

Agenda

Reconciliation Advisory Committee Meeting

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

Date: Monday, 16 February 2026
Time: 12:00 PM
Location: Meeting Room Bidjpidji (Meeting Room 1)
Level 1, Civic Centre
Harry Chan Avenue, Darwin

Simone Saunders
Chief Executive Officer



RECONCILIATION ADVISORY COMMITTEE MEMBERS

Larrakia Nation David Kurnoth

NT Indigenous Business Network Deb Anstess-Vallejo

NT Primary Health Network Joline Bouwer

Ironbark Aboriginal Corporation TBC

Community Member Alinta McGuire

Councillor Peter Pangquee

Community Member Adrian Rotumah

City of Darwin Chief Executive Officer Simone Saunders

OFFICERS

Executive Manager Community and Cultural Services, Angela O'Donnell

Coordinator Reconciliation, Ineke Wallis

Order of Business

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1 ACKNOWLEDGEMENT OF COUNTRY

2 MEETING DECLARED OPEN

3 APOLOGIES AND LEAVE OF ABSENCE

3.1 Apologies

3.2 Leave of Absence Granted

3.3 Leave of Absence Notified

4 ELECTRONIC MEETING ATTENDANCE

4.1 Electronic Attendance Granted

4.2 Electronic Attendance Requested

5 DECLARATION OF INTEREST OF MEMBERS AND STAFF

6 CONFIRMATION OF PREVIOUS MINUTES

Reconciliation Advisory Committee Meeting - 17 November 2025

7 MOVING OF ITEMS

7.1 Moving Open Items into Confidential

7.2 Moving of Confidential Items into Open

8 DEPUTATIONS AND BRIEFINGS

9 OFFICER REPORTS

9.1 NOMINATION OF CHAIR

Author: Coordinator Reconciliation
Executive Manager Community and Cultural Services

Authoriser: Executive Manager Community and Cultural Services

Attachments: Nil

RECOMMENDATIONS

1. THAT the report entitled Nomination of Chair be received and noted.
2. THAT the Reconciliation Advisory Committee nominate _____ as the Chair for this meeting only.

PURPOSE

The purpose of this report is for the Committee to nominate a Chair for this meeting.

KEY ISSUES

- As per the Reconciliation Advisory Committee's terms of reference, the Chair is appointed by Council.
- At the last meeting in November the Committee recommend a Chair for a term of two years.
- This recommendation is scheduled to be reported at the Ordinary Council Meeting on the 24th of February 2026.
- The Committee need to nominate a temporary Chair for this meeting only.

<p>DISCUSSION</p> <p>At this meeting the Committee will nominate a temporary Chair. Council will receive a report at Ordinary Council Meeting on the 24 of February 2026 with the Committee's previous nomination for Chair David Kurnoth.</p>	
<p>PREVIOUS COUNCIL RESOLUTION</p> <p>At the 20 May 2024 meeting the Reconciliation Advisory Committee resolved:</p> <p>COMMITTEE RESOLUTION RAC031/24</p> <ol style="list-style-type: none"> 1. THAT the report entitled Election of Chairperson be received and noted. 2. THAT that Reconciliation Advisory Committee elect Milika De Santis as the Chairperson for the term 19 August 2024 to 30 August 2026. <p style="text-align: right;">CARRIED 5/0</p>	
<p>STRATEGIC PLAN ALIGNMENT</p>	<p>5 A Vibrant and Creative City</p> <p>5.2 By 2030, Darwin will be a more connected community and have pride in our cultural identity</p>
<p>BUDGET / FINANCIAL / RESOURCE IMPLICATIONS</p>	<p>Nil</p>
<p>LEGISLATION / POLICY CONTROLS OR IMPACTS</p>	<p>Policy:</p> <p>Advisory and Other Committees Policy No. 0093.100.E.R</p> <p>Reconciliation Advisory Committee Terms of Reference</p>
<p>CONSULTATION, ENGAGEMENT & COMMUNICATION</p>	<p>Nil</p>
<p>DECLARATION OF INTEREST</p>	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>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).</p>

9.2 RECONCILIATION ACTION PLAN DEVELOPMENT

Author:	Coordinator Reconciliation Executive Manager Community and Cultural Services
Authoriser:	Executive Manager Community and Cultural Services
Attachments:	1. Mandatory RAP Actions and Deliverables across Levels ↓ 2. Draft Timeline ↓

RECOMMENDATIONS

1. THAT the report entitled Reconciliation Action Plan Development be received and noted.
2. THAT the Reconciliation Advisory Committee recommend to Council City of Darwin develop their next Reconciliation Action Plan based on the proposed timelines provided.

