



# **AGENDA**

## **Reconciliation Advisory Committee Meeting**

**Monday, 27 June 2022**

**I hereby give notice that a Reconciliation Advisory Committee Meeting will be held on:**

**Date: Monday, 27 June 2022**

**Time: 1:30pm**

**Location: Council Chambers Darrandirra  
Level 1, Civic Centre  
Harry Chan Avenue, Darwin**

**Chief Executive Officer**

## **RECONCILIATION ADVISORY COMMITTEE MEMBERS**

ABC Radio Charlie King

Larrakia Nation David Kurnoth

NT Indigenous Business Network Deb Anstess-Vallejo

NT Public Health Network Melinda Phillips

NT Public Health Network Jace Berry

Councillor Peter Pangquee

National Indigenous Australians Agency (NIAA) Carol Stanislaus

NAAJA John Rawnsley

## **OFFICERS**

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**1 Meeting Declared Open**

**2 Acknowledgement of Country**

**3 Apologies and Leave of Absence**

**3.1 Apologies**

**3.2 Leave of Absence**

**3.3 Leave of Absence Notified**

**4 Electronic Attendance**

**4.1 Electronic Attendance**

**4.2 Electronic Attendance Notified**

**5 Declaration of Interest**

**6 Confirmation of Previous Minutes**

Reconciliation Advisory Committee Meeting - 9 May 2022

**7 Actions Arising From Previous Minutes**

**8 Presentations**

## 9 OFFICER REPORTS

### 9.1 EXPRESSIONS OF INTEREST COMMUNITY MEMBERS

**Author:** Executive Manager Community and Cultural Services

**Authoriser:** General Manager Community

**Attachments:** Nil

#### RECOMMENDATIONS

1. THAT the report entitled Expressions of interest community members be received and noted.
2. THAT the Reconciliation Advisory Committee make a recommendation to Council for the appointment of up to 4 community representatives
  - (i) \_\_\_\_\_
  - (ii) \_\_\_\_\_
  - (iii) \_\_\_\_\_
  - (iv) \_\_\_\_\_

#### PURPOSE

The purpose of this report is to inform Reconciliation Advisory Committee members of the EOIs received from community members to join the committee and to seek a recommendation for appointment of up to 4 community members to Council.

#### KEY ISSUES

- The terms of reference for the Reconciliation Advisory Committee state that up to 4 community representatives be appointed
- Expressions of interest for community representatives opened on 12 May and closed on 16 June. The invitation to apply was distributed electronically and included information on the roles such as:
  - Voluntary positions
  - Need to be a resident of Darwin
  - Meeting dates and times scheduled for the year
- 8 applications were received
- The organisational members of the Reconciliation Advisory Committee need to review and rank applications and make recommendations to Council for appointments



**DISCUSSION**

The terms of reference for the Reconciliation Advisory Committee state that up to 4 community representatives be appointed. The organisational members of the Reconciliation Advisory Committee need to review and rank applications and make recommendations to Council for appointments. Recommendations from the Committee will then be submitted to Council for appointment.

The purpose of the Reconciliation Advisory Committee is to advocate, inform and guide Council on reconciliation actions and efforts to strengthen between Aboriginal and Torres Strait Islander peoples and Non Aboriginal and Torres Strait Islander peoples for the benefits of all Australians living within, working, studying or visiting the City of Darwin.

Terms of Reference for the Reconciliation Advisory Committee state that the selection of committee members will be related to their expertise, experience, dedication and commitment to the purpose of the group. The domains of expertise relevant to this committee are:

- Understanding and experience of issues impacting on Aboriginal and Torres Strait Islander communities
- Community services and cultural development
- Education, employment and training
- Recruitment and/or human resourcing
- Safety and well-being services

Community representatives are appointed for a period of 2 years.

Expressions of interest for community representatives opened on 12 May and closed on 16 June. The invitation to apply was distributed electronically and included information on the roles such as:

- Voluntary positions
- Need to be a resident of Darwin
- Meeting dates and times scheduled for the year

Applications were received from the following community members and will be supplied in the meeting for members to review

- Shane Bailey
- Keith Gregory
- Kathryn Bannister
- Catherine Fairlie
- Steven Wilson
- Jaquinta Nickle
- Nicole Brown
- Leah Gardiner

**PREVIOUS COUNCIL RESOLUTION**

At the 1 February 2022 meeting Council resolved:



