

Agenda

Reconciliation Advisory Committee Meeting

.....

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

Date: Monday, 17 November 2025
Time: 1:30 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

Councillor Peter Pangquee
Community Member Alinta McGuire
Community Member Adrian Rotumah
Larrakia Nation David Kurnoth
City of Darwin Chief Executive Officer Simone Saunders
NT Primary Health Network Joline Bouwer
NT Indigenous Business Network Deb Anstess-Vallejo
Ironbark Aboriginal Corporation
Alternate Councillor Patrik Ralph

OFFICERS

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

Order of Business

1	Acknowledgement of Country	5
2	Meeting Declared Open	5
3	Apologies and Leave of Absence	5
4	Electronic Meeting Attendance.....	5
5	Declaration of Interest of Members and Staff	5
6	Confirmation of Previous Minutes	5
7	Moving of Items	5
8	Deputations and Briefings	5
9	Officer Reports.....	6
9.1	Introduction to the 24th City of Darwin Council	6
9.2	Nomination of Chair	11
9.3	Meeting Dates 2026	13
9.4	Reconciliation Coordinator Update	15
9.5	Closing the Gap - Independent Aboriginal and Torres Strait Islander Led Review	27
10	Member Reports	31
11	General Business.....	31
12	Date, Time and Place of Next Committee Meeting.....	31
13	Closure of Meeting to the Public	31
14	Adjournment of Meeting.....	31

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 - 19 May 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 INTRODUCTION TO THE 24TH CITY OF DARWIN COUNCIL

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

RECOMMENDATIONS

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

PURPOSE

The purpose of this report is to inform Advisory Committee Members of the outcome of the recent City of Darwin elections and the membership of the 24th term of Council.

KEY ISSUES

- On 23 August 2025 City of Darwin elections were held for Lord Mayor and Elected Representatives across all wards
- On 6 September 2025 NT Electoral Commission announced the appointment of the new Lord Mayor and six new Elected Members with seven Elected Members returning for an additional term
- On 30 September at their first Ordinary Council Meeting Councillor Peter Pangquee was appointed as the nominated representative on this Advisory Committee to 30 September 2026, with Councillor Patrik Ralph being appointed as the Alternate representative

DISCUSSION

On 23 August 2025 City of Darwin elections were held for 24th term of Council for the City of Darwin. The elections were for Lord Mayor and Elected Representatives across all wards. City of Darwin local government area is made up of a Lord Mayor and four wards with each ward having three elected representatives.

On 6 September 2025 NT Electoral Commission announced the appointment of the new Lord Mayor and six new Elected Members with seven Elected Members returning for an additional term.

The new Lord Mayor is Peter Styles.

Chan Ward is represented by two returning Elected Members - Councillor Peter Pangquee and Councillor Ed Smelt and a new Elected Member - Councillor Julie Fraser.

Lyons Ward is represented by two returning Elected Members - Councillor Sam Weston and Councillor Mick Palmer and a new Elected Member - Councillor Nicole Brown.

Richardson Ward is represented by one returning Elected Member - Councillor Jimmy Bouhoris and two new Elected Members - Councillor Shani Carson and Councillor Edwin Joseph.

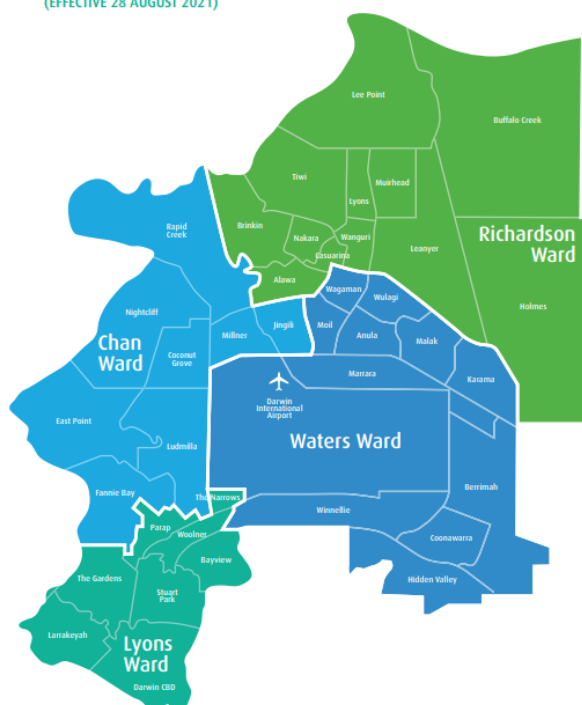
Waters Ward is represented by two returning Elected Members - Councillor Sylvia Klonaris and Councillor Kim Farrar and one new Elected Member - Councillor Patrik Ralph.

