



**DRAFT Bayside
Council's first
Reconciliation
Action Plan -
Reflect**

February 2022
February 2024
RAP Register No:
014 174



Telephone Interpreter Services - 131 450

Τηλεφωνικές Υπηρεσίες Διερμηνέων

بخدمة الترجمة الهاتفية

電話傳譯服務處

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Acknowledgement of Country

Bayside Council acknowledges the Traditional Custodians: the Gadigal/Bidjigal people of the Eora Nation. The people of the Eora nation, their spirits and ancestors will always remain with our waterways and the land our Mother Earth.

A message from Reconciliation Australia

A message from Reconciliation Australia will be included during the final endorsement process.

Bayside Council's Draft Reflect Vision Statement

Bayside Council created a draft vision statement for our first Reconciliation Action Plan through a series of workshops. Workshops were held with the First Nations Working Group, the Reconciliation Action Plan Working Group, stakeholders meetings and a community workshop.

*Our vision is to create a future built on respect,
understanding and empowerment.*

*Walking together, we will begin our healing journey
through truth-telling, listening, acknowledging the past,
and embracing our rich cultural history.*

Bayside Mayor's

Foreword

A message from the Mayor will be added once final endorsement from Reconciliation Australia is received.

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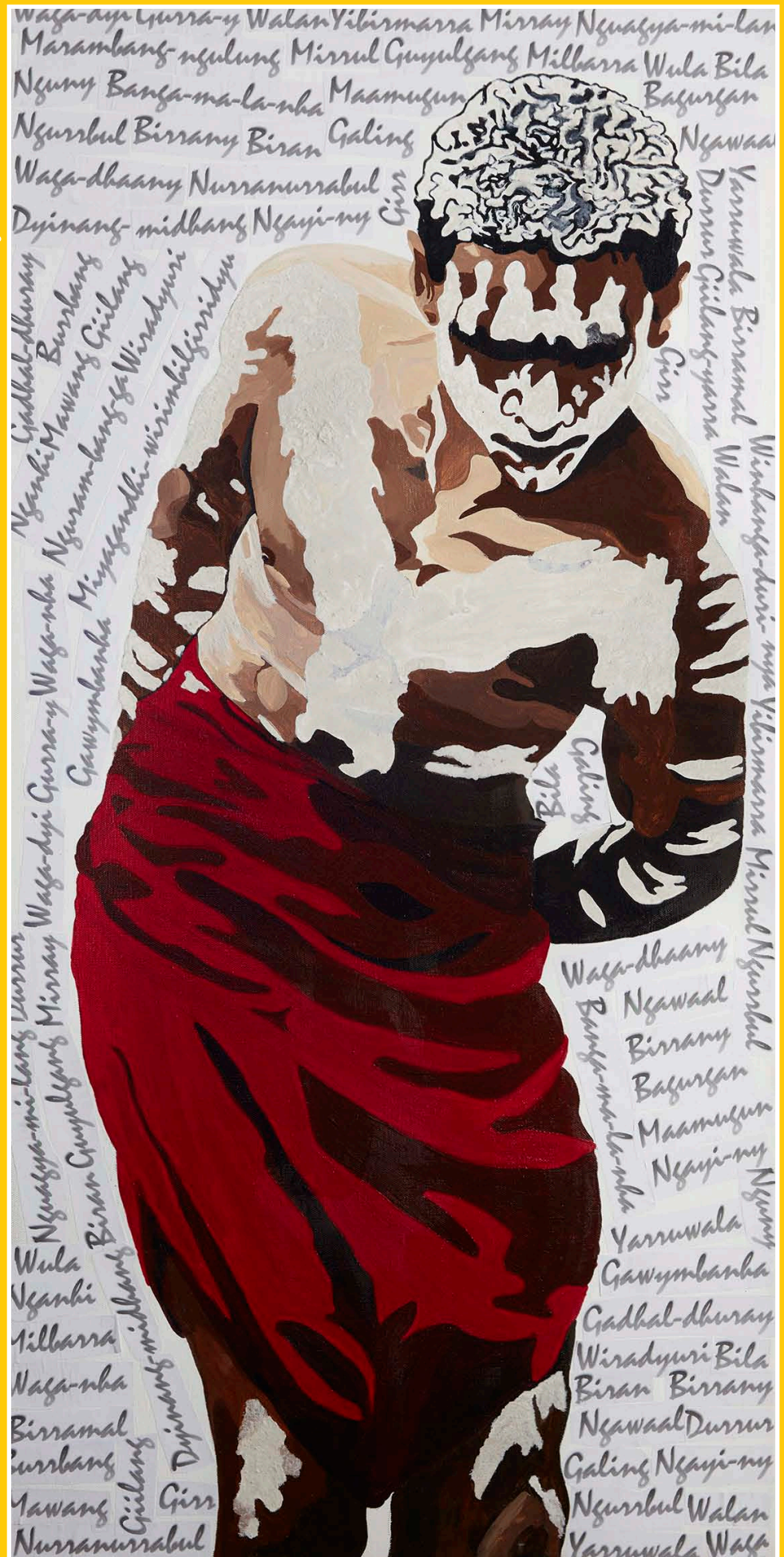
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Cr Bill Saravinoski
Mayor