<b>RESOLUTION ORD001/22</b>  1. THAT the report entitled Reconciliation Advisory Committee be received and noted. 2. THAT Council establishes the Reconciliation Advisory Committee, pursuant to Section 82 of the <i>Local Government Act 2019</i> and adopts the Committee Terms of Reference at <b>Attachment 1</b> . 3. THAT Council appoint the following Council members to the Reconciliation Advisory Committee for the period 1 February 2022 to 30 June 2022: Alderman Peter Pangquee and Alderman Paul Arnold as Alternate	
<b>STRATEGIC PLAN ALIGNMENT</b>	6 Governance Framework 6.2 Roles and Relationships
<b>BUDGET / FINANCIAL / RESOURCE IMPLICATIONS</b>	Nil
<b>LEGISLATION / POLICY CONTROLS OR IMPACTS</b>	<b>Legislation:</b> Local Government Act 2019 <b>Policy:</b> City of Darwin Governance Framework
<b>CONSULTATION, ENGAGEMENT &amp; COMMUNICATION</b>	<b>Engagement Level:</b> Involve <b>Tactics:</b> Expressions of interest form was distributed widely through networks via email and advertised on City of Darwin website
<b>DECLARATION OF INTEREST</b>	The report author does not have a conflict of interest in relation to this matter. The report authoriser does not have a conflict of interest in relation to this matter. If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).

**10 MEMBER REPORTS**

Nil

**11 GENERAL BUSINESS****11.1 CROSS CULTURAL CONSULTANTS - PROGRESS REPORT AND DRAFT ENGAGEMENT PLAN**

**Author:** Executive Manager Community and Cultural Services

**Authoriser:** General Manager Community

**Attachments:**

1. Progress report June
2. Draft Engagement Plan

**RECOMMENDATIONS**

That the report be received and noted.



# Reconciliation Action Plan Advisory and Support Services

For the City of Darwin

Progress Report

17 June 2022





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## Project overview

Cross Cultural Consultants were engaged in April 2022 to work with the City of Darwin to conduct reconciliation services to support their RAP initiatives and actions.

### Reconciliation Action Plan (RAP)

Track the actions to date on the RAP and facilitate the process for the next RAP – progress to date:

- Meetings have taken place with all General Managers and Executive Managers for input into current progress and future RAP
- Meetings scheduled with CEO and Lord Mayor
- Fortnightly meetings have been held with the EM Community and Cultural Services, Angela O'Donnell
- Monthly Implementation Group meetings have been held
- Draft RAP Achievements Report has been prepared for Stakeholders and Reconciliation Australia
- Action Framework for future RAP is in progress

### Draft Engagement Plan

Review Draft Engagement Plan – progress to date:

- The initial plan was reviewed and revised which is now in Draft 2. This plan has been reviewed by the Implementation Group with feedback provided contributing to the second draft.
- The Draft will also be reviewed by the Advisory Group and Staff Network prior to finalising.
- A toolkit will be considered after the review to support the Engagement Plan.

### Staff Support Network

Engage with the group to support the following actions:

- Review purpose and focus of the group and review the Terms of Reference.
- Facilitate meetings over three months with the view of consolidating the group and having the group self-manage
- Develop and set reporting schedule
- Develop the initial draft of the Cultural Safety Framework

**Progress to date:**

The first meeting was held with a discussion on the purpose and how the group will provide feedback to the ELT and receive feedback.

A sub-group (by self-nomination) will work with Jason Elsegood to develop the Draft Cultural Safety Framework throughout June.

A facilitated meeting with the entire group will be scheduled in July for input into the Draft Cultural Safety Framework and Future RAP actions.

**Reconciliation Advisory Committee**

Engage with the group to establish their role in the development of the next Reconciliation Action Plan – progress to date:

- Initial meeting held in May to establish the Group and gain endorsement for the Terms of Reference
- June meeting scheduled for Monday 20<sup>th</sup> June where endorsement for Community members will be sought and the Draft RAP report presented
- Meeting scheduled for 11<sup>th</sup> July which will be facilitated by Jason Elsegood from CCC on the future RAP

**RAP Internal Implementation Group**

Work closely with the group on the review of the current RAP and development of the future RAP – progress to date:

- Meetings held in April and May
- Meeting scheduled for June 22<sup>nd</sup>
- Actions tracked for current RAP and reported in Draft RAP Achievements Report prepared for Stakeholders and Reconciliation Australia (to be reviewed at meeting 22<sup>nd</sup> June)
- Review and Input into Draft Engagement Plan has occurred with Draft 2 prepared
- Input into Action Framework for Future RAP has been received through a series of meetings and will be the focus of the July meeting

**Other**

- A Cross Cultural Training Session with a RAP focus for the RAP Internal Implementation Group to be scheduled – Angela has sent initial email with potential dates and awaiting confirmation
- Support the recruitment of the Reconciliation Lead role – Jason Elsegood will provide this support and be a panel member for interviews in July
- Begin working the development of the next Reconciliation Action Plan. This will require external and internal stakeholder engagement.