On 30 September at their first Ordinary Council Meeting Councillor Peter Pangquee was appointed as the nominated representative on this Advisory Committee to 30 September 2026, with Councillor Patrik Ralph being appointed as the Alternate representative.

For this Advisory Committee, it may be of interest to note that the 24th term of Council of City of Darwin has three First Nations people elected, including a previous community representative of this Committee and a returning Elected Member representative. This Council also boasts the youngest person elected to City of Darwin.

An image of the map of the Wards is below for reference.

Municipal Wards
(EFFECTIVE 28 AUGUST 2021)



PREVIOUS COUNCIL RESOLUTION

At the 30 September 2025 meeting Council resolved:

RESOLUTION ORD415/25

1. THAT the report entitled Appointments to Council Executive and Advisory Committees - 24th Council be received and noted.
2. THAT Council appoint the following Elected Members to the **Administrative Review Committee** to 30 September 2026:
Lord Mayor (Chair)
Councillor Mick Palmer;
Councillor Jimmy Bouhoris;
Councillor Edwin Joseph;
And that all remaining Elected Members are appointed as alternate members to the committee.
3. THAT Council appoint the following Elected Members to the **Chief Executive Officer Performance Appraisal Committee** to 30 September 2026:
Lord Mayor (Chair)
Councillor Mick Palmer;
Councillor Sylvia Klonaris;
Councillor Shani Carson; and
Councillor Ed Smelt
4. THAT Council appoint the following Elected Members to the **Access and Inclusion Advisory Committee** to 30 September 2026:
Councillor Sylvia Klonaris; and
Councillor Jimmy Bouhoris as Alternate.
5. THAT Council appoint the following Elected Members to the **Arts and Cultural Development Advisory Committee** to 30 September 2026:
Councillor Patrik Ralph; and
Councillor Kim Farrar as Alternate.
6. THAT Council appoint the following Elected Members to the **Darwin Military and Civilian History Advisory Committee** to 30 September 2026:
Lord Mayor (Chair)
Councillor Sam Weston; and
Councillor Shani Carson as Alternate.
7. THAT Council appoint the following Elected Members to the **East Point Reserve Advisory Committee** to 30 September 2026:
Councillor Mick Palmer; and
Councillor Shani Carson as Alternate.
8. THAT Council appoint the following Elected Members to the **Information Communication Technology Steering Committee** to 30 September 2027:
Councillor Jimmy Bouhoris; and
Councillor Peter Pangquee as Alternate.

9. THAT Council appoint the following Elected Members to the **International Relations Advisory Committee** to 30 September 2026:
Lord Mayor (Chair)
Councillor Jimmy Bouhoris; and
Councillor Sam Weston as Alternate.
 10. THAT Council appoint the following Elected Members to the **Reconciliation Advisory Committee** to 30 September 2026:
Councillor Peter Pangquee; and
Councillor Patrik Ralph as Alternate.
 11. THAT Council appoint the following Elected Members to the **Sister City Advisory Committee** to 30 September 2026:
Councillor Sylvia Klonaris; and
Councillor Edwin Joseph as Alternate.
 12. THAT Council appoint the following Elected Members to the **Tree Advisory Committee** to 30 September 2026:
Lord Mayor (Chair)
Councillor Julie Fraser and
Councillor Kim Farrar as Alternate.
 13. THAT Council appoint the following Elected Members to the **Youth Advisory Committee** to 30 September 2026:
Councillor Patrik Ralph; and
Councillor Jimmy Bouhoris as Alternate.
 14. THAT Council appoint the following Elected Member to the **Risk Management and Audit Committee** to 30 September 2027:
Councillor Mick Palmer ; and
Councillor Ed Smelt ; and
Councillor Jimmy Bouhoris.
 15. THAT Council note that the Lord Mayor holds the position of Ex-Officio for all Council Committees.
 16. THAT Council note that the Lord Mayor is directly appointed the following external committees for the whole of the 24th Term of Council:
Council of Capital City Lord Mayors (CCCLM)
Top End Regional Organisation of Councils (TOPROC)
 17. THAT Council note that Councillor Peter Pangquee is an Executive Board Member appointed to the **Local Government Association of the Northern Territory (LGANT)** and that his appointment remains current until November 2026.
- CARRIED 12/0**

STRATEGIC PLAN ALIGNMENT	5 A Vibrant and Creative City 5.2 By 2030, Darwin will be a more connected community and have pride in our cultural identity
BUDGET / FINANCIAL /	Nil

RESOURCE IMPLICATIONS	
LEGISLATION / POLICY CONTROLS OR IMPACTS	Legislation: <i>Local Government Act 2019</i> Policy: Meetings Elected Member Expenses, Facilities and Support
CONSULTATION, ENGAGEMENT & COMMUNICATION	N/A
DECLARATION OF INTEREST	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).