PURPOSE

The purpose of this report is to seek the Committees recommendation for Councils development of our next Reconciliation Action Plan and to confirm proposed timelines.

KEY ISSUES

- Reconciliation is about strengthening relationships between First Nations and non-Indigenous people for the benefit of all Australians. This is achieved through the consultation and development of Reconciliation Action Plans (RAPs) for organisations, broader community engagement and the highlighting of Reconciliation Week. Reconciliation Australia are the peak body for Reconciliation and the development of Reconciliation Action Plans.
- City of Darwin delivered its first Reconciliation Action Plan in 2020. Its second RAP (August 2023-July 2025) was completed in late 2025. The key achievements from the second RAP include initiatives across HR, Governance, Grant Programs and relationship building.
- Reconciliation Action Plans have three levels: Reflect, Innovate and Stretch. City of Darwin has now completed two Innovate level Reconciliation Action Plans.
- The next level for a Reconciliation Action Plan for City of Darwin is a Stretch RAP. There are key deliverables associated with this level as outlined in **Attachment 1**. City of Darwin will require time to develop their next RAP and a draft timeline is provided at **Attachment 2**.

DISCUSSION

Reconciliation is about strengthening relationships between First Nations and non-Indigenous people for the benefit of all Australians. This is achieved through the consultation and development of Reconciliation Action Plans (RAPs) for organisations, broader community engagement and the highlighting of Reconciliation Week. Reconciliation Australia are the peak body for Reconciliation and the development of Reconciliation Action Plans.

City of Darwin delivered its first Reconciliation Action Plan in 2020. Its second RAP (August 2023-July 2025) was completed in late 2025.

The key achievements from the second RAP include:

- A Memorandum of Understanding with Larrakia Nation Aboriginal Corporation and a strong working relationship across multiple areas of Council
- An external Reconciliation Advisory Committee made up of First Nations members the CEO as the only non-Indigenous member
- A First Nations Staff Support Network and an internal RAP Implementation Group
- Attendance by a representative of our First Nations Staff Support Network at the national Reconciliation Australia Conference
- An annual Reconciliation Week program (delivered in partnership with a local First Nations Event Company)
- An annual Reconciliation Week and NAIDOC Week grant program for First Nations applicants
- Multiple online and in person training on Reconciliation, First Nations history, Cross Cultural Awareness and Anti Racism as part of our mandatory training for all staff
- A dedicated First Nations identified position as Reconciliation Coordinator
- A Larrakia Cultural Training program delivered in person to Elected Members of Council within their induction program
- Sponsorship of key First Nations Businesses including Larrakia Nation Aboriginal Corporation and Northern Territory Indigenous Business Network
- A First Nations Cultural Learning Plan
- A First Nations Recruitment Plan
- Annual NAIDOC program including a City of Darwin stall at Larrakia Nation's NAIDOC March
- A First Nations employment enrichment and inclusion policy
- A First Nations governance engagement and advocacy policy
- Regular participation in Reconciliation Australia's Workplace Barometer
- A First Nations Directory to guide staff engagement
- Founding membership of the NT Reconciliation Network

Reconciliation Action Plans have three levels: Reflect, Innovate and Stretch. City of Darwin has now completed two Innovate level Reconciliation Action Plans.

The next level for a Reconciliation Action Plan for City of Darwin is a Stretch RAP. City of Darwin could also remain at an Innovate level RAP. There are key deliverables associated with each level as outlined in **Attachment 1**. City of Darwin have been invited to progress to a Stretch RAP.

