

Sunshine Coast Council Reconciliation Action Plan 2011-2016



Reconciliation Action Plan: Implementation Update June 2015

Summary

Council officers have been active in implementing the RAP priorities. A summary of RAP implementation highlights are listed below:

- A Cultural Awareness Tour of the Sunshine Coast Council region was conducted in 2015. This included Traditional Owners, appropriate Aboriginal and Torres Strait Islander community representatives, Sunshine Coast Councillors, Council staff and State Government representatives.
- Sunshine Coast Council Cultural Awareness Training for 25 Sunshine Coast Council employees.
- Council's Cultural Heritage Reference Group. This group now includes representation from the Jinibara and Kabi Kabi People. This group meets quarterly and provides advice on preserving and accessing Cultural Heritage on the Sunshine Coast.
- The Heritage Levy allocates \$20,000 per annum for projects for the Jinibara and Kabi Kabi peoples. In addition, a further \$5000 is allocated to DASSI projects.
- Traditional owners have been engaged for a number of Council projects. These include the Sunshine Coast Airport runway, Muller Park, Maleny Precinct, London Creek Environmental Reserve, Beerwah and Palmwoods Streetscape Master Plans and the Total Water Cycle Management Plan.
- Council has incorporated protocols for 'Welcome to Country' and 'Acknowledgements' and the placement of the Aboriginal and Torres Strait Islander flags in public areas.
- A 'Welcome to Country' sign has been placed at the Sunshine Coast Airport.
- The *Sunshine Coast Youth Strategy* supports meaningful engagement with young people. Council has supported Black Swans 'Big Day Out Wanna Be Deadly Carnival', 'Sounds Like Me', a collaborative youth arts project exploring Indigenous identity at the 'Booin Gari Festival' and the Mimburi Camp 'Cultural Immersion'.
- The Sunshine Coast Council Libraries webpage contains resource materials and Indigenous history. Council policy is to conduct regular reviews and updates as required.

- Council's Healthy Communities initiative identified Aboriginal and Torres Strait Islander people were engaged in multiple programs. An Indigenous Fitness Leader Training and Mentoring program was delivered through this program and seven young Aboriginal and Torres Strait Islander people undertook the program and received certification.
- Since 2011 Council has funded a total of 47 projects, programs and events specifically related to Aboriginal and Torres Strait Islander initiatives, totalling \$283,640.
- Council has supported significant ATSI events such as NADIOC Week and the Flag raising event in Nambour. The Caloundra Regional Gallery has hosted the exhibitions of Aboriginal artist De Greer Yindimincarlie and East Coast Encounter which includes the work of Australian Indigenous and non-Indigenous artists.
- Floating Land 2011-13 has featured a number of Aboriginal projects, including Natures Dialogue, Reading Clouds – Floating Middens, the Gubbi Gubbi Canoe Project, Maryann Talia Pau – O is for Circle and A Tail of a Fish. Local Gubbi Gubbi man Lyndon Davis also received the Greening the Art Award for the Gubbi Gubbi Canoe project that showcased at 2011 Floating Land.

The above achievements have been primarily resourced through the Community Services and Infrastructure Services departments. A brief breakdown of core responsibilities follows:

Community Services - The actions of the RAP are coordinated through a Community Development Officer who, whilst is not employed solely for Aboriginal and Torres Strait Islander communities, does oversee the implementation of the RAP amongst their other core community development duties. The implementation of the Cultural Heritage Levy program is coordinated through the Cultural and Heritage Services Team. This is estimated as a 0.3 FTE responsibility.

Infrastructure Services - The responsibility for the management of Cultural Heritage legislative requirements primarily falls to the Infrastructure Services Department within the Project Delivery Branch, who coordinates Council's works program. Cultural Heritage requirements are generally coordinated through the Senior Environment Officer who, whilst not employed solely for Cultural Heritage matters acts as the central point of contact for Traditional Owners and staff, and provides advice and assistance within the Department. This is estimated as a 0.1 FTE responsibility.