DRAFT 2





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## Acknowledgement

City of Darwin acknowledges the Larrakia people as the Traditional Owners of all the land and waters of the Greater Darwin region. We pay our respects to Elders, past and present, as well as emerging leaders.

## Introduction

The City of Darwin Innovate Reconciliation Action Plan sets out actions to promote understanding and reconciliation between Aboriginal and Torres Strait Islander Australians and non- Aboriginal and Torres Strait Islander peoples.

Our Innovate Reconciliation Action Plan 2020 – 2022 (RAP) outlines the key *Focus Areas*:

**Relationships** – Connect and engage with Australia's First Peoples in Council activities, the provision of services and celebrate important cultural anniversaries.

**Respect** – Value the cultural knowledge of Australia's First Peoples and their contribution to Darwin's vibrant community through increasing community awareness and participation, and promoting reconciliation

**Opportunities** – Contribute towards an equitable future for Australia's First Peoples through employment and economic opportunities.

**Governance** – Maintain effective tracking, reporting, and communicating the achievements of the RAP

## Purpose

The purpose of the RAP Engagement Plan is to provide direction and inform the way we engage with Aboriginal and Torres Strait Islander stakeholders and community members to enhance the delivery of our services and programs. Developed as an internal resource, the Engagement Plan is a framework for staff to follow with information about the RAP and resources to guide and inform RAP actions.

The plan is informed by previous performance (against RAP actions) and builds in areas to inform our future RAP. Each Hub of City of Darwin has been consulted in the development of this Engagement Plan.

To achieve this purpose, we have developed processes to inform and educate internal staff members to deliver and promote the achievements of the RAP internally and externally. We believe that everyone in our organisation is responsible for reconciliation, and only with shared responsibility can we achieve meaningful and lasting change.



# Internal Stakeholders

Stakeholders engaged in the development of this Plan:

Internal Stakeholders	
City of Darwin Elected Members	
Office of the Lord Mayor and CEO	
Community	Community and Cultural Services
	Library and Family Services
	Regulatory Services
	Operations
Innovation	Innovation and Information Services
	Environment, Climate and Waste Services
	Technical Services
	Growth and Development Services
Corporate	Infrastructure
	Corporate and Customer Service
	Human Resources and Safety
	Finance
Groups and Committees	Reconciliation Advisory Committee
	City of Darwin RAP Implementation Group
	Aboriginal and Torres Strait Islander Staff Support Network



## External Stakeholders and Resources Directory

City of Darwin is committed to forging stronger relationships with Aboriginal and Torres Strait Islander people and organisations, acknowledging there is significant learning to be achieved for a shared future. Building relationships based on trust is crucial to building an inclusive and connected community, reflected in one of our key values of respect, where we seek and value the contribution of others. This culture encourages our people to connect and engage with Aboriginal and Torres Strait Islander people and organisations and the communities we work with in the provision of all services.

The directory below is provided to assist in the areas of Community Services, Economic Development, Environment and Employment.

### Community Services

#### Aboriginal Peak Organisations Northern Territory (APONT)

Aboriginal Peak Organisations Northern Territory (APONT) is an alliance comprising the Central Land Council (CLC), Northern Land Council (NLC), and the Aboriginal Medical Services Alliance of the Northern Territory (AMSANT).

The alliance works towards providing an effective response to key issues affecting Aboriginal people in the Northern Territory;

- advocates practical policy solutions to government;
- increases Aboriginal involvement in policy development & implementation;
- expands opportunities for community control; and
- strengthens networks between Aboriginal organisations in the Northern Territory.

#### [Aboriginal Peak Organisations Northern Territory \(APONT\) – NTcommunity](#)

##### [NT Community Service Directory](#)

A Directory servicing the needs of the Community [NTcommunity Service Directory](#) provides access to more than 215 community organisations offering 440 services across 380+ locations throughout the NT. The directory has its own dedicated brand, NTcommunity, and is available on the website and on mobile apps. It is updated with new organisations and services as they become available.

#### [NTcommunity](#)

#### Aboriginal Resource and Development Services (ARDS)

Our work champions the importance of language and culture in developing self-empowerment for Aboriginal people. We provide a range of platforms for Aboriginal voices to be heard, and we support Aboriginal communities to become informed about, and engage on their own terms with mainstream services and systems.

We work proactively with Indigenous people, through creative media, research and policy development to share their traditional and contemporary culture, knowledge and voice with the world.

#### [ARDS Aboriginal Cultural and Creative Services Northern Territory](#)





## Anglicare

Anglicare NT is a significant provider of social, mental health and community development services in the Northern Territory.