<p>At Attachment 2 is a proposed timeline for the development of City of Darwin's next RAP and a communication plan is being drafted. Once registered for an Innovate or Stretch RAP City of Darwin have 12 months to undertake consultation and development and it is anticipated that at least two drafts will be presented to Reconciliation Australia, the Advisory Committee and to Council prior to finalisation and endorsement. The timing would allow for City of Darwin to begin to develop a Stretch RAP that could be reviewed in terms of capacity and resources as the consultation phase progresses.</p> <p>Any new RAP would run from early or mid-2027 with the current timeline referencing an opportunity to launch in Reconciliation Week 2027.</p>	
<p>PREVIOUS COUNCIL RESOLUTION</p> <p>At the 27 June 2023 meeting Council resolved:</p> <p>RESOLUTION ORD337/23</p> <ol style="list-style-type: none"> 1. THAT the report entitled Reconciliation Action Plan 2023 to 2025 be received and noted. 2. THAT Council endorse the Reconciliation Action Plan 2023 to 2025 for submission to Reconciliation Australia for review. <p style="text-align: right;">CARRIED 11/0</p>	
STRATEGIC PLAN ALIGNMENT	6 Governance Framework 6.1 Vision and Culture
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	<p>Budget/Funding: Operational</p> <p>Is Funding identified: Yes</p> <p>The Reconciliation operational budget for 2026/27 will be utilised</p> <p>Existing Position No: Reconciliation Coordinator (PN 3032) supported by Executive Manager Community and Cultural Services</p>
LEGISLATION / POLICY CONTROLS OR IMPACTS	<p>Policy:</p> <p>Policy No. 4001.100.I.R. Anti-Discrimination and equal employment opportunity</p> <p>Policy No. 8044.100.I.R. First Nations employment – enrichment and inclusion</p> <p>Policy No. 8042.100.I.R. First Nations Governance Engagement and Advocacy</p>
CONSULTATION, ENGAGEMENT & COMMUNICATION	<p>Engagement Level: Involve</p> <p>Tactics:</p> <p>Focus groups, survey or online mechanisms and face to face meetings</p> <p>Internal:</p> <p>All Staff and Elected Members</p> <p>External:</p> <p>Key bodies</p>
DECLARATION OF INTEREST	The report author does not have a conflict of interest in relation to this matter.

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Required actions and deliverables

Each type of RAP outlines a set of actions and deliverables that workplaces are required to commit to in order to receive Reconciliation Australia’s endorsement and unique RAP logo. The following table provides a list of required actions and deliverables workplaces must commit to for each type.

RELATIONSHIPS			
ACTION	REFLECT DELIVERABLES	INNOVATE DELIVERABLES	STRETCH DELIVERABLES
<p>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement. Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders. Establish and maintain <i>[number]</i> formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations, including <i>[list organisations]</i>: <i>(Either set measurable target AND/OR list organisation names)</i>
<p>Build relationships through celebrating National Reconciliation Week (NRW).</p>	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to staff. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to staff. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW Organise at least one NRW event each year. Register all our NRW events on Reconciliation Australia’s NRW website. 	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to all staff. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in <i>[number]</i> external events to recognise and celebrate NRW, including <i>[list events]</i>: <i>(Either set measurable target AND/OR list events)</i> Organise <i>[number]</i> internal NRW events, including at least one organisation-wide NRW event, each year.

			<ul style="list-style-type: none"> • Register all our NRW events on Reconciliation Australia's NRW website.
<p>Promote reconciliation through our sphere of influence.</p>	<ul style="list-style-type: none"> • Communicate our commitment to reconciliation to all staff. • Identify external stakeholders that our organisation can engage with on our reconciliation journey. • Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	<ul style="list-style-type: none"> • Implement strategies to engage our staff in reconciliation. • Communicate our commitment to reconciliation publically. • Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. • Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. 	<ul style="list-style-type: none"> • Implement strategies to engage all staff to drive reconciliation outcomes. • Communicate our commitment to reconciliation publically. • Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes. • Collaborate with <i>[number]</i> RAP and other like-minded organisations to implement ways to advance reconciliation, including <i>[list organisations]</i>: <i>(Either set measurable target AND/OR list organisation names)</i>
<p>Promote positive race relations through anti-discrimination strategies.</p>	<ul style="list-style-type: none"> • Research best practice and policies in areas of race relations and anti-discrimination. • Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	<ul style="list-style-type: none"> • Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. • Develop, implement and communicate an anti-discrimination policy for our organisation. • Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. • Educate senior leaders and managers on the effects of racism. 	<ul style="list-style-type: none"> • Continuously improve HR policies and procedures concerned with anti-discrimination. • Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy. • Implement and communicate an anti-discrimination policy for our organisation. • Provide ongoing education opportunities for senior leaders and managers on the effects of racism. • Senior leaders to publically support anti-discrimination campaigns, initiatives or stances against racism.