2020 First Nations
Art Competition

Winner

Peta-Joy Williams
Durrur Yarruwala
(Always Strong)



General Manager's

Message

A message from the General Manager will be added once final endorsement from Reconciliation Australia is received.

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Meredith Wallace
General Manager



**First Nations Working Group
with Clr Dominic Wy Kanak,
Waverley Council.**



2020 First Nations Art Competition

Runner Up

Denise Simon, *Beauty of the Shells*

What is the Reflect

Reconciliation Action Plan?

Reflect is the beginning of a journey to develop respectful relationships and create meaningful opportunities with and for First Nations people.

We are guided by Reconciliation Australia, a statutory body put in place under the Aboriginal Reconciliation Act 1991. An independent not-for-profit organisation, Reconciliation Australia is the national body for reconciliation in the nation. It promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and First Nations people.

Reconciliation Australia's, Reconciliation Action Plan (RAP) program provides a framework for organisations to support the national reconciliation movement, develop respectful relationships and create meaningful opportunities with and for First Nations people.

Reflect is Bayside Council's first formalised RAP.

A Reflect RAP is a strategic document that outlines practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates.

When individuals, organisations and sectors embed cultural competence into their everyday business, First Nations people face fewer barriers in terms of accessing health, education and employment opportunities.

Crucially, respect for and protection of culture, along with equality and non-discrimination are also fundamental human rights that apply to all peoples, including First Nations people.

The development of a Reflect RAP demonstrates our commitment to supporting these initiatives and championing the rights of First Nations people.