9.2 NOMINATION OF CHAIR

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

RECOMMENDATIONS

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

PURPOSE

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

KEY ISSUES

- The Committee Chair role is currently vacant.
- Per the Reconciliation Advisory Committee's terms of reference, the Chair is appointed by Council.
- At this meeting the Committee will nominate a Chair.

DISCUSSION Per the Reconciliation Advisory Committee's terms of reference, the Chair is appointed by Council. At this meeting the Committee will nominate a Chair.	
PREVIOUS COUNCIL RESOLUTION At the 20 May 2024 meeting the Reconciliation Advisory Committee resolved: COMMITTEE RESOLUTION RAC031/24 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. CARRIED 5/0	
STRATEGIC PLAN ALIGNMENT	5 A Vibrant and Creative City 5.2 By 2030, Darwin will be a more connected community and have pride in our cultural identity
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Nil
LEGISLATION / POLICY CONTROLS OR IMPACTS	Policy: Advisory and Other Committees Policy No. 0093.100.E.R
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	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).

9.3 MEETING DATES 2026

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

RECOMMENDATIONS

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 10:30am to 12:00pm
 - 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

PURPOSE

The purpose of this report is to propose the meeting schedule for 2026.

KEY ISSUES

- In accordance with the terms of reference, the Committee set its meeting schedule for the calendar year prior.
- Three meetings were scheduled in 2025 to be held at the Civic Centre and electronically via teams on a Monday 1:30 pm to 3.00 pm.
- At the Council meeting held on 30 September 2025, the Elected Members requested a review of the Advisory Committees and respective terms of reference.
- Committee members may still form working groups on a needs basis outside of the formal meeting schedule.

DISCUSSION

Dates, time and location of meetings are to be determined by the committee. The dates presented are for endorsement or discussion of alternative dates as determined by the committee.

Proposed 2026 dates, times and location are:

- a) meetings to be held on Mondays
- b) meetings to be held from 10:30am to 12:00pm
- 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

PREVIOUS COUNCIL RESOLUTION

At the 30 September 2025 meeting Council resolved:

RESOLUTION ORD455/25 Part of the decision: 4. THAT Council endorse a workshop to be held as part of the November 'Forum Meeting' to review the Advisory Committees and respective terms of reference. CARRIED 12/0	
STRATEGIC PLAN ALIGNMENT	6 Governance Framework 6.2 Roles and Relationships
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Nil
LEGISLATION / POLICY CONTROLS OR IMPACTS	Legislation: Local Government Act 2019 Policy: Advisory and Other Committees No.0930.100.E.R
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	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).

9.4 RECONCILIATION COORDINATOR UPDATE

Author: Coordinator Reconciliation
Authoriser: Executive Manager Community and Cultural Services
Attachments: 1. First Nations Artists [↓](#)
2. RAP Update and Impact Reporting [↓](#)
3. Timeline for next RAP [↓](#)

RECOMMENDATIONS

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

PURPOSE

The purpose of this report is to introduce the new Reconciliation Coordinator for City of Darwin and to provide an overview of recent activity.

KEY ISSUES

- Ineke Wallis was appointed Reconciliation Coordinator for City of Darwin and began in the role part time in July 2025.
- Since the last Reconciliation Advisory Committee Meeting several projects have been delivered across City of Darwin relevant to the Reconciliation portfolio.
- City of Darwin have submitted their RAP Impact Reporting and been in contact with Reconciliation Australia about the next steps in our Reconciliation journey.

DISCUSSION

Ineke Wallis was appointed Reconciliation Coordinator for City of Darwin and began in the role part time in July 2025. Ineke is passionate about advocating for First Nations people and future generations. Ineke worked for East Arnhem Regional Council for 7 years as the Governance and Executive Manager. One of the tasks included working with Traditional Owners (Yolngu people), Elected members, Community and Reconciliation Australia to implement a successful Reconciliation Action Plan. Ineke has also represented First Nations people of Australia at the United Nations in Geneva, advocating for basic human rights and the relationship to Maslow's Hierarchy of Needs.

Since starting at City of Darwin Ineke has met with key staff, undertaken a variety of mandatory training including the cross-cultural training delivered by Cross Cultural Consultants. This training is mandatory for all new staff at Council aligning with our Reconciliation commitments. This training opens eyes and gives new staff a *real* understanding of First Nation history. She has met with many of the Reconciliation Advisory Committee members, ran the First Nations Staff Support Network and Implementation Group meetings, reviewed outcomes against the outgoing RAP, attended NTIBN's Aboriginal Economic Development Forum and has continued exploring work to develop a Larrakia design for City of Darwin work uniforms.

Since the last Reconciliation Advisory Committee Meeting in May 2025 several projects have been delivered across City of Darwin relevant to the Reconciliation portfolio across areas such as HR, Learning and Capability, Arts and Culture, and Sponsorship.