RESPECT			
ACTION	REFLECT DELIVERABLES	INNOVATE DELIVERABLES	STRETCH DELIVERABLES
<p>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</p>	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. Conduct a review of cultural learning needs within our organisation. 	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. Develop, implement and communicate a cultural learning strategy for all staff. Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. Implement and communicate a cultural learning strategy for our staff. Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning. [%] all staff to undertake formal and structured cultural learning.
<p>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country. Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at [number] significant events each year, including [list events]: <i>(Either set measurable target AND/OR list events)</i> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.

			<ul style="list-style-type: none"> • Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events. • Display an Acknowledgment of Country plaque or other appropriate protocols in our office/s or on our buildings.
<p>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<ul style="list-style-type: none"> • Raise awareness and share information amongst staff about the meaning of NAIDOC Week. • Introduce staff to NAIDOC Week by promoting external events in our local area. • RAP Working Group to participate in an external NAIDOC Week event. 	<ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event. • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. • Promote and encourage participation in external NAIDOC events to all staff. 	<ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event. • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. • Support all staff to participate in <i>[number]</i> external NAIDOC Week events in our local area, including <i>[list events]</i>: <i>(Either set measurable target AND/OR list events)</i> • In consultation with Aboriginal and Torres Strait Islander stakeholders, support <i>[number]</i> external NAIDOC Week events each year, including <i>[list events]</i>: <i>(Either set measurable target AND/OR list events)</i>

OPPORTUNITIES			
ACTION	REFLECT DELIVERABLES	INNOVATE DELIVERABLES	STRETCH DELIVERABLES
<p>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<ul style="list-style-type: none"> • Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. • Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	<ul style="list-style-type: none"> • Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. • Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. • Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. • Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. • Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. • Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce. 	<ul style="list-style-type: none"> • Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. • Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. • Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. • Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. • Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions. • Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce from [%] to [%].
<p>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> • Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. • Investigate Supply Nation membership. 	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. • Investigate Supply Nation membership. • Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. • Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. • Investigate Supply Nation membership. • Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. • Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.

		<ul style="list-style-type: none"> • Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	<ul style="list-style-type: none"> • Maintain commercial relationships with <i>[number]</i> Aboriginal and/or Torres Strait Islander businesses, including <i>[list businesses]</i>. <i>(Either set measurable target AND/OR list business names).</i> • Increase our overall spend on goods and services purchased each year with Aboriginal and Torres Strait Islander owned businesses from <i>[%]</i> to <i>[%]</i>. • Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.
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GOVERNANCE			
ACTION	REFLECT	INNOVATE	STRETCH
<p>Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</p>	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. Draft a Terms of Reference for the RWG. Establish Aboriginal and Torres Strait Islander representation on the RWG. 	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. Establish and apply a Terms of Reference for the RWG. RWG meet at least four times per year to drive and monitor RAP implementation. 	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. Apply a Terms of Reference for the RWG. RWG meet at least four times per year to drive and monitor RAP implementation.
<p>Provide appropriate support for effective implementation of RAP commitments.</p>	<ul style="list-style-type: none"> Define resource needs for RAP implementation. Engage senior leaders in the delivery of RAP commitments. Define appropriate systems and capability to track, measure and report on RAP commitments. 	<ul style="list-style-type: none"> Define resource needs for RAP implementation. Engage senior leaders and other staff in the delivery of RAP commitments. Define and maintain appropriate systems and capability to track, measure and report on RAP commitments. Appoint and maintain an internal RAP Champion from senior management. 	<ul style="list-style-type: none"> Embed resource needs for RAP implementation. Embed key RAP actions in performance expectations of senior management and all staff. Embed appropriate systems and capability to track, measure and report on RAP commitments. Maintain an internal RAP Champion from senior management. Include our RAP as a standing agenda item at senior management meetings.
<p>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</p>	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. Report RAP progress to all staff and senior leaders quarterly. Publicly report our RAP achievements, challenges and learnings, annually. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. Report RAP progress to all staff and senior leaders quarterly. Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.
<p>Continue our reconciliation journey by developing our next RAP.</p>	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP.

