



# **AGENDA**

## **Reconciliation Advisory Committee Meeting**

**Monday, 14 November 2022**

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

**Date: Monday, 14 November 2022**

**Time: 1:30pm**

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

**Chief Executive Officer**

## **RECONCILIATION ADVISORY COMMITTEE MEMBERS**

Councillor Peter Pangquee

Councillor Morgan Rickard

City of Darwin CEO Simone Saunders

ABC Radio Charlie King

Larrakia Nation David Kurnoth

NT Indigenous Business Network Deb Anstess-Vallejo

NT Public Health Network Melinda Phillips

NT Public Health Network Jace Berry

National Indigenous Australians Agency (NIAA) Carol Stanislaus

Community Member Nicole Brown

Community Member Leah Gardiner

Member Mark Munnich

## **OFFICERS**

Reconciliation Action Lead, Lee Turner

Executive Manager Community and Cultural Services Angela O'Donnell

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**1 MEETING DECLARED OPEN**

**2 ACKNOWLEDGEMENT OF COUNTRY**

**3 APOLOGIES AND LEAVE OF ABSENCE**

**3.1 Apologies**

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**3.3 Leave of Absence Notified**

**4 ELECTRONIC ATTENDANCE**

**4.1 Electronic Attendance**

**4.2 Electronic Attendance Notified**

**5 DECLARATION OF INTEREST**

**6 CONFIRMATION OF PREVIOUS MINUTES**

Reconciliation Advisory Committee Meeting - 26 September 2022

**7 ACTIONS ARISING FROM Previous Minutes**

**8 PRESENTATIONS**

## 9 OFFICER REPORTS

### 9.1 PROPOSED MEETING DATES 2023

**Author:** Reconciliation Action Lead  
**Authoriser:** Executive Manager Community and Cultural Services  
**Attachments:** Nil

#### RECOMMENDATIONS

1. THAT the report entitled Frequency of Meetings, Time and Location be received and noted.
2. THAT the Reconciliation Advisory Committee adopts the following schedule for meetings in 2023:
  - a) Meetings to be held on Mondays
  - b) Meetings to be held from 1:30 PM to 3:00 PM
  - c) Meetings to be held at the Civic Centre  
and
  - d) Five meetings to be held:
    - i. 20 March 2023
    - ii. 15 May 2023
    - iii. 10 July 2023
    - iv. 11 September 2023
    - v. 13 November 2023

#### PURPOSE

The purpose of this report is to confirm meeting dates for the Reconciliation Advisory Committee for 2023.

#### KEY ISSUES

- On 1 February 2022, Council established the Reconciliation Advisory committee and adopted its Terms of Reference and appointed Councillor Peter Pangquee as the Elected Member representative and Councillor Paul Arnold as the alternate.
- In accordance with the Terms of Reference, item 6.1 *Frequency of Meeting and Location*, this report is proposing that the Committee meets five times in 2023.

**DISCUSSION**

In accordance with 6.1 of the *Terms of Reference*, the Committee will meet as least four times per year and no more than eight times annually between February and November. Time and location of meetings is to be determined by the Committee.

This report proposes the Reconciliation Advisory Committee considers adopting the following meeting schedule for 2023:

- e) Meetings to be held on Mondays
- f) Meetings to be held from 1:30 PM to 3:00 PM
- g) Meetings to be held at the Civic Centre
- and
- h) Five meetings to be held:
  - i. 20 March 2023
  - ii. 15 May 2023
  - iii. 10 July 2023
  - iv. 11 September 2023
  - v. 13 November 2023

**PREVIOUS COUNCIL RESOLUTION**

At the 12 July 2022 meeting Council resolved:

**RESOLUTION ORD352/22**

THAT Council appoint the following Council members to the Reconciliation Advisory Committee to 30 September 2023:

Councillor Peter Pangquee; and

Councillor Morgan Rickard as Alternate

<b>STRATEGIC PLAN ALIGNMENT</b>	5 A Vibrant and Creative City 5.2 By 2030, Darwin will be a more connected community and have pride in our cultural identity 6 Governance Framework 6.3 Decision Making and Management
<b>BUDGET / FINANCIAL / RESOURCE IMPLICATIONS</b>	Nil
<b>LEGISLATION / POLICY CONTROLS OR IMPACTS</b>	<b>Legislation:</b> Local Government Act 2019  <b>Policy:</b> Meetings Policy No.0043.100.E.R Advisory and Other Committees No.0930.100.E.R