These activities include:

- First Nations Recruitment Plan, First Nations Cultural Learning Plan and First Nations Career Development Plan (printed copies will be available at the meeting)
- Ongoing development of the Larrakia online training modules with Moogie Down and Larrakia Nation Aboriginal Corporation
- Copyright agreements and public art outcomes with First Nations Artists – **Attachment 1**
- Delivery of the final sponsorship under current agreement with Larrakia Nation Aboriginal Corporation for NAIDOC Week

In addition, the Reconciliation Network for the NT continues to progress with Executive Manager Community and Cultural Services participating in meetings to develop the draft constitution and formally establish the NT Association. Cross Cultural Consultants are currently leading this project and anticipate its first formal meeting in November to establish.

Reconciliation Coordinator has also been invited to present at the First Nations Leadership Summit in Darwin on the 12 November 2025.

City of Darwin submitted its RAP Impact Reporting on 23 September 2025, which reviews the impact of our RAP on a variety of areas of Council. Refer to **Attachment 2** which includes correspondence from Chief Executive Officer - Simone Saunders to CEO Reconciliation Australia - Karine Mundine and City of Darwin's Strategic reporting against the RAP for January to June 2025. An overview of First Nation Suppliers and Expenditure for July 2024 to 2025 will be available at the meeting. Reconciliation Coordinator has also been in discussion with Reconciliation Australia regarding the timing of the development of our next RAP and we are compiling our reporting on outcomes across the life of the RAP. It is proposed that we will register for our next RAP in February 2026 and allow up to 12 months to develop the first draft of this document. City of Darwin will review the requirements to move to a Stretch RAP during this time. Refer to **Attachment 3**.

PREVIOUS COUNCIL RESOLUTION

Nil.

STRATEGIC PLAN ALIGNMENT	5 A Vibrant and Creative City 5.2 By 2030, Darwin will be a more connected community and have pride in our cultural identity
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Nil
LEGISLATION / POLICY CONTROLS OR IMPACTS	Policy: Advisory and Other Committees Policy No. 0093.100.E.R
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil.
DECLARATION OF INTEREST	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).



Civic Centre
Harry Chan Avenue
Darwin NT 0800

GPO Box 84
Darwin NT 0801

P 08 8930 0300
E darwin@darwin.nt.gov.au

Copyright agreements and public art outcomes with First Nations Artists

May to October 2025

Artist	Title	Location
Trent Bundirrik Lee – Larrakia from Darwin	Guidance of One's Past	Artwork on Esplanade amenities block
Tara Darcy - Yolngu from Maningrida & now lives in Darwin	Maningrida Community	Artwork used on merchandise for the Disability Expo and NAIDOC. Motifs also used in the newly installed light pole wraps at Nightcliff Jetty.
Sarrita King – Gurindji resides in Darwin	Dancing	Artwork on irrigation tank located in Wulagi Greenbelt (off Snipe Crt)

darwin.nt.gov.au





Trent Bundirrik Lee

Guidance of One's Past

Trent Bundirrik Lee is a proud Larrakia man through his Nardang father, grandmother, Alap and as a part of the Cubillo family. Bundirrik was about seven when he was taught by his father to paint their traditional way. As a prominent member of Darwin's Street Art scene, he has also been the recipient of many commissions both local, national and international.

Located in Bicentennial Park, between the playground and mirragma gunugurr-wa, the artwork, wrapped on amenities, is titled 'Guidance of Ones' Past', and draws upon the artist's connection to culture.





Tara Darcy - Maningrida

Tara is a member of the Free Space Studio, a visual arts program run by Arts Access Darwin that supports artists with disability through workshops, access to materials, studio space and opportunities.

The light pole wraps include vibrant motifs from Tara's artwork *Maningrida Community*, inspired by her coastal upbringing in West Arnhem Land. The artwork features colourful turtles, birds, planes, houses and people.



darwin.nt.gov.au





Sarrita King - Dancing

Sarrita King lives in Darwin where she spent most of her life as a young person. The Northern Territory continues to be the source of much of her creative inspiration along with the stories her father shared with her, the late William King Jungala. The Gurindji tribe lead the first successful land rights claim following 1966 strike action at Wave Hill station. After a nine-year dispute, a portion their homelands were returned to the Gurinji people in 1975.

Of her work Sarrita has said...this artwork is a burst of Indigenous symbols. These have been created to be in all different shapes and directions. When the U shape is used it symbolizes a person. When they are painted in this way coming together and facing random directions it means people are dancing.



darwin.nt.gov.au





Civic Centre
Harry Chan Avenue
Darwin NT 0800

GPO Box 84
Darwin NT 0801

P 08 8930 0300
E darwin@darwin.nt.gov.au

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Dear Ms Mundine

City of Darwin RAP Impact Reporting 2025

I am pleased to present information to you on the impact of City of Darwin's second Innovate Reconciliation Action Plan 2023-2025.