Draft Reconciliation Action Plan (RAP) Implementation Timeline

Year	Month	Task/ Action
2026	January	<ul style="list-style-type: none"> Meeting with Reconciliation Australia (RA) to review options and timing Develop a draft timeline document and approach
2026	February	<ul style="list-style-type: none"> Reconciliation Advisory Committee – Report to Committee on RAP options and timeline First Nation Staff Support Network - Report on RAP options and timeline Implementation Group Meeting - Report on RAP options and timeline Register for a new RAP with RA Develop draft communications plan
2026	March	<ul style="list-style-type: none"> Ordinary Council Mtg - Report to Ordinary Council meeting on RAP options and timeline for decision Refine communications plan with Marketing Communication and Engagement team
2026	April	<ul style="list-style-type: none"> Begin communications as per plan Initial internal engagement sessions
2026	May	<ul style="list-style-type: none"> Reconciliation Week Reconciliation Advisory Committee Workshop on RAP
2026	June	<ul style="list-style-type: none"> Begin Draft new RAP Reconciliation Advisory Committee review initial draft (via email) First Nation Staff Support Network review initial draft Implementation Group Meeting review initial draft
2026	July	<ul style="list-style-type: none"> NAIDOC Week
2026	August	<ul style="list-style-type: none"> Continue internal engagement sessions including Council Commence external stakeholder sessions (Larrakia organisations and Reconciliation NT Network) Reconciliation Advisory Committee (TBC) First Nation Staff Support Network Implementation Group Meeting
2026	September	<ul style="list-style-type: none"> 1st Draft RAP to Reconciliation Australia
2026	October	
2026	November	<ul style="list-style-type: none"> Feedback from Reconciliation Australia to consolidate into 2nd DRAFT (TBC may take longer) Reconciliation Advisory Committee First Nation Staff Support Network Implementation Group Meeting Senior Leadership Team and General Managers and CEO
2026	December	<ul style="list-style-type: none"> 2nd Draft RAP to Reconciliation Australia
2027	January	
2027	February	<ul style="list-style-type: none"> Feedback Reconciliation Australia to incorporate Prepare report to Council for consideration of endorsement. Design and final review. Ordinary Council Mtg – Report for RAP endorsement
2027	March/ April	<ul style="list-style-type: none"> Printing
2027	May	<ul style="list-style-type: none"> Reconciliation Week - Launch RAP

9.3 RECONCILIATION COORDINATOR UPDATE

Author: Coordinator Reconciliation
Authoriser: Executive Manager Community and Cultural Services
Attachments: Nil

RECOMMENDATIONS

THAT the report entitled Reconciliation Coordinator Update be received and noted.

PURPOSE

The purpose of this report is to provide an update on the City of Darwin's Reconciliation journey and recent activities.

KEY ISSUES

- Since the last Reconciliation Advisory Committee Meeting several projects have been delivered across City of Darwin relevant to the Reconciliation portfolio.

DISCUSSION**Coordinator**

As of the 27 January 2026 the Reconciliation Coordinator has moved to full time. This will support more effective and efficient coordination and delivery of reconciliation initiatives across the organisation.

In her capacity as Reconciliation Coordinator, Ms Wallis presented at the First Nations Leadership Summit held in Darwin on 12 November 2025. An article published in the *National Indigenous Times* following the summit quoted: "She spoke with wisdom and knowledge, blending her personal experiences with powerful insights about leadership, culture and community."

Since the last Reconciliation Advisory Committee Meeting in November 2025 several projects have been delivered across City of Darwin relevant to the Reconciliation portfolio including:

Reconciliation Network NT (RNNT)

The Reconciliation Network for the Northern Territory has now been established.

This body aims to support, coordinate, provide leadership and advance reconciliation efforts across various communities, government and industry.

The City of Darwin will be hosting a meeting for the Network this Friday 20 February 2026, at the Civic Centre. The establishment of the Network represents a significant milestone for reconciliation efforts across the Northern Territory, and recognition is extended to all involved in the development. The current office bearers are Jenna Cubillo, Councillor Nicole Brown, Carmen Douglas, Darren Johnson, Jason Elsegood and Amber Shepherd. It is expected there will be a call for nominations for representation on the Committee in the coming months.

Reconciliation Week Planning

The theme for National Reconciliation Week 2026 is "All In," calls for all Australians to commit wholeheartedly to reconciliation every day. City of Darwin have engaged Xhale Events to deliver our 2026 Reconciliation events. Expected dates, location and activities are:

- Wednesday 27 May – Lunchtime event - location in the city for staff and public
- Thursday 28 May - BBQ at the Operations Centre with a guest First Nations speaker (closed event)
- Saturday 30 May – Morning Community Celebration at Casuarina Library including smoking ceremony, First Nations storytelling and activities

Grants

NAIDOC and Reconciliation Community Grant 2026 round will open on 1 March and close on the 31 March 2026. This funding is for celebrations of NAIDOC and or Reconciliation Weeks during the 2026/ 2027 financial year.