2020 First Nations Art Competition

Youth Winner

Amelia Bates, *The Hand Saving the Lost Generation*

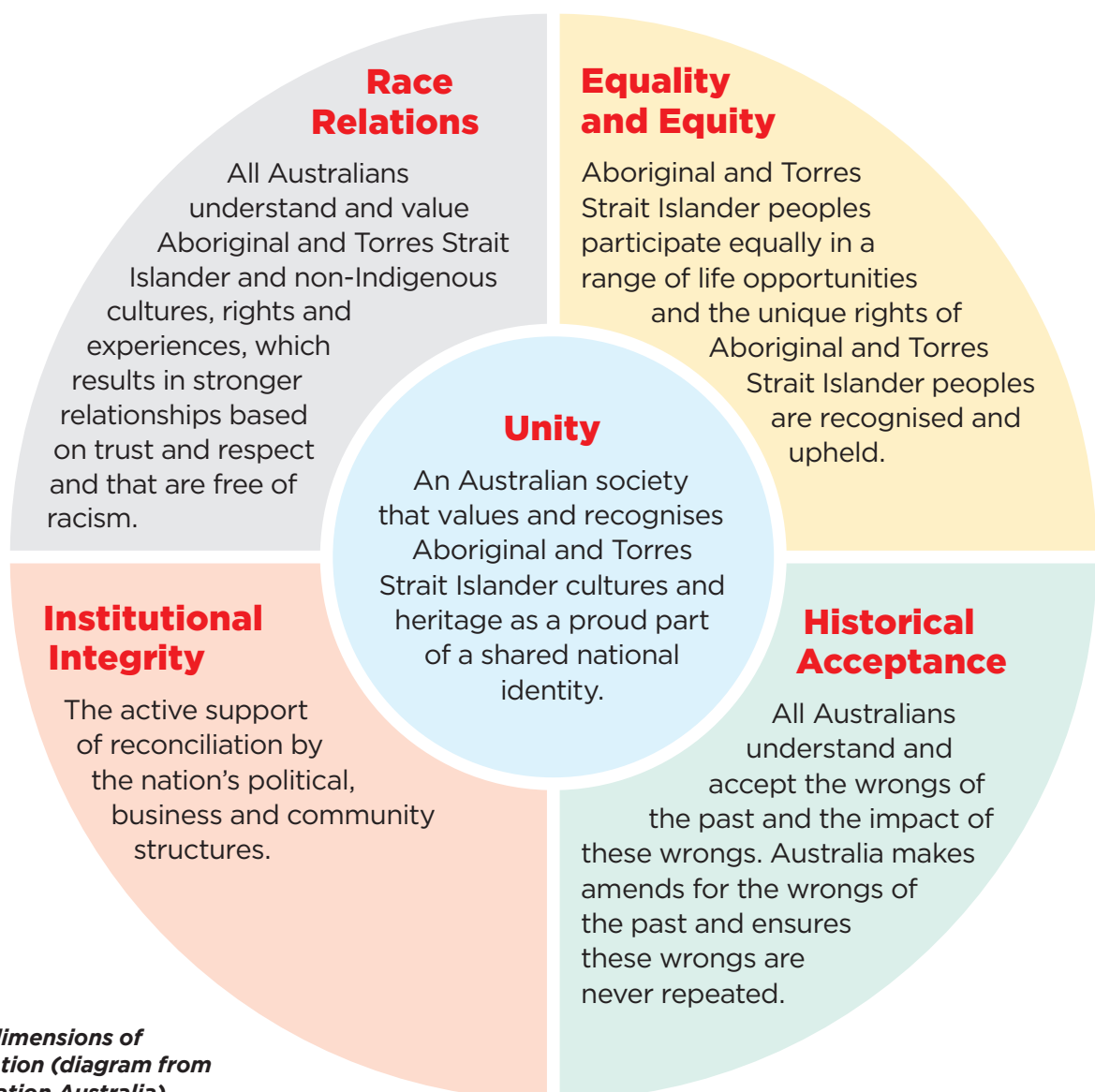
How is Reconciliation Defined?

Reconciliation Australia has identified five integral and interrelated dimensions to measure reconciliation.

The five dimensions of reconciliation are:

- ▶ Race relations;
- ▶ Equality and equity;
- ▶ Institutional integrity;
- ▶ Unity; and
- ▶ Historical acceptance.

These five dimensions do not exist in isolation; they are interrelated and Australia can only achieve full reconciliation if we progress in all five.



The five dimensions of reconciliation (diagram from Reconciliation Australia).



2020 First Nations Art Competition

Youth Runner Up

Tanesha McCabe-Williams, *Our Elders are Part of the Land*

How Can Council Contribute?

By following Reconciliation Australia's development process, organisations can begin their reconciliation journey.

Reconciliation Australia provides an overarching framework that consists of four stages:

- ▶ Reflect;
- ▶ Innovate;
- ▶ Stretch; and
- ▶ Elevate.

Each RAP type is suited different stages of an organisations RAP journey and builds on the one before to ensure organisations are continuously working towards reconciliation goals.

Reflect marks the start of our shared journey working together.

Non-indigenous people can contribute through a process of learning and understanding through actions like truth-telling.

Understanding past and present social justice issues that have impacted the lives of First Nations people and communities are integral to our healing journey.

Reflect



We are here!

We are beginning our journey developing the Reflect, Reconciliation Action Plan.

Scoping

A Reflect RAP clearly sets out the steps you should take to prepare your organisation for reconciliation initiatives in successive RAPs.

Committing to a Reflect RAP allows our organisation to spend time scoping and developing relationships with First Nations people, deciding on your vision for reconciliation and exploring your sphere of influence, before committing to specific actions or initiatives.

This process will help to produce future RAPs that are meaningful, mutually beneficial and sustainable.



Innovate

Implementing Reconciliation

An Innovate RAP outlines actions that work towards achieving your organisation's unique vision for reconciliation. Commitments within this RAP allow your organisation to be aspirational and innovative in order to help your organisation to gain a deeper understanding of its sphere of influence, and establish the best approach to advance reconciliation.

An Innovate RAP focuses on developing and strengthening relationships with First Nations peoples, engaging staff and stakeholders in reconciliation, developing and piloting innovative strategies to empower First Nations peoples.



Stretch

Embedding Reconciliation

A Stretch RAP is best suited to organisations that have developed strategies, and established a strong approach towards advancing reconciliation internally and within the organisation's sphere of influence.