	City of Darwin Innovate Reconciliation Action Plan
<b>CONSULTATION, ENGAGEMENT &amp; COMMUNICATION</b>	Nil
<b>DECLARATION OF INTEREST</b>	<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 KEY RECONCILIATION DATES 2023**

**Author:** Reconciliation Action Lead  
**Authoriser:** Executive Manager Community and Cultural Services  
**Attachments:** 1. Key Reconciliation Dates 2023 [↓](#)

**RECOMMENDATIONS**

1. THAT the report titled Key Reconciliation Dates 2023 be received and noted.

**PURPOSE**

The purpose of this report is to provide key dates regarding reconciliation in 2023 to the Reconciliation Advisory Committee.

**KEY ISSUES**

- At the Reconciliation Advisory Committee meeting held on 26 September 2022, committee members requested a list of key reconciliation dates for 2023.
- The Key Reconciliation Dates for 2023 are provided at **Attachment 1**.
- The intent is for City of Darwin to publish an online calendar for Reconciliation events in 2023.

<b>DISCUSSION</b> <p>The Reconciliation Advisory Committee members are advised of the key dates in <b>Attachment 1</b>.</p> <p>At the meeting held on 26 September 2022, Committee Member Nicole Brown requested that key reconciliation dates be circulated to the committee to seek any additional dates they wish to add.</p> <p><b>Attachment 1</b> provides key dates and events supporting Reconciliation in the 2023 calendar year. The intent is for City of Darwin to publish an online calendar for Reconciliation events and key dates.</p>	
<b>PREVIOUS COUNCIL RESOLUTION</b> <p>Nil</p>	
<b>STRATEGIC PLAN ALIGNMENT</b>	<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>
<b>BUDGET / FINANCIAL / RESOURCE IMPLICATIONS</b>	<p>Nil</p>
<b>LEGISLATION / POLICY CONTROLS OR IMPACTS</b>	<p>Nil</p>
<b>CONSULTATION, ENGAGEMENT &amp; COMMUNICATION</b>	<p><b>Engagement Level:</b> Consult</p> <p><b>External:</b></p> <p>Key dates circulated with Advisory Committee members</p>
<b>DECLARATION OF INTEREST</b>	<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>

**KEY EVENTS RECONCILIATION CALENDAR 2023**

<b>MONTH</b>	<b>DATE</b>	<b>EVENT</b>
<b><i>JANUARY</i></b>	26 JANUARY	INVASION DAY/TENT EMBASSY ESTABLISHED 1972
<b><i>FEBRUARY</i></b>	13 FEBRUARY	ANNIVERSARY OF APOLOGY TO STOLEN GENERATION
<b><i>MARCH</i></b>	3RD THURS	NATIONAL CLOSE THE GAP DAY HARMONY DAY
	21 MARCH	INTERNATIONAL DAY FOR ELIMINATION OF RACIAL DISCRIMINATION TIWI ISLAND ART AND FOOTBALL GRAND FINAL
<b><i>APRIL</i></b>		PARRTJIMA (MPARNTWE/ALICE SPRINGS)
<b><i>MAY</i></b>		GARRMALANG FESTIVAL
	26 MAY	NATIONAL SORRY DAY
	27 MAY	ANNIVERSARY OF 1967 REFERENDUM
	27 MAY - 1 JUNE	RECONCILIATION WEEK

<b>JUNE</b>	3 JUNE	MABO DAY
	11 JUNE	BARUNGA STATEMENT ANNIVERSARY
		BARUNGA FESTIVAL
<b>JULY</b>	3-8 JULY	NAIDOC WEEK
<b>AUGUST</b>	4 AUGUST	NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY
	9 AUGUST	UN INTERNATIONAL DAY OF INDIGENOUS PEOPLES
	14 AUGUST	YIRRKALA BARK PETITION ANNIVERSARY
	24 AUGUST	GURINDJI WALK OFF ANNIVERSARY
		GARMA FESTIVAL
		DARWIN ABORIGINAL ART FAIR
		NATIONAL INDIGENOUS MUSIC AWARDS
<b>SEPTEMBER</b>	1 SEPTEMBER	ANTAR SEA OF HANDS
		MAYALI MULIL FESTIVAL
		INDIGENOUS LITERACY DAY