In addition to completing our online reporting requirements I wanted to outline some of our journey and the significant changes this process has had on our operations.

As a result of City of Darwin's Innovate Reconciliation Action Plan commitments, we now have a comprehensive and considered approach across our organisation.

Some of the outcomes include:

- A Memorandum of Understanding with Larakia Nation Aboriginal Corporation and a strong working relationship across multiple areas of Council.
- An external Reconciliation Advisory Committee made up of First Nations members that I am proud to sit on 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 (this year delivered in partnership with a local First Nations Event Company).
- An annual Reconciliation Week and NAIDOC Week grant program for First Nations applicants only.
- Multiple online and in person training on Reconciliation, First Nations history, Cross Cultural Awareness and Anti Racism by The Australian Human Rights Commission as part of our mandatory training for all staff .

...2

darwin.nt.gov.au





- 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.

Multiple frameworks have been initiated from our Reconciliation Action Plan, and the actions have significantly supported positive outcomes and achievements for Reconciliation including an uplift in our expenditure in First Nations businesses. I have attached some of our framework documents to this letter for your consideration.

Proudly I am also pleased to inform you of an uplift in the number of First Nations people elected to Council in our recent elections. Our previous elections saw one First Nations member voted in to Council, and one elected later in the term in a by-election. During our recent elections in August this year four First Nations candidates ran, and three First Nations Elected Members have been appointed – across three different wards.

City of Darwin intend to focus on a couple of outstanding items from our outgoing Reconciliation Action Plan in the coming months prior to starting engagement on developing our next RAP in 2026.

Yours sincerely

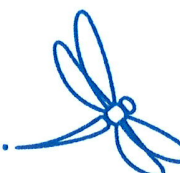


Simone Saunders
Chief Executive Officer

23 September 2025

Uploaded to Reconciliation Impact Reporting link via the internet

darwin.nt.gov.au





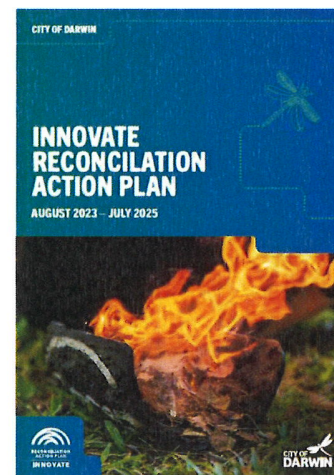
Reconciliation Action Plan

Responsible Officer: Executive Manager Community and Cultural Development

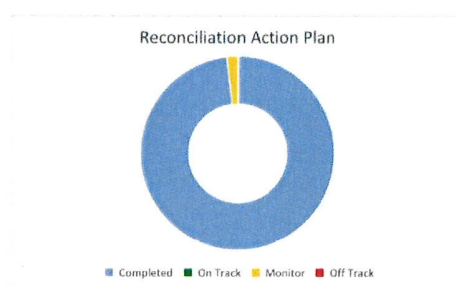
Period: 01/01/2025 – 30/06/2025

Highlights achieved in current period:

- Delivery of Reconciliation Week program across three sites including two public events with First Nations Event Partner.
- Five new grant recipients across the NAIDOC and Reconciliation Week funding program.
- Delivery of First Nations Cultural Learning Plan.
- Delivery of First Nations Recruitment Plan.
- Draft of First Nations Career Development Plan.



There are 55 actions active or due during 2024/25 and as per status graphic below, 54 actions have been completed, and one is listed as monitor. A total of 22 actions were completed in the previous year.



What will be achieved next period?

- Continue to develop organisational awareness through online training – Larrakia History and Culture in partnership with Larrakia Nation Aboriginal Corporation and Australian Human Rights Commission Training.
- Finalising reporting for the 2023-2025 Reconciliation Action Plan.
- Participation in NAIDOC Week events, including annual march and City of Darwin Stall.

Note: The one action marked as monitor is the registration of City of Darwin's next Reconciliation Action Plan with Reconciliation Australia. This will in late 2025 occur once the current 2023-2025 Reconciliation Action Plan has been finalised with Reconciliation Australia.