This type of RAP is focused on implementing longer-term strategies, and working towards defined measurable targets and goals. The Stretch RAP requires organisations to embed reconciliation initiatives into business strategies to become 'business as usual'.



Elevate

Leadership in Reconciliation

An Elevate RAP is for organisations that have a proven track record of embedding effective RAP initiatives in their organisation through their Stretch RAPs and are ready to take on a leadership position to advance national reconciliation.

Elevate RAP organisations have a strong strategic relationship with Reconciliation Australia and actively champion initiatives to empower First Nations people and create societal change. Elevate RAP organisations also require greater transparency and accountability through independent assessment of their activities.

Reconciliation Australia: www.reconciliation.org.au

About

Bayside Council

Bayside Council is located on the shores of Botany Bay.

Bayside Council Local Government Area (LGA) encompasses both Sydney Airport and the Port and acts as a gateway to Australia. We fall within the boundaries of both the Metropolitan Local Aboriginal Land Council and La Perouse Local Aboriginal Land Council.

Bayside Council currently services a population of approximately 178,000 residents, 1.5% of whom have disclosed they identify as First Nations people. As of August 2020, we have 707 staff, with just over 1.5% identifying as First Nations people.

OUR RAP

The commencement and development of a Reconciliation Action Plan is a commitment in our 2018-2021 Delivery Program and Operational Plans. Through the Community Strategic Plan, Bayside Council has committed to building trust and strengthening connections with the community to achieve our shared goals.

Bayside Council's Reflect Reconciliation Action Plan is a strategic document that supports our Community Strategic Plan and other planning documents and

is closely aligned with our organisational core values.

Reflect includes practical actions intended to drive Council's contribution to reconciliation both internally and within the community.

Our Reflect Our RAP is based on Reconciliation Australia's Reflect framework has followed the development process outlined by Reconciliation Australia and focuses on relationships, respect and opportunities and lays the foundations for our future journey and initiatives.

The four winners of Council's First Nations Art Competition with Cr Liz Barlow.



Our Connections

and Engagement

We live in an area with a rich culture and a complex and significantly important history. First Nations Traditional Custodians still live in our area today.

Bayside Council has significant cultural and historical areas and we have a commitment to a healing journey through collaboration and truth telling.

Bayside Council aims to build social cohesion and increase community awareness and understanding of First Nations people.

The Community Life team build community capacity through a range of activities and initiatives some of these activities and initiatives are highlighted below:

ACTIVITIES AND INITIATIVES	DESCRIPTION
Cooks River Alliance	Members of the Alliance and supporters of the annual Wurridjal Festival.
First Nations Art Competition	Acquire image and artwork including rights for the Reflect Reconciliation Action Plan, future RAPs other Council documents
Ethical Leadership and Advocacy Program	A 10-week leadership mentoring program at local high schools that includes an Indigenous Rights mentor.
Bayside Women's Week 2020	Metropolitan Local Aboriginal Land Council representative on the Bayside Women's Week 2020, cross-generational panel discussion
First Nations Bushfood and Botanicals Alliance	Became of Member of First Nations Bushfood and Botanicals Alliance, which is now a registered and operating company
NAIDOC week Storytime and displays	First Nations themed storytime sessions during NAIDOC Week. Displays featuring NAIDOC Week and recommendations of First Nations library resources
Sir Joseph Banks Park bush tucker forest	Creation of native plant space in Sir Joseph Banks Park, to run educational walks



ACTIVITIES AND INITIATIVES	DESCRIPTION
Raising the Aboriginal and Torres Strait Flag at Ramsgate Beach	An initiative of First Nations community member and supported by the Mayor
Citizenship ceremony	Welcome to Country included in all Citizenship Ceremonies
Eastern Region Local Government Aboriginal & Torres Strait Islander forum	Subscribed member and supporter of ERLGATISF which aims to address and participate at a regional level in the affairs, events and celebrations that impact our local Aboriginal and Torres Strait Islander communities.
NAIDOC Week	Celebrate and promote NAIDOC week through our NAIDOC week Program
Reconciliation Week	Celebrate and promote Reconciliation week
Bayside Children's Services Educational Program	Fostering knowledge and pride in First Nations history and cultures through daily Acknowledgement of Country, literature, resources and yarning circles for children to share and explore their thoughts and views.
Bayside Libraries	Visual identification labelling of collections featuring First Nations themes and authors.
	First Nations Yarn Up Groups in partnership with Prince of Wales Community Health Unit. The groups are meet regularly at Eastgardens and Sans Souci Libraries.
	The Botany Historical Trust featured stories in their April issue about Local Aboriginal Woman – Biddy Giles (c1810-1888) as part of an International Women's Day and also paid tribute to Kathy Malera-Bandjalan (Proud Aboriginal Warrior Woman) (29 July 1967-11 February 2021).
	The draft Community History Collection Policy and Guideline; includes provision for “a collection that reflects the diversity of the Bayside Local Area, including pro-actively collecting items relating to First Nations and multicultural people”. Policy is supported by
	Guidelines on acquisition to ensure local significance provided the material is well provenances and in consultation with the relevant First Nations Local.

