achieve this goal by continuing to nurture a shared future that embraces culture, heritage and diversity.

The Sunshine Coast RAP focuses on advancing a shared future and progress towards reconciliation.

It outlines the practical actions council and its partners will take to build strong relationships and enhanced respect between the region’s Kabi Kabi and Jinibara First Nation peoples, and Aboriginal and Torres Strait Islander people from other First Nation groups, who play an important role in the social, economic and cultural growth of our Sunshine Coast communities.

Through the identified actions of the Plan, I am proud to announce council will establish a First Peoples Advisory Committee and a new RAP working group, and acknowledge the important role they will play in assisting council in the oversight and implementation of this new RAP for the Sunshine Coast.

This milestone is another solid step forward on our reconciliation journey and I would like to acknowledge the assistance of Reconciliation Australia in their collaboration to finalise this new Innovate RAP that will guide our organisation over the next two years.

Mayor Mark Jamieson

Introduction by Cr Jenny McKay, Portfolio Councillor, Community and Environment

As the Portfolio Councillor for Community and Environment, I have the privilege of introducing the Sunshine Coast Council Reconciliation Action Plan 2017-2019 (RAP).

This Reconciliation Action Plan is council's second RAP and builds on the successes of our first RAP journey by continuing to strengthen our commitment towards reconciliation.

It introduces a number of initiatives that aim to support greater collaboration and the fostering of meaningful partnerships to aid in "closing the gap".

Through the new initiatives of our RAP, I am pleased to see key actions to more effectively engage Aboriginal and Torres Strait Islander people in active and healthy lifestyles and greater opportunities for cultural tourism to bolster the regional economy, as well as enhanced employment and supplier diversity programs within council.

Of particular importance is the provision of a cultural awareness training program for our staff to ensure that we have a culturally competent workplace and workforce that will deliver better outcomes for our Aboriginal and Torres Strait Islander people.

Through this new RAP, we will seek to extend our engagement with the wider community by facilitating and supporting significant events, including a program during National Reconciliation Week to recognise the achievements of reconciliation champions within our local communities.

I am also excited by the prospect that we will soon see more traditional and contemporary Aboriginal and Torres Strait Islander cultural activities incorporated into council's major creative events program.

In summary, this new RAP provides a plan of action built on relationships, respect and opportunities to enable social change and economic opportunities for our Aboriginal and Torres Strait Islander people.

I encourage all staff and members of our local communities to get involved and support reconciliation for all Australians.

Councillor Jenny McKay



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.

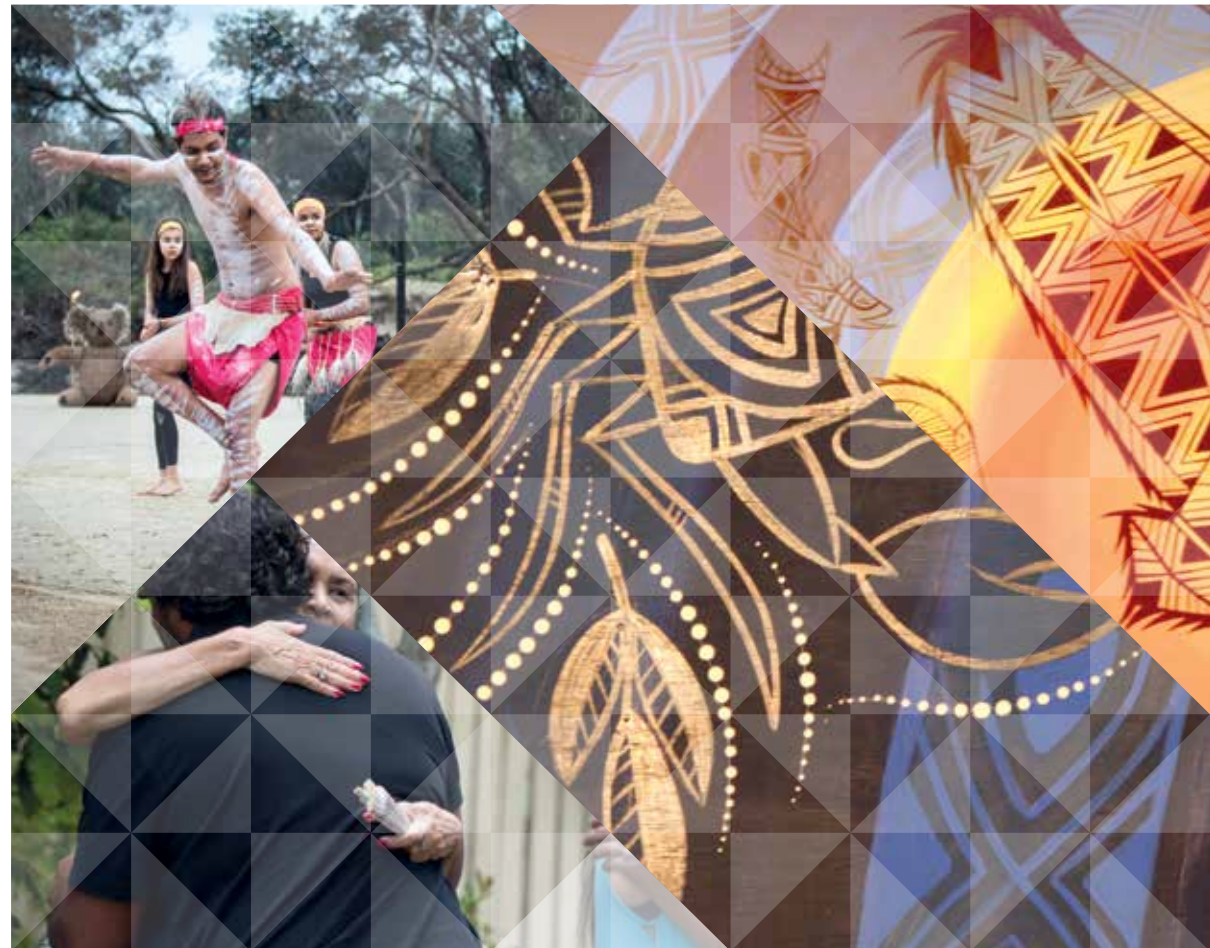
Our Innovate Reconciliation Action Plan

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.