We work to build a community of people empowered with the freedom to achieve happy and fulfilled lives, where potential is realised through opportunity and choice, where the vulnerable are protected, where social justice is advanced and where cultural difference is respected.

Anglicare NT is a member of Anglicare Australia and is an ACNC Registered Charity.

[Anglicare NT - Anglicare NT \(anglicare-nt.org.au\)](http://anglicare-nt.org.au)

## BushTel

BushTel is a central point for information about the remote communities of the Northern Territory, their people and cultural and historical influences. BushTel aims to enhance planning and informed decision making.

[BushTel - Remote Communities of the NT](#)

## Council for Aboriginal Alcohol Program Services Inc (Australia) - CAAPS

CAAPS is a community controlled Aboriginal Corporation that supports people and families through services that reflect our values of caring, openness, respect and empowerment.

CAAPS Aboriginal Corporation delivers a range of important community services to people and their families in the Northern Territory.

[CAAPS](#)

## Danila Dilba

Danila Dilba Health Service is an Aboriginal community-controlled organisation providing culturally-appropriate, comprehensive primary health care and community services to Biluru (Aboriginal and Torres Strait Islander) people in the Yilli Rreung (greater Darwin) region of the Northern Territory.

[Home | Danila Dilba \(ddhs.org.au\)](http://ddhs.org.au)

## Darwin Indigenous Men's Service

DIMS is a not for profit organisation incorporated under the Northern Territory Associations ACT, on the 16 June 2017. The Management Committee consists of all Indigenous men living in the Darwin Region. The organisation has Indigenous male staff delivering programs and services to Indigenous male clients to help improve their social and emotional well-being.



The Men's service started in 2005 as a Family Violence Prevention and Healing program under Darwin Aboriginal & Islander Women's Shelter (DAIWS). DAIWS supports men's programs to assist Indigenous men improve their social and emotional wellbeing and prevent family violence from occurring and re-occurring. DAIWS continues to auspices funding for the men's services until it becomes fully independent from DAIWS.

[Darwin Indigenous Men's Service, Northern Territory \(daiws.org.au\)](https://daiws.org.au)

## Larrakia Nation

Larrakia Nation is one of Darwin's leading community service organisations. They have grown strong in recent years and deliver a wide range of programs and services across the Darwin region and are expanding services every year. They are one of the largest private sector employers of Aboriginal people in Darwin.

[Empowering Darwin's Traditional Owners | Larrakia Nation](#)

[Outreach Services - Larrakia Nation](#)

## National Aborigines and Islanders Day Observance Committee (NAIDOC)

The National NAIDOC Committee (NNC) make key decisions on National NAIDOC activities including the dates for the week-long celebrations, the focus city, the theme, the National NAIDOC Poster Competition winner and the National NAIDOC Awards winners.

[NAIDOC |](#)

## The National Indigenous Australians Agency (NIAA)

The National Indigenous Australians Agency (NIAA) is committed to improving the lives of all Aboriginal and Torres Strait Islander peoples.

The NIAA recognises that each community is unique. Our team includes people across Australia who work closely with communities to make sure policies, programs and services address these unique needs.

We work to support the Minister for Indigenous Australians, The Hon Ken Wyatt AM, MP.

[National Indigenous Australians Agency | \(niaa.gov.au\)](https://niaa.gov.au)

## Reconciliation Australia

Reconciliation Australia is the lead body for reconciliation in the nation who promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

[Reconciliation Australia](#)



## North Australian Aboriginal Justice Agency (NAAJA)

The North Australian Aboriginal Justice Agency (NAAJA) delivers high quality and culturally competent legal services to Aboriginal people in the Northern Territory.

In addition to our core legal practice in criminal and civil law, we provide law and justice related services that aim to ensure that Aboriginal people have real access to justice.

[North Australian Aboriginal Justice Agency \(NAAJA\) |](#)

## NTG – Aboriginal Interpreter Service

The Aboriginal Interpreter Service in the Northern Territory (NT) has all of the following:

- about 30 interpreters on staff covering the major languages of the NT
- more than 270 active casual interpreters covering close to 100 languages and dialects
- seven trainers from backgrounds such as linguistics, health, adult education and law.

The service develops professional and accurate registered interpreters.

Interpreters are trained to interpret accurately and be impartial.

[About the Aboriginal Interpreter Service | NT.GOV.AU](#)

[Major Aboriginal languages of the Northern Territory](#)

## The Office of Aboriginal Affairs (OAA)

The Office of Aboriginal Affairs (OAA) is responsible for providing support, engagement and advice to Aboriginal people and government on significant Aboriginal Affairs priorities through strategic Aboriginal policy matters, key projects and meaningful engagement and partnerships.