Priority areas include activities that:

- Celebrate Larrakia or other First Nations achievements or history
- Connect community and encourage participation
- Actively promote Reconciliation
- Have broad community engagement and participation

Capability and Learning*Larrakia Cultural Learning Online*

In early 2025 City of Darwin contracted Moogie Down to work on filming a series of Larrakia Cultural Awareness training videos for our staff. Working in partnership with Larrakia Nation

<p>Aboriginal Corporation (LNAC) who provided content, speakers and script approval, shooting by Moogie Downs for these videos started in February. We anticipate the videos being used by City of Darwin staff in mid-2026 with LNAC being able to use these with other providers as part of the partnership.</p> <p><i>Professional Development of First Nations Staff</i></p> <p>City of Darwin's Capability and Learning team recently called for proposals from organisations capable of delivering in-work coaching support to new and existing First Nations employees. The aim of this project is to make available culturally considerate and confidential coaching to enhance staff wellbeing, support cultural safety, and improve development, retention, and career progression of First Nation staff within the City of Darwin</p> <p>An Expression of Interest (EOI) went out to five potential providers based in Darwin and listed with NT Indigenous Business Network in December 2025.</p> <p>A company have been selected to undertake this work, and the Capability and Learning team are working on contracting and scheduling.</p> <p>Other projects</p> <p>The Environment Climate and Waste Team is currently working with a Larrakia Artist on new signage for the Cultural Signage Project at East Point Reserve. This opportunity was presented to Larrakia people via an expression of interest. The successful artist has been contracted, engaged and is currently drafting the cultural content for this project.</p> <p>It is encouraging to see different departments across the City of Darwin reaching out for support, connection, and collaboration with First Nations and Reconciliation initiatives. The Arts and Cultural Team is also currently in discussion with First Nations artists regarding collaboration opportunities and future works.</p>	
PREVIOUS COUNCIL RESOLUTION	
Nil	
STRATEGIC PLAN ALIGNMENT	<p>5 A Vibrant and Creative City</p> <p>5.2 By 2030, Darwin will be a more connected community and have pride in our cultural identity</p>
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Nil
LEGISLATION / POLICY CONTROLS OR IMPACTS	<p>Policy:</p> <p>Advisory and Other Committees Policy No. 0093.100.E.R</p>
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil.
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>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).</p>

10 MEMBER REPORTS**11 GENERAL BUSINESS****12 DATE, TIME AND PLACE OF NEXT COMMITTEE MEETING**

THAT the next Reconciliation Advisory Committee Meeting be held on Monday, 18 May 2026, at Meeting Room Bidjpidji (Meeting Room 1), Level 1, Civic Centre, Harry Chan Avenue, Darwin (Open Section followed by the Confidential Section).

13 CLOSURE OF MEETING TO THE PUBLIC

THAT pursuant to Section 99 (2) of the *Local Government Act 2019* and Regulation 51 of the *Local Government (General) Regulations 2021* the meeting be closed to the public to consider the Confidential Items of the Agenda.

RECOMMENDATIONS

That the Committee considers the confidential report(s) listed below in a meeting closed to the public in accordance with Section 99(2) of the *Local Government Act 2019*:

18.1 Procurement Policy 007.100.E.R review

This matter is considered to be confidential under Section 99(2) - 51(c)(iv) of the Local Government Act, and the Committee is satisfied that discussion of this matter in an open meeting would, on balance, be contrary to the public interest as it deals with information that would, if publicly disclosed, be likely to subject to subregulation 51(3) – prejudice the interests of the council or some other person.

18.2 Expression of Interest - Community Representatives

This matter is considered to be confidential under Section 99(2) - 51(b) of the Local Government Act, and the Committee is satisfied that discussion of this matter in an open meeting would, on balance, be contrary to the public interest as it deals with information about the personal circumstances of a resident or ratepayer.