**OCTOBER**

	INDIGENOUS BUSINESS MONTH
26 OCTOBER	ULURU HANDED BACK (1985)
30 OCTOBER	RACIAL DISCRIMINATION ACT ANNIVERSARY (1975)

**NOVEMBER**

<b>DECEMBER</b>	16 DECEMBER	LAND RIGHTS ACT ANNIVERSARY (1976)
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**9.3 CITY OF DARWIN UPDATE**

**Author:** Reconciliation Action Lead  
**Authoriser:** Executive Manager Community and Cultural Services  
**Attachments:** Nil

**RECOMMENDATIONS**

That the report be received and noted.

**STOLEN GENERATION MEETING TO DISCUSS MEMORIAL**

On 24 October 2022 the Reconciliation Action Lead (RAL) and Executive Manager Community and Cultural Services (EMCCS) met with Raelene Rosas from the NT Stolen Generations Aboriginal Corporation. This was to discuss Council's proposal regarding a Stolen Generation Memorial.

**WORKPLACE BAROMETER**

Reconciliation Australia survey results have been received and are being reviewed. Executive Manager Community and Cultural Services to provide an overview.

**LARRAKIA CULTURAL TOURISM INCUBATOR WORKSHOPS**

Larrakia Development Corporation (LDC) has been engaged by the City of Darwin to undertake phase 1 of the Larrakia Tourism Incubator program. LDC's role is to review the potential for a vibrant Larrakia tourism industry in the Darwin region, and to create a mentoring and coaching program to assist interested Larrakia people enter into or expand their tourism operations.

LDC has engaged Yarning Pty Ltd to undertake the stakeholder consultation workshops with Larrakia people to discuss Larrakia tourism opportunities in the Darwin region.

The purpose of the workshops is to discuss Larrakia tourism in the Darwin region and what opportunities there may be for Larrakia people, whether Larrakia people are interested operating a tourism businesses and what help may be needed to support the business ideas.

**ULURU STATEMENT FROM THE HEART**

On 25 October 2022 Thomas Mayor addressed Elected Members outlining the process of the referendum for a First Nations voice to parliament. RAL to provide details at the next meeting regarding activities in other local government areas. The Reconciliation Action Lead is currently contacting other city councils in Australia to gain ideas for organising Uluru Statement from the Heart activities for 2023.

**9.4 DRAFT RECONCILIATION ACTION PLAN 2023-2025**

**Author:** Reconciliation Action Lead

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

**Attachments:**

1. Reconciliation Australia Template [↓](#)
2. Reconciliation Australia's mandatory RAP actions and deliverables [↓](#)

**RECOMMENDATIONS**

THAT the report entitled Draft Reconciliation Action Plan 2023-2025 be received and noted.

**PURPOSE**

The purpose of this report is to update the Reconciliation Advisory Committee on the timeline for the development of the next Reconciliation Action Plan 2023-2025.

**KEY ISSUES**

- City of Darwin had its first Innovate Reconciliation Action Plan from August 2020-July 2022
- On 1 February 2022, City of Darwin established the Reconciliation Advisory Committee and adopted its Terms of Reference.
- Reconciliation Australia provide a template for the development of Reconciliation Action Plans which defines the mandatory actions and deliverables for each level of plan.
- The timeline for the development of the next Reconciliation Action Plan 2023-2025 is provided in this report.

**DISCUSSION**

In August 2020, City of Darwin endorsed its first Innovate Reconciliation Action Plan which ran from August 2020-July 2022.

On 1 February 2022, City of Darwin established the Reconciliation Advisory Committee and adopted its Terms of Reference.

Reconciliation Australia provide a template for the development of Reconciliation Action Plans. Some of the actions and deliverables within the Reconciliation Action Plan template are mandatory.

