



AGENDA

Reconciliation Advisory Committee Meeting

Monday, 20 March 2023

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

Date: Monday, 20 March 2023

Time: 1.30pm

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

Webcasting:

**Simone Saunders
Chief Executive Officer**

RECONCILIATION ADVISORY COMMITTEE MEMBERS

Councillor Peter Pangquee

Councillor Morgan Rickard (Alternate)

Community Member Nicole Brown (Chair)

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

North Australian Aboriginal Justice Agency (NAAJA) Mark Munnich

Community Member Leah Gardiner

OFFICERS

CEO, Simone Saunders

Executive Manager, Community and Cultural Services Angela O'Donnell

Darwin Safer City Program Coordinator Elly Bugg

Reconciliation Action Lead, Lee Turner

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1 MEETING DECLARED OPEN

2 ACKNOWLEDGEMENT OF COUNTRY

3 APOLOGIES AND LEAVE OF ABSENCE

3.1 Apologies - Community Member Nicole Brown, Reconciliation Action Lead, Lee Turner

3.2 Leave of Absence

3.3 Leave of Absence Notified

4 ELECTRONIC ATTENDANCE

4.1 Electronic Attendance – Charlie King and Leah Gardiner

4.2 Electronic Attendance Notified

5 DECLARATION OF INTEREST

6 CONFIRMATION OF PREVIOUS MINUTES

7 ACTIONS ARISING FROM Previous Minutes

8 PRESENTATIONS

9 OFFICER REPORTS

9.1 PRESENTATION BY GEORGIA CORRIE ON VOICE FROM THE HEART AND VOICE TO PARLIAMENT

Author:	Reconciliation Action Lead
Authoriser:	Executive Manager Community and Cultural Services
Attachments:	<ol style="list-style-type: none">1. Uluru Statement from the Heart ↓2. Information provided by Georgia Corrie, NT Campaign Organiser - From the Heart ↓

RECOMMENDATIONS

1. THAT the Presentation by Georgia Corrie on Voice from the Heart and Voice to Parliament be received and noted.

PURPOSE

Georgia Corrie will present to the Committee information on the Voice from the Heart and the Voice to Parliament. The presentation will run for 10 to 15 minutes and be delivered online. Georgia will be happy to answer any questions from Committee members.

KEY ISSUES

- Georgia Corrie will provide an information session on the Voice from the Heart and the Voice to Parliament.
- **Voice from the Heart** - In 2015 First Nations people were invited by the federal Australian Government to advise parliament on how to work towards a referendum to recognise First Nations in the Australian Constitution.
- **The Voice to Parliament** - When the government proposes changes to the Constitution, there must be a referendum so that all Australians can vote on whether they want the changes implemented or not. The Voice will be an independent, representative advisory body for First Nations people. It will provide a permanent means to advise the Australian Parliament and Government on the views of First Nation peoples on matters that affect them. The government has committed to take The Voice proposal to a referendum in this term of parliament and it could be held mid to late 2023. Australians will have their say in a referendum to recognise First Nations people in the Constitution.

DISCUSSION

- Georgia Corrie will provide an information session on the Voice from the Heart and the Voice to Parliament.
- **Voice from the Heart** - In 2015 First Nations people were invited by the federal Australian Government to advise parliament on how to work towards a referendum to recognise First Nations in the Australian Constitution. The first thing the statement calls for is “establishment of a First Nations Voice enshrined in the Constitution”. A copy of the Statement from the Heart is at **Attachment 1**.
- **The Voice to Parliament** - When the government proposes changes to the Constitution, there must be a referendum so that all Australians can vote on whether they want the changes implemented or not. The Voice will be an independent, representative advisory body for First Nations people. It will provide a permanent means to advise the Australian Parliament and Government on the views of First Nation peoples on matters that affect them. The government has committed to take The Voice proposal to a referendum in this term of parliament and it could be held mid to late 2023. Australians will have their say in a referendum to recognise First Nations people in the Constitution

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	Nil
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>

ULURU STATEMENT FROM THE HEART

We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from ‘time immemorial’, and according to science more than 60,000 years ago.

This sovereignty is *a spiritual notion: the ancestral tie between the land, or ‘mother nature’, and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty.* It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia’s nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are aliened from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.

These dimensions of our crisis tell plainly the structural nature of our problem. This is *the torment of our powerlessness.*

We seek constitutional reforms to empower our people and take *a rightful place* in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined in the Constitution.

Makarrata is the culmination of our agenda: *the coming together after a struggle.* It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.

Information provided by Georgia Corrie, NT Campaign Organiser – From the Heart

From The Heart is in the process of transitioning to Australians for Indigenous Constitutional Recognition.

As the NT Campaign Organiser, I'm here to support and resource individuals, groups, and organisations. My priority at the moment is information sharing so communities are properly informed about:

- How a referendum came to be
- Double majority in a referendum
- What a Voice to Parliament would do

9.2	DAMIEN MICK - IBC COMMUNITY SERVICES - PRESENTATION ON RECONCILIATION NT NETWORK
9.2	DAMIEN MICK - IBC COMMUNITY SERVICES - PRESENTATION ON RECONCILIATION NT NETWORK

Author: Reconciliation Action Lead

Authoriser: Executive Manager Community and Cultural Services

Attachments: 1. Reconciliation NT Network Paper [↓](#)

RECOMMENDATIONS

1. THAT the report titled – Damien Mick - IBC Community Services - Presentation on Reconciliation NT Network be received and noted

PURPOSE

Damien Mick – Identity Belonging Connection (IBC) Community Services – will present to the Committee on the development of a Reconciliation NT Network and seek support from Committee for this initiative.