It should also be highlighted that many other branches deal with Traditional Owners but this work is not always centrally captured or recorded. Examples are: Parks and Gardens, Environmental Operations, Property Management, Legals, and Environment and Sustainable Policy.

Detail of implementation activities

Following on from the summary outline, extended detail of RAP implementation highlights are listed below:

Consultation

Sunshine Coast Council regularly consults traditional owners the Kabi Kabi First Nation and Jinibara Peoples in regards to environmental and cultural heritage protection and preservation. Consultation has been implemented as per the statutory requirements of the Aboriginal Cultural Heritage Act 2003 and Duty of Care Guidelines, projects include:

- Environmental Impact Study for Sunshine Coast Airport

Cultural heritage site assessment and on site monitoring for:

- Upgrade of Sports Rd Bli Bli
- Sunshine Coast Airport Runway expansion
- Caloundra Land Fill HES Basin
- Upgrade of Delica Rd Mapelton
- Maleny Heritage Trail as part of the Maleny Precinct Master Plan
- Total Water Cycle Management

Further to this the Aboriginal and Torres Strait Islander (ATSI) communities have been consulted as stakeholders in the following projects:

- Beerwah Streetscape Master Plan
- Palmwoods Streetscape Master Plan

The Sunshine Coast Cultural Heritage Reference Group (SCCHRG) also includes representation from the Kabi Kabi and Jinibara people. This group meets quarterly and provides advice on preserving and accessing cultural heritage on the Sunshine Coast.

Council's Community Development Officer attends appropriate network meetings to consult, build respect and opportunities with key stakeholders, this includes:

- Sunshine Coast Indigenous Network Group (SCING)
- Sunshine Coast Reconciliation Group
- Department of Aboriginal and Torres Strait Islander Partnerships
- Employment Enterprise Working Group
- Mimburi
- Kabi Kabi traditional owners
- Jinibara traditional owners
- Nungeena
- TAFE East Coast
- SevGen
- One Heart
- The Buranga Centre University of the Sunshine Coast
- Police Citizens Youth Club

Events and celebrations

Council partners with the ATSI community to deliver NAIDOC and Flag raising events, these events are promoted on council's Community Hub and Events Hub website, council staff are invited to attend.

Since 2011 Council has funded 47 projects, programs and events specifically related to Aboriginal and Torres Strait Islander initiatives, totaling over \$283,640.

Young people

The Speak Up Engage Youth Strategy supports meaningful engagement with all young people and continues offer a range of online opportunities, young Indigenous people these include:

- Council's 'Speak Up Engage' Facebook page
- Council's Facebook page
- Council's Twitter page
- Council's Have Your Say webpage

Youth events and projects supported by Council include:

- Black Swans Big Day Out program, utilising sports, recreational, and cultural activities to engage youth (12-25 years) and to reduce at-risk behaviours.
- Sounds Like Me' a collaborative youth arts project exploring Indigenous identity
- Mimburri Camp 'Cultural Immersion', brining young people and families together for cultural immersion
- SevGen Spring Fractal, a two day indigenous cultural awareness workshops to strengthen indigenous/non-indigenous relationships
- MOTIVATE Our Place, Our Culture, Our People, a region-wide cultural and creative camp
- Level 6 - Indigenous Dance Crew promo package to showcase Indigenous dance group.

Enhancing Respect

Welcome to Country and Acknowledgements

Welcome to Country and Acknowledgements now form part of standard practice at council events and meetings.

Welcome to country is facilitated at Councils major civic events, for example:

- Flag Raising ceremony
- NAIDOC Week
- Citizenship Ceremonies
- Christmas Carols
- New Years Eve
- Official opening of new parks, facilities etc.