The current timeline for the development of the next Reconciliation Action Plan 2023-2025 is:

**October 2022**

- Officers develop internal consultation draft based on previous RAP and Reconciliation Australia template and requirements
- Internal consultation process

**November 2022**

- Update to Reconciliation Advisory Committee at November meeting
- Internal consultation feedback considered
- Discussions with Reconciliation Australia regarding template and format options for publication

**December 2022 / January 2023**

- Officers develop an external consultation draft based on feedback

**February 2023**

- External consultation draft circulated to Reconciliation Advisory Committee members and external stakeholders for feedback

**March 2023**

- Final draft RAP 2023-2025 developed in consideration of feedback
- Update to Reconciliation Advisory Committee at March 2023 meeting
- Final draft reviewed with Reconciliation Australia and presented to Council for consideration

**April/May 2023**

- Final RAP 2023-2025 presented to Council for endorsement

**PREVIOUS COUNCIL RESOLUTION**

At the 11 August 2020 Ordinary meeting Council resolved:

**RESOLUTION ORD239/20**

1. THAT the report entitled Innovate Reconciliation Action Plan 2020-2022 be received and noted.
2. THAT Council endorse the Innovate Reconciliation Action Plan 2020-2022.

3. THAT following Council endorsement, the City of Darwin Innovate Reconciliation Action Plan 2020-2022 be submitted to Reconciliation Australia for final approval.	
<b>STRATEGIC PLAN ALIGNMENT</b>	5 A Vibrant and Creative City 5.2 By 2030, Darwin will be a more connected community and have pride in our cultural identity
<b>BUDGET / FINANCIAL / RESOURCE IMPLICATIONS</b>	Nil
<b>LEGISLATION / POLICY CONTROLS OR IMPACTS</b>	Nil
<b>CONSULTATION, ENGAGEMENT &amp; COMMUNICATION</b>	<p><b>Engagement Level:</b> Discuss</p> <p><b>Tactics:</b> Development of DRAFT RAP</p> <p><b>Internal:</b> Reconciliation Implementation Group, Senior Leadership Team, First Nations Staff Support Network</p> <p><b>External:</b> Reconciliation Advisory Committee and key stakeholders in 2023</p>
<b>DECLARATION OF INTEREST</b>	<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>

## INNOVATE

### Reconciliation Action Plan (RAP) template

#### Innovate RAP:

An Innovate RAP is used to develop, test and establish the best approach for advancing reconciliation in your workplace. An Innovate RAP is a public commitment published on [Reconciliation Australia's website](#). An Innovate RAP is a 2 year plan, commencing after the RAP has been endorsed by Reconciliation Australia.

#### Before you start:

Before you commit to developing a RAP, it is important that you read and understand the [RAP framework](#), consisting of the three core pillars (Relationships, Respect and Opportunities), [four RAP types](#) (Reflect, Innovate, Stretch and Elevate) and [mandatory actions and deliverables](#) that guide the development of RAPs. It is also important to read and understand the [RAP development, review and endorsement process](#), starting with assessing [whether a RAP is right for your organisation](#).

#### How to use this RAP template:

The Innovate RAP template is designed to encourage workplaces to think strategically about the actions and deliverables that will achieve their unique [vision for reconciliation](#) within their [sphere of influence](#). It is also designed to guide the RAP development process through the establishment of a [RAP Working Group](#).

The Innovate RAP template outlines the mandatory actions and deliverables that your workplace needs to develop commitments in line with in order to receive Reconciliation Australia's endorsement. In addition, your workplace is expected to demonstrate strategic thinking by including additional actions and deliverables tailored to your core business and sphere of influence. Please complete the template by addressing the questions outlined in the 'Our Vision', 'Our Business' and 'Our RAP' sections, outlining your workplace's unique additional actions and deliverables, and assigning a responsibility and timeline to deliverables

Throughout this template, all *italicised* font is instructional only, whilst regular font indicates fixed text you need to include in your RAP. Please review the following resources for good practice guidance on completing RAP templates.

- [Developing a S.M.A.R.T. RAP](#).
- [Demonstrating inclusive and respectful language](#).