14 ADJOURNMENT OF MEETING

Minutes

Reconciliation Advisory Committee Meeting

Monday, 17 November 2025

Unconfirmed

**MINUTES OF CITY OF DARWIN
RECONCILIATION ADVISORY COMMITTEE MEETING
HELD AT THE MEETING ROOM BIDJPIDJI (MEETING ROOM 1), LEVEL 1, CIVIC CENTRE,
HARRY CHAN AVENUE, DARWIN
ON MONDAY, 17 NOVEMBER 2025 AT 1:30 PM**

PRESENT:

Larrakia Nation - David Kurnoth (Chair)
Councillor Peter Pangquee
City of Darwin Chief Executive Officer - Simone Saunders
Community Member - Alinta McGuire
Community Member - Adrian Rotumah
NT Primary Health Network - Joline Bouwer
NT Indigenous Business Network - Hakon Dyrting

OFFICERS:

Executive Manager Community and Cultural Services - Angela O'Donnell
Coordinator Reconciliation - Ineke Wallis

APOLOGY:

Nil

GUESTS:

Lord Mayor Peter Styles
Community and Customer Liaison Assistant - Theresa Clarke

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1 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.

David Kurnoth from Larrakia Nation gave a warm Acknowledgement to country.

APPOINTMENT OF CHAIR

COMMITTEE RESOLUTION RAC025/25

Moved: NT Primary Health Network Joline Bower

Seconded: Community Member Adrian Rotumah

THAT David Kurnoth is appointed as chair for the meeting.

CARRIED 7/0

2 MEETING DECLARED OPEN

COMMITTEE RESOLUTION RAC026/25

Moved: NT Primary Health Network Joline Bower

Seconded: Community Member Adrian Rotumah

The Chair declared the meeting open at 1:38pm.

CARRIED 7/0

3 APOLOGIES AND LEAVE OF ABSENCE

3.1 APOLOGIES AND LEAVE OF ABSENCE

Nil

4 ELECTRONIC MEETING ATTENDANCE

4.1 ELECTRONIC ATTENDANCE GRANTED

COMMITTEE RESOLUTION RAC027/25

Moved: Community Member Adrian Rotumah

Seconded: Councillor Peter Pangquee

THAT the Committee note that pursuant to Section 95 (43) of the *Local Government Act 2019*, the following member(s) was granted permission for Electronic Meeting Attendance:

- Community Member Alinta McGuire
- NT Primary Health Network Joline Bower

CARRIED 7/0

5 DECLARATION OF INTEREST OF MEMBERS AND STAFF**5.1 DECLARATION OF INTEREST BY MEMBERS AND STAFF**

Nil

6 CONFIRMATION OF PREVIOUS MINUTES**COMMITTEE RESOLUTION RAC028/25**

Moved: Community Member Adrian Rotumah
Seconded: NT Indigenous Business Network Hakon Dyrting

THAT the minutes of the Reconciliation Advisory Committee Meeting held on 19 May 2025 be confirmed.

CARRIED 7/0

7 MOVING OF ITEMS**7.1 MOVING OF ITEMS INTO CONFIDENTIAL**

Nil

7.2 MOVING OF CONFIDENTIAL ITEMS INTO OPEN

Nil

7.3 MOVING CONFIDENTIAL ITEMS TO OPEN AT THE CONCLUSION OF THE MEETING**19.1 MEMBERSHIP UPDATE****COMMITTEE RESOLUTION RAC040/25**

Moved: Community Member Alinta McGuire
Seconded: Councillor Peter Pangquee

1. THAT the report titled Membership Update be received and noted.
2. THAT the committee note Ironbark's acceptance of membership to this committee.
3. THAT agenda item titled "Membership Update" be discussed at the next meeting.
4. THAT this report and any attachments be deemed confidential documents and be treated as such in accordance with Section 293(1) of the Local Government Act 2019.
5. THAT the report remain confidential and that this decision is moved to into open at the end of the meeting.

CARRIED 5/0

21.1 CONFIDENTIAL GENERAL BUSINESS**COMMITTEE RESOLUTION RAC041/25**

Moved: Community Member Alinta McGuire
Seconded: NT Indigenous Business Network Hakon Dyrting
THAT the following Member Reports be received and noted.

CARRIED 5/0**8 DEPUTATIONS AND BRIEFINGS**

Nil

9 OFFICER REPORTS**9.1 INTRODUCTION TO THE 24TH CITY OF DARWIN COUNCIL****COMMITTEE RESOLUTION RAC029/25**

Moved: Community Member Adrian Rotumah
Seconded: City of Darwin Chief Executive Officer Simone Saunders

THAT the report entitled Introduction to the 24th City of Darwin Council be received and noted.