OAA comprises Aboriginal Affairs Strategic Partnerships and the Aboriginal Interpreter Services, and is supported by the broader Department of Chief Minister and Cabinet.

[Aboriginal Affairs \(nt.gov.au\)](#)



## Economic Development

### Larrakia Development Corporation

The prime objective of the Larrakia Development Corporation is to create economic opportunities for all Larrakia people through the creation and operation of sustainable businesses models, and the maintenance of the Larrakia Development Trust.

[Home | Larrakia Development Corporation](#)

### Larrakia Nation

Larrakia Nation is one of Darwin's leading community service organisations. We have grown strong in recent years and deliver a wide range of programs and services across the Darwin region, we are expanding our services every year. We are one of the largest private sector employers of Aboriginal people in Darwin.

[Empowering Darwin's Traditional Owners | Larrakia Nation](#)

### Northern Territory Business Network (NTIBN)

The NTIBN is a network of Indigenous businesses working together to create more opportunity and a greater potential for Indigenous business in the Northern Territory.

As the peak body representing Northern Territory Indigenous business, the NTIBN offers members organisational development, industry-based development, business support, collaborative and promotional opportunities, and helps to link businesses up with opportunities.

City of Darwin are an Associate Member of NTIBN and are committed to promoting and increasing procurement opportunities for members.

[Northern Territory Indigenous Business Network | Connecting Indigenous Suppliers and Business with Opportunities and Projects in the Northern Territory \(ntibn.com.au\)](#)

## Environment

### Aboriginal Areas Protection Authority

The Aboriginal Areas Protection Authority ('the Authority') is an independent statutory authority established under the Northern Territory Aboriginal Sacred Sites Act. The Authority is responsible for overseeing the protection of Aboriginal sacred sites on land and sea across the whole of Australia's Northern Territory.





[Welcome to Aboriginal Areas Protection Authority | Aboriginal Areas Protection Authority \(aapant.org.au\)](http://aapant.org.au)

## **NTG – Land and Sea**

The Northern Territory Government (NTG) has developed an Aboriginal Land and Sea Action Plan to better coordinate Aboriginal land and native title matters across the Northern Territory (NT), and ensure land and sea ownership to delivers on the economic and social aspirations of Aboriginal Territorians.

[Land and Sea | Aboriginal Affairs \(nt.gov.au\)](http://nt.gov.au)

## **Employment**

### **Aboriginal Employment Strategy (AES)**

AES offers a unique service to support Aboriginal and Torres Strait Islander people into careers, and walks along with them during their employment journey to provide advice, mentoring and other specialist supports.

[Aboriginal Employment Strategy \(aes.org.au\)](http://aes.org.au)

### **All Aspects Recruitment and HR Services**

All Aspects Recruitment & HR Services (All Aspects) are an Aboriginal owned and operated business working in the labour recruitment and human resources industry. All Aspects can provide recruitment solutions, mentoring and support, learning and development options, outsourcing, and career advice.

[All Aspects Recruitment - Home - All Aspects Recruitment | 2017 \(aarecruit.com.au\)](http://aarecruit.com.au)

### **Indigenous Employment Project (IE Project)**

IE Project are an Indigenous recruitment and labour hire specialist operating int the Northern Territory since 2012. IE Project can assist in all areas of recruitment including full service and unbundled service options. As an Indigenous specialist they have a large pool of candidates to access in the Territory and across Australia.

[Indigenous Employment and Recruitment | IE Project | Darwin, Northern Territory Australia](http://indigenousemploymentandrecruitment.com.au)

## **Workforce Australia**

Starting on 1 July 2022, Workforce Australia will be the new employment service delivered by the Department of Education, Skills and Employment.



[Workforce Australia - Department of Education, Skills and Employment, Australian Government \(dese.gov.au\)](https://dese.gov.au)

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## Cultural links, Protocols and Policies

City of Darwin respects and values the cultural knowledge of Australia's First Peoples and their contribution to Darwin's vibrant, creative and inclusive community. A culturally aware and educated workforce will enhance the delivery of services and programs, strengthening our capacity to engage with Aboriginal and Torres Strait Island individuals, businesses and organisations.

### Welcome To Country and Acknowledgement of Country

Aboriginal and Torres Strait Islander peoples were largely excluded from Australian history books and from the democratic process in Australia for the first two centuries of foreign settlement, since the colonisation of Australia from 1788. They are not included in the Australian flag or the Australian national anthem.

Including recognition of Indigenous peoples in events, meetings and national symbols is one part of repairing the damage caused by exclusion from settler society. Incorporating Welcome or Acknowledgement protocols into official meetings and events "recognises Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of land" and shows respect for traditional owners (Credit: Reconciliation Australia).