Partnerships and relationships with a focus on building capacity are key principles of Reflect.

To develop the draft, we have partnered with a wide range of stakeholders from our First Nation's community and built on the knowledge and experience of Council staff.

Our engagement journey has included:

- ▶ Created and implemented an extensive internal and external community engagement plan.
- ▶ Established a First Nations Workers Group, a consultative group of staff who identify as First Nations people.
- ▶ Established a RAP Working Group - a staff consultation group with representatives from all Council departments.
- ▶ Connected with local Councillors.
- ▶ Established an online portal for RAP working group to communicate, and progress the Reflect RAP during COVID-19.

- ▶ Identified and collated Council's current actions and initiatives that articulate Council's commitment to First Nations people.
- ▶ Created and distributed postcards to the First Nations community with Community Life contact details and invitation to connect.
- ▶ Collaborated with neighbouring Council's First Nations staff.
- ▶ Built relationships and engaged with the First Nations community.
- ▶ Initiated the First Nations Art Competition to acquire rights for images to be used in Reflect.
- ▶ Briefed Council Executive and Councillors.
- ▶ Held workshops to create the draft Reflect RAP vision.
- ▶ Met with local Elders and Traditional Custodians.
- ▶ Engaged local First Nations business to advise, cater and assist in our journey.
- ▶ Created an engagement plan for the Reflect RAP

COUNCIL'S DEADLY CONNECTIONS

Through our Reflect journey, we established new contacts and reconnected with the local First Nations community including:

- ▶ Aboriginal Health College
- ▶ Cooks River Alliance
- ▶ Department of Aboriginal Affairs
- ▶ Ergatsif
- ▶ Goanna Hut
- ▶ Gujaga Foundation
- ▶ Gamay Dancers
- ▶ Guriwal Elders
- ▶ Indigo Grow
- ▶ Junction Neighbourhood Centre
- ▶ Kinchela Boys Home Aboriginal Corporation
- ▶ Kurranulla
- ▶ La Pouse Alliance
- ▶ La Pouse Health Centre
- ▶ La Pouse Interagency
- ▶ La Pouse Local Aboriginal Lands Council
- ▶ Marcia Ella Consultancy
- ▶ Metropolitan Local Aboriginal Land Council
- ▶ Neighbouring Local Government Councils
- ▶ Reconciliation Australia
- ▶ Youth Haven La Pouse

Endorsement

and Measuring Success

Reconciliation Australia is clear that the RAP program is just the first step in the reconciliation journey.

Our RAP will be reviewed annually and reported to Council.

Council's Manager's will embed the Reflect RAP deliverables and actions into staff work plans, which are reviewed quarterly.

We will ensure that all outcomes are captured so we can continue to respond to the changing needs of the Bayside Community. We will also submit an annual RAP Impact Measurement Questionnaire to Reconciliation Australia.



Reflect, Action

and Deliverables

Bayside Council is committed to developing and embedding Reflect commitments into our organisational culture to become “business as usual activities”.

The Reflect RAP has a strong focus on our internal operations, and sets out the steps we will take to prepare our workplace for future reconciliation initiatives.

The process will lay strong foundations to support the development of future RAP's that are meaningful, mutually beneficial and sustainable.

Our actions aim to:

- ▶ Embed a culture of understanding and respect for First Nations people in our policies, programs and services.
- ▶ Heal and build relationships and create an open dialogue with the First Nations people and Council.
- ▶ Increase understanding of First Nations people to the wider Bayside community.
- ▶ Celebrate and acknowledge the unique First Nations heritage of Bayside.