Reconciliation Action Plan Implementation

City of Darwin

Timeline

Year	Month	Task/ Action
2025	August	- First Nation Staff Support Network - Implementation Group Meeting - Training
2025	September	- Impact Reporting - Relationships - Training
2025	October	- Consolidate Reporting & Outcomes - Consultation with Reconciliation Australia
2025	November	- Consolidate Reporting & Outcomes - Reconciliation Advisory Committee - First Nation Staff Support Network - Implementation Group Meeting
2025	December	- Consolidate Reporting & Outcomes - Planning - Data Entry
2026	January	- Consolidate Reporting & Outcomes - Planning - Data Entry
2026	February	- Present Reporting & Outcomes - Reconciliation Advisory Committee (EOI for Community Members to RAC) - First Nation Staff Support Network - Implementation Group Meeting
2026	March	- Present Reporting & Outcomes - Register new RAP with RA
2026	April	- Draft new RAP - Consultation
2026	May	Reconciliation Week

Year	Month	Task/ Action
		• Draft new RAP • Consultation • Reconciliation Advisory Committee • First Nation Staff Support Network • Implementation Group Meeting
2026	June	• 1st Draft RAP to Reconciliation Australia
2026	July	• NAIDOC Week • Reconciliation Advisory Committee (RA feedback) • First Nation Staff Support Network (RA feedback) • Implementation Group Meeting (RA feedback)
2026	August	• Consolidate 2nd DRAFT
2026	September	• 2nd Draft RAP to Reconciliation Australia
2026	October	• Reconciliation Advisory Committee • First Nation Staff Support Network • Implementation Group Meeting • Finalise RAP Draft • MCE
2026	November	• 3rd Draft RAP to Reconciliation Australia
2026	December	• Planning • Data Entry
2027	January	• Planning • Data Entry
2027	February	• Final RAP to Council for Endorsement • Workshop
2027	March	• Printing
2027	April	• Printing
2027	May	• Reconciliation Week • Launch RAP
2027	June	• Implement RAP
2027	July	• NAIDOC Week

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

Author: Coordinator Reconciliation

Authoriser: Executive Manager Community and Cultural Services

Attachments: 1. Review Closing the Gap June 2025 (under separate cover) [↗](#)

RECOMMENDATIONS

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

PURPOSE

The purpose of this report is to provide the Committee with information regarding the Closing the Gap – Independent Aboriginal and Torres Strait Islander led review.

KEY ISSUES

- Closing the Gap is an Australian Federal Government initiative aimed at reducing disparities between First Nations people and non-Indigenous Australians in key areas such as child mortality, health, education, employment and life expectancy. Closing the Gap targets were formally introduced in 2008 following the 2005 Social Justice Report
- The 2020 Closing the Gap National Agreement outlines 17 socio economic targets and four priority reform areas
- While some progress has been made against the targets many are not on track or yet to be met and **Attachment 1** outlines the independent review delivered in June 2025 by First Nations organisations
- The Review at **Attachment 1** outlines a role for Local Government

DISCUSSION

Closing the Gap is an Australian Federal Government initiative aimed at reducing disparities between First Nations people and non-Indigenous Australians in key areas such as child mortality, health, education, employment and life expectancy. Closing the Gap targets were formally introduced in 2008 following the 2005 Social Justice Report.

Signatories to Closing the Gap include Commonwealth Government, State and Territory Governments and the Australian Local Government Association (ALGA).

The 2020 Closing the Gap National Agreement outlines 17 socio economic targets and four priority reform areas. The Priority reform areas are:

1. Formal partnerships and shared decision-making
2. Building the community-controlled sector
3. Transforming government organisations
4. Shared access to data and information at a regional level

While some progress has been made against the targets many are not on track or yet to be met and **Attachment 1** outlines the independent review delivered in June 2025 by the Coalition of Aboriginal and Torres Strait Islander Peak Organisation (Coalition of Peaks) - representing the community-controlled sector servicing communities across Australia. The Coalition of Peaks is made up of more than 80 Aboriginal and Torres Strait Islander community-controlled peak and member organisations across Australia, that represent over 800 First Nation organisations.

The Review at **Attachment 1** outlines the role for Local Government, the report identifies findings and recommendations for local government, including:

Key Finding 6: Governments have yet to commence any genuine transformative work

Local Government has not yet commenced any quantifiable work as a Party to the Agreement, despite a small number of positive examples driven by Aboriginal and Torres Strait Islander people or their organisations. This limited commitment to the new ways of working under the National Agreement is the barrier to transformative change and the realisation of the human rights of Aboriginal and Torres Strait Islander peoples. A human rights-based approach that truly relinquishes total governmental control and adequately invests in community-controlled solutions as the new normal is part of governments' responsibility to addressing this deficit.

- *Invest in community-controlled solutions*

Recommendation Two: Drive genuine transformation within governments through systemic and structural changes

2d) Local Government needs to step up to their Closing the Gap commitments under the National Agreement.

There is an argument to be made for consideration of existing jurisdictional funding allocations dedicated to local government for recognising the needs of Aboriginal and Torres Strait Islander communities, so they are resourced to meaningfully contribute to the implementation of the National Agreement. Until sustained funding is provided, many local governments will remain unable to step into their responsibilities as genuine partners. At the same time, local governments must strengthen their capability and cultural competence to engage respectfully with Aboriginal and Torres Strait Islander communities. This includes building relationships, improving accountability, identifying and addressing all forms of racism, embedding the Priority Reforms in local planning and decision-making processes. For local government peak bodies and many local governments, this will require examination of how to undertake this work in the absence of Aboriginal and Torres Strait Islander elected representatives or staff.