### Welcome to Country

Welcoming visitors to Country has been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. A crucial part of effectively engaging Aboriginal and Torres Strait Islander communities is respecting country, and the strong connection Aboriginal and Torres Strait Islander peoples have to their traditional land. The Larrakia people are the Traditional Owners of all the land and waters of the Greater Darwin Region and as such speak for Larrakia Country and provide Welcome to Country.

A Welcome to Country should be conducted at major public functions. Appropriate functions include government organised, funded and co-funded events such as: significant community engagement forums. A Welcome to Country should also be incorporated into events where Aboriginal and Torres Strait Islander issues, programs or services are being promoted.

A Welcome to Country can be booked with Larrakia Nation and requires two weeks notice:

[Event Services & Talent Enquiry - Larrakia Nation](#)

[Insert: CoD 0043 Meetings Policy](#)

[Link to pronunciation of Meeting Room names](#)



## Acknowledgment of Country

The City of Darwin respectfully acknowledges the First Nations people of this country and recognises their continuing connections to their lands, waters and communities. We pay our respects to the Aboriginal and Torres Strait Islander cultures, and to their leaders past, present and emerging.

***"I would like to acknowledge that this meeting is being held on the traditional lands of the Larrakia people, and pay my respect to elders both past and present." Does CoD have an acknowledgement they use? Reference to one in Chambers***

To learn more about delivering an acknowledgement of Country visit the link below:

[https://www.youtube.com/watch?v=zxo18\\_7BDt4](https://www.youtube.com/watch?v=zxo18_7BDt4)

## Public Art Commissions

City of Darwin recognises the importance of encouraging artistic works and cultural development programming which reflect Darwin's diverse cultural identity, particularly its First Nations identity in the Larrakia people. Council recognises the Larrakia people, their perspectives and concerns in the evaluation, planning, design and development of public art, public programming, and public spaces more generally.

[Please refer to CoD 084 Public Art and Cultural Development Policy \(insert\)](#)

## Increasing Procurement of Products and Services from Aboriginal and Torres Strait Islander Businesses

City of Darwin is committed to providing economic opportunities to Aboriginal and Torres Strait Islander peoples and organisations. Through pro-active measures and the ongoing review and development of procurement practices implemented by the City of Darwin we can achieve our RAP action of promoting opportunities for improved social and economic outcomes.

[Insert 0070 Procurement Policy](#)

## Dates of Significance

May

### 26 May - National Sorry Day

National Sorry Day, or the National Day of Healing, is an annual event that has been held in Australia on 26 May since 1998. The event remembers and commemorates the mistreatment of the country's Indigenous peoples, as part of an ongoing process of reconciliation between the Indigenous peoples of Australia and the settler population. The date was selected because on that date in 1997 the Bringing Them Home report was published.





## Week 27 May – 3 June National Reconciliation Week

National Reconciliation Week is held annually and celebrates the rich culture and history of the First Australians. National Reconciliation Week began in 1996 to provide focus for nationwide reconciliation activities. National Reconciliation Week coincides with two significant dates in Australia's history which provide strong symbols of the aspirations for reconciliation. May 27 marks the anniversary of the 1967 Referendum and June 3 marks the anniversary of the High Court's judgement in the 1992 Mabo case.

### July

## National NAIDOC Week

NAIDOC originally stood for 'National Aborigines and Islanders Day Observance Committee'. It has since taken on the acronym NAIDOC and the celebrations begin on the first Sunday in July and run for one week. There is a national theme every year and one of the main events of the week is the NAIDOC Ball and Awards. The annual awards are celebrated in the national focus city and recognise the outstanding contributions that Aboriginal and Torres Strait Islanders make to improve the lives of Aboriginal and Torres Strait Islander people in their communities and beyond, or to promote Aboriginal and Torres Strait Islander issues in the wider community, or the excellence they've shown in their chosen field. The theme for 2022 is *Get Up! Stand Up! Show Up!* and will be celebrated between the 3-10<sup>th</sup> of July.

## Seven Seasons

To the Larrakia people, the year is divided into seven seasons. Each season is highlighted by distinctive changes of weather patterns and plant and animal activity, each with their own special purpose.

Gulumoerrgin is the Indigenous language for Darwin and the surrounding regions of Cox Peninsula and Gunn Point in the Northern Territory.

Members of the language group, Lorraine Williams, Judith Williams, Maureen Ogden, Keith Risk and Anne Risk, contributed to the development of the Gulumoerrgin (Larrakia) seasonal calendar.