CARRIED 7/0**9.2 NOMINATION OF CHAIR****COMMITTEE RESOLUTION RAC030/25**

Moved: Community Member Adrian Rotumah
Seconded: Community Member Alinta McGuire

1. THAT the report entitled Nomination of Chair be received and noted.
2. THAT that Reconciliation Advisory Committee nominate David Kurnoth as the Chair for a two-year term.

CARRIED 7/0

9.3 MEETING DATES 2026

COMMITTEE RESOLUTION RAC031/25

Moved: NT Indigenous Business Network Hakon Dyrting

Seconded: Community Member Alinta McGuire

1. THAT the report entitled Meeting Dates 2026 be received and noted.
2. THAT the Reconciliation Advisory Committee sets its meeting schedule for 2026 up to 30 June 2026 as follows:
 - a) meetings to be held on Mondays
 - b) meetings to be held from 12:00pm to 1:30pm
 - c) meetings to be held at Civic Centre and electronically via Teams
 - d) meetings to be held on:
 - i. 16 February 2026
 - ii. 18 May 2026

CARRIED 7/0

9.4 RECONCILIATION COORDINATOR UPDATE

COMMITTEE RESOLUTION RAC032/25

Moved: Community Member Adrian Rotumah

Seconded: NT Indigenous Business Network Hakon Dyrting

THAT the report entitled Reconciliation Coordinator Update be received and noted.

CARRIED 7/0

9.5 CLOSING THE GAP - INDEPENDENT ABORIGINAL AND TORRES STRAIT ISLANDER LED REVIEW

COMMITTEE RESOLUTION RAC033/25

Moved: NT Indigenous Business Network Hakon Dyrting

Seconded: Councillor Peter Pangquee

THAT the report entitled Closing the Gap - Independent Aboriginal and Torres Strait Islander Led Review be received and noted.

CARRIED 7/0

10 MEMBER REPORTS

COMMITTEE RESOLUTION RAC034/25

Moved: NT Indigenous Business Network Hakon Dyrting

Seconded: City of Darwin Chief Executive Officer Simone Saunders

THAT the Member Reports are to be received and noted.

CARRIED 7/0

11 GENERAL BUSINESS

11.1 GENERAL BUSINESS

COMMITTEE RESOLUTION RAC035/25

Moved: Councillor Peter Pangquee
Seconded: NT Indigenous Business Network Hakon Dyrting
THAT General Business be received and noted.

CARRIED 7/0

12 DATE, TIME AND PLACE OF NEXT COMMITTEE MEETING

COMMITTEE RESOLUTION RAC036/25

Moved: Councillor Peter Pangquee
Seconded: NT Indigenous Business Network Hakon Dyrting
THAT the next Reconciliation Advisory Committee be held on Monday 16 February 2026, at 12:00pm to 1:30pm.

CARRIED 7/0

Adrian Rotumah and Joline Bouwer left the meeting at 2:26pm.

13 CLOSURE OF MEETING TO THE PUBLIC

COMMITTEE RESOLUTION RAC037/25

Moved: Community Member Adrian Rotumah
Seconded: Councillor Peter Pangquee
THAT pursuant to Section 99 (2) of the *Local Government Act 2019* and Regulation 8 of the *Local Government (General) Regulations* the meeting be closed to the public to consider the Confidential Items of the Agenda.

CARRIED 5/0

RECOMMENDATIONS

THAT Council considers the confidential report(s) listed below in a meeting closed to the public in accordance with Section 99(2) of the *Local Government Act 2019*:

16.1 Membership Update

This matter is considered to be confidential under Section 99(2) - 51(c)(iv) of the Local Government Act, and the Council is satisfied that discussion of this matter in an open meeting would, on balance, be contrary to the public interest as it deals with information that would, if publicly disclosed, be likely to subject to sub regulation 51(3) – prejudice the interests of the council or some other person.

14 ADJOURNMENT OF MEETING

COMMITTEE RESOLUTION RAC038/25

Moved: NT Indigenous Business Network Hakon Dyrting

Seconded: Councillor Peter Pangquee

THAT the open section of the meeting be adjourned at 2:29pm.

CARRIED 5/0

THAT the open section of the meeting be resumed at 3:01pm.

THAT the chair declared the meeting closed at 3:01pm.

The minutes of this meeting will be confirmed at the Reconciliation Advisory Committee Meeting held on 16 February 2026.

.....
CHAIR