REFLECT RECONCILIATION ACTION PLAN AND KEY ACTIONS

There are over 15 high-level actions in our Reflect RAP, however, there are four significant key actions that will drive our healing journey and directly impact First Nations people:

Reconciliation Working Group

Establish a Reconciliation Action Plan Working Group to work with Council to drive the implementation of the RAP. The Reconciliation Working Group will be operational within the first 6 months of Council endorsing the RAP.

The Reconciliation Working Group may include representatives from Council's First Nations Group, First Nations community, Councillors, staff and other key stakeholders as determined in a Terms of Reference.

First Nations Working Group

The establishment of this group has been paramount in our Reflect journey.

The endorsement for continuation of the group will assist future RAPS through truth telling, advice, support and empowerment of First Nations staff.

First Nations Cultural Training Module

Create a tailored Bayside Council cultural training module which delivers an understanding of the local Traditional Owners or Custodians of the lands and waters within our local government area and acknowledge the purpose and significance behind cultural protocols.

Research and Promote Race Relations

Establish a whole of Council approach to days of significance and First Nations issues.

Reflect Action Plan

February 2022 – February 2024

How to read our action plan:

- ▶ **Actions:** Broad action that includes the objective that Bayside will focus on achieving.
- ▶ **Deliverable:** Activities/initiatives that will achieve the objective in the action column.
- ▶ **Timeline:** The estimated start and completion date for each action.
- ▶ **Responsibility and Partners:** This area identifies who will be involved in the delivery of actions either in a lead or supporting role.

RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
1. Establish and strengthen mutually beneficial relationships with First Nations stakeholders, community and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Ongoing - Review Feb 2023	Manager Community Life, All Managers
	1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Ongoing - Review Feb 2023	Manager Community Life, All Managers
	1.3 Continue to support and explore new opportunities for local business such as our recent membership of the First Nations Bushfood and Botanicals Alliance.	Ongoing - Review Feb 2023	Manager Community Life, Manager Strategic Planning
	1.5 Build the capacity of local First Nations young people through support, advocacy and engagement, with a focus on identifying issues of importance.	Ongoing - Review Feb 2023	Manager Community Life
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate resources to raise awareness and share information with staff about the meaning of National Reconciliation Week and national days of significance.	Ongoing - Review Feb 2023 May 2022 May 2023	Manager Community Life, Manager Communications & Events
	2.2 Develop and implement an annual program for National Reconciliation Week.	Ongoing - Review Feb 2023 May 2022 May 2023	Manager Community Life, Manager Communications & Events



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
	2.3 Encourage Reconciliation Working Group and First Nations group members to contribute to National Reconciliation Week program creation and participate in events.	March 2022 - Ongoing - Review Feb 2023	Manager Community Life, Manager Communications & Events
	2.4 Encourage and support staff to participate in at least one external event to recognise and celebrate National Reconciliation Week.	Ongoing - Review Feb 2023	Manager Community Life, Manager Communications & Events, All Managers
	2.5 RAP Working Group members to participate in an external NRW event.	Ongoing - Review Feb 2023 May 2022 May 2023	Manager Community Life, Manager Communications & Events, All Managers
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all staff and promote to the broader community.	October 2021	Manager Community Life, Manager Communications & Events *Manager Business Transformation
	3.2 Develop engagement protocols that identify and develop guiding principles on when and how to engage on Council Projects that impact First Nations people in our local government area.	May 2022	Manager Community Life
	3.3 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2022	Manager Community Life, Manager Communications & Events *Manager Business Transformation
	3.3 Connect with Reconciliation Australia and other organisations to collaborate on our reconciliation journey.	Ongoing - Review Feb 2023	Manager Community Life
	3.4 Continue our subscription, participation, and support of the Eastern Region Local Government Aboriginal & Torres Strait Islander forum.	Ongoing - Review Feb 2023	Manager Community Life
	3.5 Continue our membership, participation and support of Cooks River Alliance and the Wurridjal Festival.	Ongoing - Review Feb 2023	Manager Community Life, Manager Communications and Events