The establishment of 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.

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.

Enriching relationships

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.

Action	Responsibility	Deliverables	Timeframe
1 Establish and convene an internal RAP Working Group	Manager, Community Planning and Development	<ul style="list-style-type: none"> Establish and endorse Terms of Reference for the RAP Working Group. Form a RAP Working Group comprising Aboriginal and Torres Strait Islander and other staff from across our organisation. RAP Working Group to meet 4 times per year. 	<p>By May 2017</p> <p>By May 2017</p> <p>By May, Aug, Nov & Feb 2017-2018 & Feb, May 2019</p>
2 Establish and convene a First Peoples Advisory Committee	Manager, Community Planning and Development	<ul style="list-style-type: none"> Establish and endorse Terms of Reference for the First Peoples Advisory Committee. Form a First Peoples Advisory Committee comprising Aboriginal and Torres Strait Islander and other external stakeholders. First Peoples Advisory Committee to meet 4 times per year. 	<p>By May 2017</p> <p>By May 2017</p> <p>By May, Aug, Nov & Feb 2017-2018 & Feb, May 2019</p>
3 Build relationships with the local community to further reconciliation	Manager, Community Planning and Development	<ul style="list-style-type: none"> Formalise and promote a shared vision and guiding principles for reconciliation. Review council's Community Engagement framework and ensure that protocols for engaging with Aboriginal and Torres Strait Islander people are incorporated. Investigate and action suitable opportunities for community capacity building, partnerships and joint ventures with our local Aboriginal and Torres Strait Islander community. Explore opportunities to support the 'Recognise' campaign. 	<p>By Aug 2017</p> <p>By June 2018</p> <p>By Dec 2017 & ongoing to Jun 2019</p> <p>By Dec 2017</p>

Enriching relationships

4	Participate in and celebrate National Reconciliation Week (NRW) (27 May - 3 June)	Manager, Community Planning and Development; Manager, Community Relations	• Organise an annual public National Reconciliation Week event with a focus on acknowledging our local reconciliation champions.	By May 2017-2019
			• 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

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.

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.

Enhancing respect

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.

Action	Responsibility	Deliverables	Timeframe
6 Engage staff in Aboriginal and Torres Strait Islander cultural learning and development	Manager, Community Planning and Development; Manager, Human Resources; Organisation-wide	<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). - 200 staff undertake the online training program. - 600 staff to complete the online training program. 	<p>By Oct 2017</p> <p>By Mar 2018</p> <p>By Mar 2019</p>
7 Participate in and celebrate NAIDOC Week and other dates of significance	Manager, Community Planning and Development; Manager, Community Relations	<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. 	<p>By July 2017, then annually</p> <p>By July 2017, then annually</p> <p>By July 2017-2019</p> <p>By Apr 2017, then reviewed annually</p>

Enhancing respect

8	Build relationships with the local community to further reconciliation	Manager, Community Planning and Development	<ul style="list-style-type: none"> Review existing cultural protocol documents and resources. 	By Apr 2017
		Manager, Community Planning and Development; Organisation-wide	<ul style="list-style-type: none"> Promote internally revised processes and resources to support Welcome to Country and Acknowledgement of Country practices, including: <p>Lists of key contacts for organising a Welcome to Country and maintaining respectful partnerships,</p> <p>Arrangements for Acknowledgement of Country to be conducted at:</p> <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, then reviewed annually
		Manager, Community Planning and Development	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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

- 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.

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.

Creating opportunities

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.

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 2017
		• Consult with current Aboriginal and Torres Strait Islander staff at least annually to inform future employment and development opportunities.	By Dec 2018
		• 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

Creating opportunities

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

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.

Tracking and progress



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	<ul style="list-style-type: none"> Summary of the RAP outcomes to be made available to the public, incorporating achievements, challenges and learnings. Conduct at least one learning circle per annum with internal and external stakeholders. 	By Dec 2017, then annually By Dec 2017-2019
15 Report RAP annual progress to Reconciliation Australia	Manager, Community Planning and Development	<ul style="list-style-type: none"> Complete the annual RAP Impact Measurement Questionnaire, to be submitted to Reconciliation Australia and made available to council and staff. Investigate participating in the RAP Barometer. 	By Sep 2017-2019 By May 2018
16 Review, refresh and update RAP	Manager, Community Planning and Development	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. Send draft RAP to Reconciliation Australia for review, feedback and formal endorsement. 	By Mar 2019 By Jun 2019

For public enquiries about this RAP please contact Sunshine Coast Council:

www.sunshinecoast.qld.gov.au

mail@sunshinecoast.qld.gov.au

T 07 5475 7272 F 07 5475 7277

Locked Bag 72 Sunshine Coast Mail Centre Qld 4560





www.sunshinecoast.qld.gov.au

mail@sunshinecoast.qld.gov.au

T 07 5475 7272 **F** 07 5475 7277

Locked Bag 72 Sunshine Coast Mail Centre Qld 4560