- *Resource communities to contribute to Closing the Gap*
- *Strengthen Council capability and cultural competence to engage respectfully*
- *Build relationships*

- *Improve accountability*
- *Identify and address all forms of racism*
- *Embed Priority Reforms into local planning and decision-making processes*

6. Combined national and jurisdictional efforts are lacking

"I think there's a perception that local governments do not deal in closing the gap." [Assembly Delegate]

Local government was singled out by many participants as the level of government not yet engaging in any impactful way. Relationships with government differ at the three levels, but the overwhelming view is that Local Government is not yet invested in the Closing the Gap process. In the majority of local governments, the lack of Aboriginal and Torres Strait Islander representation at elected or staff levels is seen as a major issue. There are opportunities for the local government sector to do much more under Closing the Gap, particularly in regional, rural and remote areas. "...the Shire (local government) has very few Aboriginal people and therefore isn't representative of the community." [Yarning Circle participant] "Yeah, better you get down on your hands and knees if you want something from them (the local council)." [Yarning Circle participant]

- *Undertake more collaboration across all areas of Priority Reform Two (building the community-controlled sector)*
- *Engage with community meaningfully and impactfully*
- *Increase Aboriginal and Torres Strait Islander representation at elected and senior staff levels in Council.*

PREVIOUS COUNCIL RESOLUTION

At the 29 April 2025 meeting Council resolved:

RESOLUTION ORD205/25

1. THAT the report entitled Reconciliation Advisory Committee Recommendation - Appointment of Members be received and noted.
2. THAT Council appoints Adrian Rotumah and Alinta McGuire as community members to the Reconciliation Advisory Committee for a two-year term from 19 May 2025 to 19 May 2027.
3. 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*.
4. THAT the documents remain confidential and that this decision be moved into Open at the end of the meeting.

CARRIED 7/0

STRATEGIC PLAN ALIGNMENT	5 A Vibrant and Creative City 5.2 By 2030, Darwin will be a more connected community and have pride in our cultural identity
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Budget/Funding: Council allocate an annual operational funding resource to our Reconciliation program
LEGISLATION / POLICY CONTROLS OR IMPACTS	Legislation: Local Government Act 2019 (NT) Anti-Discrimination Act 1992

	Policy: City of Darwin Reconciliation Action Plan August 2023-July 2025
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	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**11 GENERAL BUSINESS****12 DATE, TIME AND PLACE OF NEXT COMMITTEE MEETING****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.

19.1 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 subregulation 51(3) – prejudice the interests of the council or some other person.

14 ADJOURNMENT OF MEETING



MINUTES

Reconciliation Advisory Committee Meeting

Monday, 19 May 2025

Date: Monday, 19 May 2025

Time: 1:30 PM

**Location: Meeting Room Bidjpidji (Meeting Room 1)
Level 1, Civic Centre
Harry Chan Avenue, Darwin**

**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, 19 MAY 2025 AT 1:30 PM**

PRESENT:

Councillor Peter Pangquee
City of Darwin Chief Executive Officer Simone Saunders
Community Member Patrik Ralph
Community Member Alinta McGuire
Community Member Adrian Rotumah
NT Primary Health Network Jace Berry
Larrakia Nation David Kurnoth

OFFICERS:

Executive Manager Community and Cultural Services Angela O'Donnell
Senior Administration Officer Karen Long

APOLOGY:

Nil

GUESTS:

NT Primary Health Network Joline Bouwer

Order of Business

1	Meeting Declared Open	4
2	Acknowledgement of Country	4
3	Apologies & Leave Of Absence	4
4	Electronic Attendance	4
5	Declaration of Interest of Members and Staff	4
6	Confirmation of Previous Minutes	5
7	Actions Arising from Previous Minutes	5
8	Presentations	5
8.1	Introduction	5
9	Officer Reports.....	5
9.2	NAIDOC 2025 and Reconciliation Week 2026 Grant program.....	5
9.3	Reconciliation Week Program 2025	6
9.1	Nomination of Chair	6
9.4	2024 Reporting.....	6
9.5	NT Reconciliation Network	6
10	Member Reports	7
11	General Business.....	7
11.1	Upcoming Local Government Elections.....	7
12	Next Meeting	7
13	Closure of Meeting to the Public	8

Community Member Patrik Ralph was not present at the commencement of the meeting.

NT Primary Health Network organisational representative Jace Berry and Joline Bouwer were not present at the commencement of the meeting.

APPOINTMENT OF CHAIR

COMMITTEE RESOLUTION RAC012/25

Moved: Larrakia Nation David Kurnoth

Seconded: Community Member Alinta McGuire

THAT City of Darwin Chief Executive Officer Simone Saunders is appointed as chair for the meeting.