The Gulumoerrgin seasonal year is divided into seven main seasons:

- Balnba (rainy season)
- Dalay (monsoon season)
- Mayilema (speargrass, Magpie Goose egg and knock 'em down season)
- Damibila (Barramundi and bush fruit time)
- Dinidjanggama (heavy dew time)
- Gurrulwa (big wind time)
- Dalirrgang (build-up).

## [Larrakia Seasonal Year - Your Tropical City](#)



## Communication Methods

This table was taken out of the Communication plan – to be reviewed by Comms Manager?  
Is there a need to include this plan in this resource guide and if so how would you like it presented?

Tool	Detail	Who
<b>Internal</b>		
Intranet Education resource	A dedicate home on CoD intranet Barry: <ul style="list-style-type: none"> <li>○ RAP overview</li> <li>○ FAQ</li> <li>○ Engagement framework</li> <li>○ Protocols</li> <li>○ Stakeholder analysis</li> <li>○ Issues and risks analysis/ guide</li> <li>○ Templates</li> <li>○ Desk poster/ resource</li> <li>○ Industry updates</li> <li>○ Organisational RAP updates</li> </ul>	Engagement to develop Ange to guide
Intranet banner	A button included in the Intranet banner to promote the page and create ease of access for staff	Completed and active, requires regular updates
News story – intranet	News story include on the Intranet home page announcing the launch of the education resource, how to access and how to use it. Story to story on the page for minimum 1 week	Engagement to develop Communications to post
All staff email – CEO	The CEO to include an announcement about the resource in their regular staff updates. This email will link back to mission and aim to connect staff into the journey/ mission  Ongoing inclusion with the CEO's message to celebrate wins, remind staff of their responsibility to reconciliation and update them on the progress of the RAP	Engagement to develop Communications to handle send out
Staff briefings	Meetings with each department to explain how the RAP and Aboriginal and Torres Strait Islander people engagement relates to them. Explain how the resource works and how to access information.	



QR Codes	QR codes in prime locations around the Civic Centre and Operations Centre, linking to education resource and FAQs	
Screensavers	Screen savers for employees' computers with details about the education resource and QR code/ weblink. Up for minimum 1 month.	
<b>External</b>		
Media releases	Pitch media release to local media with major announcements from the RAP	Communications
CoD website banner	'always on' banner on website directing to RAP webpage	Communications
Dedicate RAP webpage	RAP webpage to be regularly updated with news, updates and achievements	Communications
TV screens	Create pages with updates and achievements to be broadcasted to the TV screens in key council locations, including Civic Centre, Libraries, etc.	
Social media	Where relevant achievements and updates can be shared across the CoD social platforms	Communications
e-newsletters	Stories and promotion of achievements through the RAP can be included in the e-newsletter to community members	

**11.2 UPDATE RECRUITMENT RECONCILIATION ACTION LEAD**

**Author:** Executive Manager Community and Cultural Services

**Authoriser:** General Manager Community

**Attachments:** Nil

**RECOMMENDATIONS**

That the report be received and noted.

EM COMMUNITY AND CULTURAL SERVICES TO PROVIDE COMMITTEE WITH VERBAL  
UPDATE ON RECRUITMENT PROCESS FOR RECONCILIATION ACTION LEAD POSITION.



**12      Next Meeting**

**13      Closure of Meeting**



# **MINUTES**

## **Reconciliation Advisory Committee Meeting**

**Monday, 9 May 2022**

**MINUTES OF CITY OF DARWIN  
RECONCILIATION ADVISORY COMMITTEE MEETING  
HELD AT THE  
ON MONDAY, 9 MAY 2022 AT 1.30PM**

**PRESENT:** Larrakia Nation David Kurnoth, NAAJA John Rawnsley, NT Indigenous Business Network Deb Anstess-Vallejo, NT Public Health Network Melinda Phillips, Councillor Peter Pangquee, National Indigenous Australians Agency Carol Stanislaus

**OFFICERS:** Matt Grassmayr, Angela O'Donnell & Heather Docker

**APOLOGY:** ABC Radio Charlie King, NT Public Health Network Jace Berry

**GUESTS:** Interim CEO City of Darwin Simone Saunders  
Cross Cultural Consultants Wendy Mould

**Order Of Business**

<b>1</b>	<b>Meeting Declared Open .....</b>	<b>3</b>
<b>2</b>	<b>Acknowledgement of Country .....</b>	<b>3</b>
<b>3</b>	<b>Apologies &amp; Leave Of Absence .....</b>	<b>3</b>
<b>4</b>	<b>Electronic Attendance .....</b>	<b>3</b>
<b>5</b>	<b>Declaration of Interest of Members and Staff .....</b>	<b>3</b>
<b>6</b>	<b>Confirmation of Previous Minutes .....</b>	<b>3</b>
<b>7</b>	<b>Actions Arising from Previous Minutes .....</b>	<b>3</b>
<b>8</b>	<b>Presentations .....</b>	<b>3</b>
<b>9</b>	<b>Officer Reports.....</b>	<b>3</b>
9.1	Terms of Reference .....	3
9.2	Frequency of meetings, times and locations.....	4
9.3	Background on Reconciliation Actions .....	4
9.4	Expression of interest community representatives.....	5
<b>10</b>	<b>Member Reports .....</b>	<b>5</b>
	Nil	
<b>11</b>	<b>General Business.....</b>	<b>5</b>
	Nil	
<b>12</b>	<b>Next Meeting .....</b>	<b>5</b>