#### RAP review and endorsement process:

Once you have completed your first draft RAP, please [submit for review](#) to Reconciliation Australia's website. A RAP team member will be in touch to provide feedback and tailored assistance within four weeks. Once Reconciliation Australia is satisfied your RAP meets requirements for endorsement, you will be provided endorsement in two stages.

1. **Conditional Endorsement** – Reconciliation Australia will provide in principle endorsement of your RAP (content only) allowing you to seek internal sign-off from your senior leadership with confidence. Reconciliation Australia will also provide you with the RAP logo and branding to include in final design of your RAP.

**NB:** RAP logos are trademarked through IP Australia and must not be used until you have received Reconciliation Australia's final endorsement.

2. **Final Endorsement** – Reconciliation Australia will check your final designed document includes the conditionally endorsed content and the RAP logo and branding before providing final endorsement.

**[Organisation Name]****Innovate Reconciliation Action Plan [month, 20\_\_] – [month, 20\_\_]****Our vision for reconciliation**

State your organisation's [vision for reconciliation](#) and how it relates to your business.

**Our business**

*The purpose of this section is to provide staff and stakeholders with context about your workplace. In paragraphs, address the following questions as a minimum.*

- What is your core business?
- How many people does your workplace employ in Australia?
- How many Aboriginal and Torres Strait Islander staff does your workplace currently employ (if known)?
- What is your organisation's geographic reach (regional, national, or global)?
- What is your organisation's sphere of influence (internal and external stakeholders)? Refer to the [Engaging your 'sphere of influence'](#) document for guidance
- How many office locations does your workplace have in Australia and where are they?

**Our RAP**

*The purpose of this section is to provide staff and stakeholders with background about your workplace's interest in reconciliation and how you went about developing your RAP with your RAP Working Group. In paragraphs, address the following questions as a minimum.*

- Why is your workplace developing a RAP?
- Who from your senior leadership will champion your RAP?
- Who internally and externally is involved in your [RAP Working Group](#) (job titles)?
- How many Aboriginal and Torres Strait Islander people are represented on your [RAP Working Group](#)?
- Optional: Does your organisation have an external Aboriginal and Torres Strait Islander Advisory Group?

*If your workplace has progressed through a previous RAP, also include:*

- An outline of your reconciliation journey since developing your first RAP, including a summary of the key learnings or most significant changes.
- Optional: Provide case studies or staff profiles which reflect the positive progress your workplace has made.

<b>Relationships</b>			
<i>[Tell us why building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians is important to your organisation and its core business activities—themes include connecting people, sharing experiences, governance, communication, engagement and partnerships.]</i>			
<b>Focus area:</b> <i>Optional: What key strategic direction of your business does Relationships align to?</i>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	<i>[Month, year]</i>	<i>[Job title]</i>
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.		
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.		
	• RAP Working Group members to participate in an external NRW event.	27 May-3 June, <i>[Years]</i>	
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, <i>[Years]</i>	
	• Organise at least one NRW event each year.	27 May-3 June, <i>[Years]</i>	
	• Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May <i>[Years]</i>	
3. Promote reconciliation through our sphere of influence.	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.		
	• Communicate our commitment to reconciliation publicly.		
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.		
	• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.		
4. Promote positive race relations through anti-discrimination strategies.	• 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 on the effects of racism.		

<i>[Include any additional unique Relationship actions to support your reconciliation journey.]</i>	<i>[List the activities that are required in order to meet the objective of the Action.]</i>		
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<b>Respect</b>			
<i>[Tell us why respect for Aboriginal and Torres Strait Islander, cultures, histories, knowledge and rights are important to your organisation and its core business activities—themes include pride in cultures and histories, understanding, appreciation, acknowledgment, learning, success and celebration.]</i>			
<b>Focus area:</b> <i>Optional: What key strategic direction of your business does Respect align to?</i>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	<i>[Month, year]</i>	<i>[Job title]</i>
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.		
	• Develop, implement, and communicate a cultural learning strategy document for our staff.		
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.		
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• 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.		
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, <i>[Years]</i>	
	• 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.	First week in July, <i>[Years]</i>	
<i>[Include any additional unique Respect actions to support your reconciliation journey.]</i>	<i>[List the activities that are required in order to meet the objective of the Action.]</i>		