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
	3.6 Develop and implement a plan to raise awareness amongst all staff about our RAP commitments to ensure staff embody the Reflect vision.	October 2021	Manager Community Life, Manager Business Transformation
	3.7 Partner with South Sydney Health to support and promote programs and services that benefit the health and wellbeing of First Nations People within Bayside Local Government Area and related Land Council boundaries.	May 2022	Manager Community Life
	3.8 Build strong partnerships and relationships with NGO's that support First Nations people and organisations.	Ongoing - Review Feb 2023	Manager Community Life
	3.9 Research Reconciliation Australia's Narragunnawali program for children and young people.	June 2022	Manager Community Life
	3.10 Research and review issues of importance for First Nations people and develop a Council response through standard Council reporting processes. (For example, the Australia Day debate and constitutional inclusion of First Nations people).	Ongoing - Review Feb 2023	Manager Community Life
	3.12 Review content and placement of First Nations information page on Council's website.	March 2022	Manager Community Life, Manager Executive Services
4. Promote positive race relations through anti-discrimination strategies.	4.1 Continuously review human resource policies to ensure best practice and anti-discrimination provisions.	Ongoing - Review Feb 2023	Manager Business Transformation
	4.2 Research best practice and policies in areas of race relations and anti-discrimination.	Ongoing - Review Feb 2023	Manager Business Transformation

RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
5. Increase understanding and demonstrate respect, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning.	5.1 Include the Local Government NSW Aboriginal Cultural Awareness eLearning Training Module in the Council staff and Councillor induction process.	March 2022	Manager Community Life, Manager Business Transformation
	5.2 Create a business case that includes a funding source for a training module.	April/May 2022	Manager Community Life, Manager Business Transformation
	5.3 Promote Reconciliation through art and culture.	Ongoing - Review Feb 2023	Manager Community Life
	5.4 Acknowledge and seek advice on best ways to recognise National days of significance and importance.	Ongoing - Review Feb 2023	Manager Community Life
6. Visibly promote Aboriginal and Torres Strait Islander cultures in our local area.	6.1 Fly the Aboriginal and Torres Strait Islander flags.	Ongoing - Review Feb 2023	Manager Community Life, *Manager Property
	6.2 Support, promote and provide advice on the bush tucker forest in Sir Joseph Banks Park.	Ongoing - Review Feb 2023	Manager Community Life, *Manager Strategic Planning
	6.3 Provide advice on future strategic planning documents/policies and plans that impact First Nations People, for example, the draft Aboriginal Heritage Study and the Aboriginal Heritage Management Study.	Ongoing - Review Feb 2023	Manager Community Life, Manager Strategic Planning, Manager Governance
	6.4 Explore ways to visually commemorate our First Nations history and culture in the Bayside Local Government area.	October 2022	Manager Community Life, Manager Property, *Manager Parks and Open Space
	6.5 Acknowledge First Nations cultural history through wayfinding signage through compliance with Geographic Names Board Dual Naming Strategy which gives preference to First Nations names for geographical features or places that do not already have an assigned name.	Ongoing - Review Feb 2023	Manager Community Life, Manager Governance, Manager Property



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
	6.6 Explore First Nations cultural and artistic opportunities such as exhibitions, collections and other mediums which acknowledge and promote First Nations unique history.	Ongoing - Review Feb 2023	Manager Community Life, *Manager Customer Experience
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Review and implement the annual program for NAIDOC Week.	Ongoing - Review Feb 2023 July 2022 July 2023	Manager Community Life, Manager Communications & Events
	7.2 Encourage and support staff to participate in at least one external event to recognise and celebrate NAIDOC Week.	Ongoing - Review Feb 2023 July 2022 July 2023	Manager Community Life
	7.3 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	Ongoing Review Feb 2023	Manager, Community Life, Manager Communications & Events, Manager Business Transformation
	7.4 Introduce our staff to NAIDOC Week by promoting external events in our local area.	Ongoing Review Feb 2023	Manager Community Life, Manager Communications & Events
	7.5 RAP Working Group to participate in an external NAIDOC Week event.	Ongoing - Review Feb 2023 July 2022 July 2023	Manager Community Life
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	8.1 Create a Protocols document to provide Councillors and staff with an understanding of important protocols of First Nation's communities, for example, Welcome to Country /Acknowledgement of Country /smoking ceremonies, for use at meetings and events.	June 2022	Manager Community Life
	8.2 Develop and implement a Bayside Council First Nations Cultural Awareness Training Module for Councillors and staff, that delivers:an understanding of the local Traditional Owners or Custodians of the lands and waters within Council's and Local Aboriginal Land Council boundaries and operational areas.	April 2022	Manager Community Life, *Manager Business Transformation



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
	8.3 Include a mandatory statement of Acknowledgement of Country on staff email signatures.	October 2021	Manager Community Life, *Manager Business Transformation
	8.4 Include a Statement of Acknowledgment of Country on the website.	October 2021	Manager Community Life, Manager Executive Services
	8.5 Include a Statement of Acknowledgment of Country on all social media platforms e.g. Children's Service Facebook Page and Bayside Council Facebook Page.		Manager Community Life, Manager Communications and Events

OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
9. Improve employment outcomes by increasing First Nations recruitment, retention and professional development.	9.1 Prepare a business case to increase Aboriginal and Torres Strait Islander employment opportunities at Council.	August 2023	Manager Community Life, *Manager Business Transformation
	9.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2022	Manager Community Life, *Manager Business Transformation
	9.3 Research and promote recruitment, training and traineeship opportunities for First Nations people offered at Council and businesses in our local government area.	Ongoing - Review Feb 2023 - July 2023	Manager Community Life, *Manager Business Transformation
	9.4 Connect with NSW Indigenous Careers and review the Commonwealth Aboriginal and Torres Strait Islander Employment Strategy 2020-24 to explore traineeships and internships at Bayside Libraries.	July 2022	Manager Community Life, Manager Customer Experience, Manager Business Transformation
10. Increase First Nations supplier diversity to support improved economic outcomes.	10.1 Connect with and promote First Nations local businesses.	Ongoing - Review Feb 2023	Manager Community Life
	10.2 Develop a business case for membership to Supply Nation.	February 2022	Manager Community Life, Manager Procurement
11. Encourage and explore creative and innovative opportunities for future RAPs.	11.1 Establish a register of potential innovations and opportunities for possible inclusion into future RAPs that do not fall into the remit of the current RAP.	Ongoing - Review Feb 2023	Manager Community Life
	11.2 Acquire rights through Bayside First Nations Art Competition for artwork to be used in Council publications.	August 2021	Manager Community Life,
	11.3 Encourage First Nations participation in Council's arts initiatives.	Ongoing - Review Feb 2023	Manager Community Life, Manager Communication and Events

GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
12. Establish and maintain effective RAP Working Groups to drive implementation and governance of the RAP.	12.1 Establish a RAP Working Group (Reconciliation Working Group) and Terms of Reference to guide RAP implementation.	March-April 2022	Manager, Community Life, *Manager Governance
	12.2 Formalise First Nations Working Group and ensure Reconciliation Working Group Terms of Reference include representation from the group.	November 2021	Manager Community Life, *Manager Governance
	12.3 Establish Aboriginal and Torres Strait Islander representation on the RWG.	March-April 2022	Manager Community Life, *Manager Governance
13. Provide appropriate support for effective implementation of RAP commitments.	13.1 Create a Council Resourcing Strategy for RAP implementation and deliverables.	December 2021	Manager Community Life, Manager Governance, Manager Business Transformation
	13.2 Research available grants to assist in the delivery of Reflect actions and deliverables implementation.	June 2022	Manager Community Life
	13.3. Develop and implement a plan to communicate and engage Councillors and Council's Executive, Managers and staff in the delivery of RAP commitments.	Ongoing - Review Feb 2023	Manager Community Life
	13.4 Ensure RAP commitments, actions and deliverables are reflected in the Integrated Planning and Reporting process to enable tracking, measuring and reporting.	Ongoing - Review Feb 2023	Manager Community Life, Manager Governance, Manager Business Transformation
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	14.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022	Manager Community Life
	14.2 Measure and promote First Nations participation in all council community consultation projects via Have Your Say website	Ongoing - Review Feb 2023	Manager Community Life



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY AND PARTNERS
15. Continue our reconciliation journey by developing our next RAP.	15.1 Register via Reconciliation Australia's website to begin developing our next RAP.	February 2023	Manager Community Life
	15.2 Work with key stakeholders including Reconciliation Working Group to report on the Reflect RAP and develop Innovate RAP	June 2023	Manager Community Life
	15.3 Create a Community Engagement plan to connect with the First Nations community and key stakeholders to inform the next stage of the RAP program the “Innovate” Reconciliation Action Plan.	November 2023	Manager Community Life

Contact

Details

If you wish to connect with us or find out more information, please contact:

Community Capacity Building Coordinator

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Bayside Council
Serving Our Community

Bayside Customer Service Centres

Rockdale Library, 444-446 Princes Highway, Rockdale
Westfield Eastgardens, 152 Bunnerong Road, Eastgardens
Monday to Friday 8:30am – 4:30pm, Saturday 9am – 1pm

Phone **1300 581 299 | 9562 1666**

Email **council@bayside.nsw.gov.au**

Web **www.bayside.nsw.gov.au**