A 'Welcome to Country' sign has been placed at the Sunshine Coast Airport. The artwork was created by local Gubbi Gubbi man Lyndon Davies and depicts the history of the Sunshine Coast environment woven in with the stories passed down by generations on the connection to land and animal life.

Aboriginal and Torres Strait Islander flags have been placed in Council foyers.

The Aboriginal and Torres Strait Islander flags are raised at council buildings during days of National significant, for example, Close the Gap Day, National Reconciliation Week, NAIDOC Week and National Sorry Day.

Projects and programs

From February to May 2012, Nambour Library hosted The Corner installation 'Strait Home', courtesy of the State Library of Queensland. This focused on Torres Strait Islander culture, art and geography.

Bunyjp Children Theatre Performance and Didgeridoo workshops during the January 2013 school holidays.

Cultural Awareness

In 2015 Traditional Owners Kabi Kabi and Jinibara peoples, ATSI and State Government representatives joined Councillors and staff on a Cultural Awareness Tour of the Sunshine Coast region.

Further to this, 22 council staff from across departments have gained accredited cultural competency training to work effectively with ATSI people.

In 2011 and 2012 Council employees also attended the the Bunya Cultural Bus Tour guided by Kabi Kabi Elder Beverley Hand.

Councils Cultural Heritage website and library catalogue contains extensive resource materials and Indigenous history.

Through our regional art galleries, Council has included a total of five exhibitions that showcased Aboriginal artists.

Creating Opportunities

Employment and Training

In 2012 a council census was undertaken and 15 employees identified as ATSI, this equates to 1% of the employee population which is less than the community profile of 1.4% as per the 2011 ABS Census data.

A review of 300 Work Experience applications shows that 2% of applicants identified as Aboriginal or Torres Strait Islander.

Council employed an Aboriginal young woman as a Cadet Environment Officer in partnership with the Sunshine Coast University and DEEDI's Indigenous Cadetship Support program.

Additionally, two young people were employed in Parks Operations as Trainee Horticulturists and the other as a Trainee Administration Officer in Regional Strategy Planning.

Health and Wellbeing

Council's Healthy Communities Initiative identified ATSI people have been engaged in multiple programs, these include:

- Galang Bindja Gubbi Gubbi Good Food (Deadly Tucker) - 67 participants
- Men's Chat & Chew/Community Kitchen/Edible Gardens - 3 participants
- Indigenous Fitness Leader Training and Mentoring (FAST) - 7 participants
- Living Strong, a two week lifestyle program with partners NCACCH
- Lighten Up, Heart Foundation Walking, Heartmoves, Lift for Life, Parkrun Sunshine Coast, Living Smart Homes, On the Same Wave and Food for Thought

As part of the Healthy Community Initiative, council officers also provided an information stall and physical activity demonstration at the 2012 Well Person's Health Check at the North Shore Community Centre, where 21 Indigenous people undertook a health screening.

The Indigenous Fitness Leader Training and Mentoring program was delivered through Council's Healthy Communities Initiative and seven young Aboriginal and Torres Strait Islander people undertook the program.

Capacity Building for Organisations, Community and People

Support offered to North Coast Aboriginal Corporation Community Health, Sunshine Coast Indigenous Network Group, Minburri Association, SevGen and Nungeena. Assistance includes capacity building work such as strategic planning, identifying partners and funding sources.

Additionally, Councils Community Development and Community Events staff provide in-kind support to the Sunshine Coast NAIDOC Committee with the planning of the NAIDOC community events.

Procurement

Council has commissioned ATSI artists to create public art works, including the Beerwah Streetscaping Public Art Project, Nambour Coles shopping complex, library murals in Nambour, Coolum Beach Streetscape Public Art Project, Black Swan Park in Cotton Tree and Beerwah Streetscaping Public Art Project.

Council also obtains cultural services, for example, Welcome to Country, dance and smoking ceremonies and official statutory services such as cultural heritage consultation, monitoring and reporting.