Opportunities			
<i>[Tell us why opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to your organisation and its core business activities—themes include employment, procurement, professional development, retention, enabling access to systems and processes.]</i>			
<b>Focus area:</b> <i>Optional: What key strategic direction of your business does Opportunities align to?</i>			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	<i>[Month, year]</i>	<i>[Job title]</i>
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> </ul>		
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</li> </ul>		
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>		
	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> </ul>		
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</li> </ul>		
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>		
	<ul style="list-style-type: none"> <li>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</li> </ul>		
	<ul style="list-style-type: none"> <li>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> </ul>		
	<ul style="list-style-type: none"> <li>Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li> </ul>		
<i>[Include any additional unique Opportunities actions to support your reconciliation journey.]</i>	<i>[List the activities that are required in order to meet the objective of the Action.]</i>		

Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	<i>[review dates should coincide with RWG meeting dates]</i>	<i>[Job title]</i>
	<ul style="list-style-type: none"> <li>Establish and apply a Terms of Reference for the RWG.</li> </ul>		
	<ul style="list-style-type: none"> <li>Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	<i>[Months, Years]</i>	
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>		
	<ul style="list-style-type: none"> <li>Engage our senior leaders and other staff in the delivery of RAP commitments.</li> </ul>		
	<ul style="list-style-type: none"> <li>Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> </ul>		
	<ul style="list-style-type: none"> <li>Appoint and maintain an internal RAP Champion from senior management.</li> </ul>		
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.</li> </ul>	June annually	
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	1 August annually	
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September, annually	
	<ul style="list-style-type: none"> <li>Report RAP progress to all staff and senior leaders quarterly.</li> </ul>		
	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings, annually.</li> </ul>		
	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>		
	<ul style="list-style-type: none"> <li>Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li> </ul>		
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	<i>[six months prior to RAP expiry date]</i>	

<i>[Include any additional unique Governance actions to support your reconciliation journey.]</i>	<i>[List the activities that are required in order to meet the objective of the Action.]</i>		
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**Contact details** *[Include contact details (job title, phone and email) for public enquiries about your RAP]*

Name:

Position:

Phone:

Email:

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

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

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

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

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

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

**10 MEMBER REPORTS**

Nil

**11 GENERAL BUSINESS**

Nil

**12 NEXT MEETING**

**13 CLOSURE OF MEETING**



# **MINUTES**

## **Reconciliation Advisory Committee Meeting**

**Monday, 26 September 2022**

**MINUTES OF CITY OF DARWIN  
RECONCILIATION ADVISORY COMMITTEE MEETING  
HELD AT THE COUNCIL CHAMBERS DARRANDIRRA, LEVEL 1, CIVIC CENTRE, HARRY  
CHAN AVENUE, DARWIN  
ON MONDAY, 26 SEPTEMBER 2022 AT 1:30PM**

**PRESENT:** City of Darwin CEO Simone Saunders, Larrakia Nation David Kurnoth, NT Indigenous Business Network Deb Anstess-Vallejo, NT Public Health Network Jace Berry, National Indigenous Australians Agency (NIAA) Carol Stanislaus, Community Member Nicole Brown, Community Member Leah Gardiner

**OFFICERS:** General Manager Community Matt Grassmayr, Angela O' Donnell Executive Manager Community and Cultural Services, Community Development Officer Heather Docker