CARRIED 5/0

1 MEETING DECLARED OPEN

The Chair declared the meeting open at 1.33 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

Nil

3.2 Leave of Absence

Nil

3.3 Leave of Absence Notified

Nil

4 ELECTRONIC ATTENDANCE

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

COMMITTEE RESOLUTION RAC013/25

Moved: Councillor Peter Pangquee

Seconded: Larrakia Nation David Kurnoth

THAT the minutes of the Reconciliation Advisory Committee Meeting held on 17 February 2025 be confirmed.

CARRIED 5/0

7 ACTIONS ARISING FROM PREVIOUS MINUTES

Nil

8 PRESENTATIONS

Nil

8.1 INTRODUCTION

COMMITTEE RESOLUTION RAC014/25

Moved: Community Member Alinta McGuire

Seconded: Community Member Adrian Rotumah

THAT the introduction by Councillor Peter Pangquee to the new members be received and noted.

CARRIED 5/0

Community Member Patrik Ralph joined the meeting via Teams at 1.42 pm

9 OFFICER REPORTS

Moved Item 9.2 as the first item of business to allow time for those members that are on their way before considering Item 9.1 Nomination of Chair.

9.2 NAIDOC 2025 AND RECONCILIATION WEEK 2026 GRANT PROGRAM

COMMITTEE RESOLUTION RAC015/25

Moved: Community Member Alinta McGuire

Seconded: Larrakia Nation David Kurnoth

THAT the report entitled NAIDOC 2025 and Reconciliation Week 2026 Grant program be received and noted.

CARRIED 6/0

NT Public Health Network organisational representative Jace Berry and Joline Bouwer joined the meeting at 1.47 pm.

Community Member Patrik Ralph left the Teams meeting at 1.53 pm and rejoined the meeting at 1.53 pm.

9.3 RECONCILIATION WEEK PROGRAM 2025

COMMITTEE RESOLUTION RAC016/25

Moved: NT Primary Health Network Jace Berry

Seconded: Community Member Alinta McGuire

1. THAT the report entitled Reconciliation Week Program 2025 be received and noted.
2. THAT the Committee promote and attend Reconciliation Week Program events.

CARRIED 7/0

9.1 NOMINATION OF CHAIR

RECOMMENDATIONS

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

COMMITTEE RESOLUTION RAC017/25

Moved: City of Darwin Chief Executive Officer Simone Saunders

Seconded: NT Primary Health Network Jace Berry

THAT this matter lay on the table and be brought back to the next meeting.

CARRIED 7/0

9.4 2024 REPORTING

COMMITTEE RESOLUTION RAC018/25

Moved: Larrakia Nation David Kurnoth

Seconded: Community Member Alinta McGuire

THAT the report entitled 2024 Reporting be received and noted.

CARRIED 7/0

9.5 NT RECONCILIATION NETWORK

COMMITTEE RESOLUTION RAC019/25

Moved: Community Member Alinta McGuire

Seconded: Councillor Peter Pangquee

THAT the report entitled NT Reconciliation Network be received and noted.

CARRIED 7/0

10 MEMBER REPORTS

COMMITTEE RESOLUTION RAC020/25

Moved: City of Darwin Chief Executive Officer Simone Saunders

Seconded: Community Member Alinta McGuire

THAT the following verbal member reports be received and noted.

- NT Primary Health Network organisational representative Jace Berry informed the committee that this was his last meeting as the organisational representative and that Joline Bouwer will be the representative.

The committee thanked Jace for his contribution and wished him well.

CARRIED 7/0

11 GENERAL BUSINESS

11.1 UPCOMING LOCAL GOVERNMENT ELECTIONS

COMMITTEE RESOLUTION RAC021/25

Moved: Community Member Patrik Ralph

Seconded: Community Member Alinta McGuire

Councillor Peter Pangquee noted that currently there are two First Nations elected members on the City of Darwin Council and encouraged others to consider nominating, outlining that Council elections take place in August this year.

CARRIED 7/0

12 NEXT MEETING

1:30 pm

Monday 17 November 2025

13 CLOSURE OF MEETING TO THE PUBLIC**RECOMMENDATIONS**

THAT pursuant to Section 99 (2) of the Local Government Act 2019 and Regulation 8 of the Local Government Regulations the meeting be closed to the public to consider the Confidential Items of the Agenda.

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 subregulation 51(3) – prejudice the interests of the council or some other person.

ADJOURNMENT OF MEETING**COMMITTEE RESOLUTION RAC022/25**

Moved: City of Darwin Chief Executive Officer Simone Saunders

Seconded: Larrakia Nation David Kurnoth

The chair declared the Open meeting closed at 2.53 pm.

CARRIED 7/0