**1 Meeting Declared Open**

The Chair declared the meeting open at 1.35 pm.

**2 ACKNOWLEDGEMENT OF COUNTRY**

*City of Darwin acknowledges that we are living and working on Larrakia Country. We acknowledge the Larrakia people as the Traditional Owners of the Darwin region. We pay our respects to the Larrakia elders past and present and support emerging Larrakia leaders now and into the future. City of Darwin is committed to working together with all Larrakia to care for this land and sea for our shared future.*

**3 APOLOGIES & LEAVE OF ABSENCE****3.1 Apologies**

ABC Radio Charlie King, NT Public Health Network Jace Berry

**3.2 Leave of Absence****3.3 Leave of Absence Notified**

Nil

**4 ELECTRONIC ATTENDANCE**

Nil

**5 DECLARATION OF INTEREST OF MEMBERS AND STAFF****5.1 Declaration of Interest by Members**

Nil

**5.2 Declaration of Interest by Staff**

Nil

**6 CONFIRMATION OF PREVIOUS MINUTES**

Nil

**7 ACTIONS ARISING FROM PREVIOUS MINUTES**

Nil

**8 PRESENTATIONS**

NIL

**9 OFFICER REPORTS****9.1 TERMS OF REFERENCE****COMMITTEE RESOLUTION RAC001/22**

Moved: Councillor Peter Pangquee

Seconded: Larrakia Nation David Kurnoth

1. THAT the report entitled Terms of Reference be received and noted.
2. THAT Council endorse changes to the terms of reference as recommended by the committee
3. THAT members of the Reconciliation Advisory Committee accept and sign the updated Terms of Reference

**CARRIED 6/0**

## **DISCUSSION**

Amendments to include:

- That section 1. Purpose be updated to non-Aboriginal and Torres Strait Islander people instead of Non Indigenous
- That section 5. Membership provisions be updated to include d) Any other peak Aboriginal organisation that the majority of the membership agree to approach
- That section 5.1 be updated to state at the first **full** meeting of the committee a Chair will be elected

## **9.2 FREQUENCY OF MEETINGS, TIMES AND LOCATIONS**

### **COMMITTEE RESOLUTION RAC002/22**

Moved: National Indigenous Australians Agency (NIAA) Carol Stanislaus

Seconded: NT Public Health Network Melinda Phillips

Council Officers plan to recommend the following at a subsequent Council meeting:

1. THAT the report entitled Frequency of Meetings, Time and Location be received and noted.
2. THAT the Reconciliation Advisory Committee adopts the following schedule for meetings in 2022:
  - a) Meetings to be held on Mondays
  - b) Meetings to be held from 1:30 PM to 3:00 PM
  - c) Meetings to be held at the Civic Centre  
and
  - d) Four more meetings to be held:
    - i. 20 June 2022
    - ii. 11 July 2022
    - iii. 12 September 2022
    - iv. 14 November 2022

**CARRIED 6/0**

### 9.3 BACKGROUND ON RECONCILIATION ACTIONS

**COMMITTEE RESOLUTION RAC003/22**

Moved: NT Indigenous Business Network Deb Anstess-Vallejo

Seconded: Councillor Peter Pangquee

1. THAT the report entitled Background on Reconciliation Actions be received and noted.

**CARRIED 6/0**

### 9.4 EXPRESSION OF INTEREST COMMUNITY REPRESENTATIVES

**COMMITTEE RESOLUTION RAC004/22**

Moved: NAAJA John Rawnsley

Seconded: NT Indigenous Business Network Deb Anstess-Vallejo

1. THAT the report entitled Expression of Interest Community Representatives be received and noted.
2. THAT the Reconciliation Advisory Committee seek up to 4 community representatives for approval by Council.

**CARRIED 6/0**

## 10 MEMBER REPORTS

Nil

## 11 GENERAL BUSINESS

Nil

## 12 NEXT MEETING

20 June 1.30 pm to 3.00 pm

The Chair declared the meeting closed at- 3.02 PM.