**APOLOGY:** Councillor Peter Pangquee, NT Public Health Network Melinda Phillips

**GUESTS:** Cross Cultural Consultants Jason Elsegood

**Order Of Business**

<b>1</b>	<b>Meeting Declared Open .....</b>	<b>3</b>
<b>2</b>	<b>Acknowledgement of Country .....</b>	<b>3</b>
<b>3</b>	<b>Apologies &amp; Leave Of Absence .....</b>	<b>3</b>
<b>4</b>	<b>Electronic Attendance .....</b>	<b>3</b>
<b>5</b>	<b>Declaration of Interest of Members and Staff .....</b>	<b>3</b>
<b>6</b>	<b>Confirmation of Previous Minutes .....</b>	<b>3</b>
<b>7</b>	<b>Actions Arising from Previous Minutes .....</b>	<b>4</b>
<b>8</b>	<b>Presentations .....</b>	<b>4</b>
<b>9</b>	<b>Officer Reports.....</b>	<b>4</b>
<b>10</b>	<b>Member Reports .....</b>	<b>4</b>
	Cross Cultural Consultants - Reconciliation Action Plan Development.....	4
<b>11</b>	<b>General Business.....</b>	<b>5</b>
	Reconciliation Activity Planning 2023.....	5
	Reconciliation Advisory Committee Organisational Membership.....	5
<b>12</b>	<b>Next Meeting .....</b>	<b>5</b>

**1 Meeting Declared Open**

The Chair declared the meeting open at 1.32 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**

Councillor Peter Pangquee, NT Public Health Network Melinda Phillips

**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****5.2 Declaration of Interest by Staff****6 CONFIRMATION OF PREVIOUS MINUTES****COMMITTEE RESOLUTION RAC012/22**

Moved: NT Indigenous Business Network Deb Anstess-Vallejo

Seconded: Community Member Leah Gardiner

That the minutes of the Reconciliation Advisory Committee Meeting held on 12 July 2022 be confirmed.

**CARRIED 10/0**

**7 ACTIONS ARISING FROM PREVIOUS MINUTES**

- On 30 August Council endorsed the recommendation for Nicole Brown to Chair the Reconciliation Advisory Committee.

- On 13 September Council endorsed the recommendation for City of Darwin to use the term First Nations.
- In relation to the proposal by this Committee to run a forum on Youth Crime and Anti Social Behaviour CEO Simone Saunders outlined actions by City of Darwin in this area. Recommendations by the Committee could be considered to one of these forums:
  - Local Government Association of the Northern Territory (LGANT) are overseeing a forum on antisocial behaviour, the motion proposed re Youth Crime and Anti Social Behaviour could be included in this format.
  - There is a weekly interagency taskforce that is convened by NT Police that City of Darwin and Larrakia Nation Aboriginal Corporation participate in.
  - A quarterly Regional Taskforce is also convened by NTG that CEO sits on to represent City of Darwin.
- Reconciliation Advisory Committee will not endorse any additional Community committee members this year with the exception of the NAAJA organisational member to be nominated.

## 8 PRESENTATIONS

Nil

## 9 OFFICER REPORTS

Nil

## 10 MEMBER REPORTS

### CROSS CULTURAL CONSULTANTS - RECONCILIATION ACTION PLAN DEVELOPMENT

#### COMMITTEE RESOLUTION RAC013/22

Moved: National Indigenous Australians Agency (NIAA) Carol Stanislaus

Seconded: Larrakia Nation David Kurnoth

That the report Cross Cultural Consultants – Reconciliation Action Plan Development be received and noted.

**CARRIED 9/0**

A template for the development of the next RAP will be circulated to the committee for input

## 11 GENERAL BUSINESS

### RECONCILIATION ACTIVITY PLANNING 2023

#### COMMITTEE RESOLUTION RAC014/22

Moved: Larrakia Nation David Kurnoth

Seconded: Community Member Nicole Brown

That the report be received and noted.

**CARRIED 9/0**

A template will be circulated to the Committee to provide key dates and events supporting Reconciliation in the 2023 calendar year. The intent is for City of Darwin to publish an online calendar for Reconciliation events and key dates.

## **RECONCILIATION ADVISORY COMMITTEE ORGANISATIONAL MEMBERSHIP**

### **COMMITTEE RESOLUTION RAC015/22**

Moved: Community Member Nicole Brown

Seconded: National Indigenous Australians Agency (NIAA) Carol Stanislaus

That the notification of the resignation of NAAJA Organisational member John Rawnsley be received and noted.

**CARRIED 9/0**

*City of Darwin CEO Simone Saunders departed the meeting at 2:59 pm.*

## **12 NEXT MEETING**

14 November 2022, 1.30 PM

The Chair declared the meeting closed at 3.02 pm