KEY ISSUES

- Damien Mick from IBC Community Services is working with partners to develop a Reconciliation NT Network and will be presenting on this at the meeting.
- Paper for members information at Attachment 1.

DISCUSSION	
IBC are proposing a Reconciliation NT Network for all RAP partners operating across the Territory to connect. Establishing a network for the Territory will involve further consultation and engagement across the Territory.	
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	Nil
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>



IBC COMMUNITY SERVICES

RESPECT \ TRUST \ UNITY

THIS PAPER SUPPORTS THE ESTABLISHMENT OF A RECONCILIATION NETWORK IN THE TERRITORY

Reconciliation network – Northern Territory

Each State/Territory has a representing network that support the best interests and practices of Reconciliation across their community, this however is not reflected across the Northern Territory and our vision is to learn from our counterparts across each jurisdiction to develop a cultural safe, respectful, and responsive space to advocate for the best interests of Aboriginal and Torres Strait Islander people, we recognise our communities are very diverse and cover many urban, regional and remote areas, which are home to several large organisations/corporations benefiting from projects and various services delivered in these regions, we see a need for a culturally appropriate hub that can coordinate and elevate Reconciliation across the Territory, as well as influence best practice approaches guided by past, present and future practices specific to the Territory context.

In previous engagements I have connected, engaged and planned activities for Reconciliation Week 'Be Brave, Make Change', this was a very positive experience for all involved and gained strong interest of developing the network/hub for Reconciliation across the Territory. We now have a great opportunity to continue this momentum with the strong support and interest from Northern Territory Government, Reconciliation Australia and many Reconciliation Action Plan (RAP) partners.

Next steps – Is to invite all RAP partners operating across the Territory to connect and become an ally of establishing a network for the Territory, this will involve further intensive consultations and engagement across the Territory.

Key outcomes and benefits:

- Host regular networking forum and/or codesign workshops with RAP partners or potential allies across the Territory.
- Seek direct support/investment from active RAP partners.
- Collaborate with Northern Territory Government to invest and support a Territory RAP Network.
- Connect with current or future RAP partners, seek support, investment or become a direct ally.
- Promote and strengthen reconciliation across the Territory.
- Support governance and reporting obligations of RAP deliverables and national indicators of success.

I have extensive knowledge of leading reconciliation across local, regional and national positions and have led extensive engagements with our Aboriginal communities, Indigenous business and aboriginal peak bodies representing the best interest of Aboriginal people, protecting country and advocating for Aboriginal socioeconomical development for our remote, regional and urban communities. My journey has seen me spend extensive time across the Northern Territory and have a sound knowledge of the operating environments, I'm confident that this initiative can support and inspire culturally safe, respectful and responsive practices across the Territory and elevate Reconciliation through our RAP networks.

Identity, Belonging and Connection (IBC) is a social purpose organisation connecting with community across c levels to support, guide and nurture thriving communities.



IBC COMMUNITY SERVICES

RESPECT \ TRUST \ UNITY

Our approach and services

The scope, activities and expected timing for engagement is outlined below. Future stages of work will be scoped following the outcome of these initial stage.

Stage 1 – Shared learnings and observations workshops (1-3months)

- Setting the scene
- Support RAP initiatives and deliverables
- Invite feedback and recommendations
- Encourage RAP allies to be a part of the network

Stage 2 – Co-design and formulation (3-6months)

- Connect with local, regional and national networks supporting Reconciliation.
- Develop a strong governance and business model supporting the network.
- Encourage a strong representation of Aboriginal Leaders based in the Territory
- Seek operational funding to support day to day functions.

Stage 3 – Progress operations and establishment of Reconciliation Network (6-12months)

- Lead Reconciliation yarning and learning circles annually
- Support national themes and manage local events.
- Provide qualitative and quantitative data or positive outcomes a RAP has achieved
- Share learning and observations from RAP partners
- Co-design RAP initiatives and deliverables with current or future allies
- Advocate and be a voice for Reconciliation across the Territory

Our hope for Reconciliation

Our hope is to unite our community together in spirit of Reconciliation. To achieve this, we will need to develop strong relationships built on trust, recognition and unity, this network can support a community of practice that enables businesses and industry to work together, share and learn ways that we can contribute to better outcomes for Aboriginal people and close the gap of unjust practices that have limited and disrupted many Aboriginal communities across the Territory.

We hope this network can challenge the social norms and invite new ways of thinking, we need to change the narrative of how people perceive Aboriginal people and allow opportunities to be a part of the solution, this network can enable such a space, to learn, grow and facilitate culturally safe, respectful and responsive practices guided by each Reconciliation journey.

In closing, we seek strong partners and allies to join us on this journey, to establish a network that guides and supports this essential network in the Territory.

Identity, Belonging and Connection (IBC) is a social purpose organisation connecting with community across c levels to support, guide and nurture thriving communities.

9.3 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

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	<p>Legislation: Local Government Act 2019</p> <p>Policy: Meetings Policy No.0043.100.E.R Advisory and Other Committees No.0930.100.E.R City of Darwin Innovate Reconciliation Action Plan</p>

CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>

9.4 CONSULTATION DRAFT RECONCILIATION ACTION PLAN 2023 TO 2025

Author: Reconciliation Action Lead
Authoriser: Executive Manager Community and Cultural Services
Attachments: 1. Consultation Draft Reconciliation Action Plan [↓](#)
2. Final Draft RAP Feedback 2023-2025 [↓](#)

RECOMMENDATIONS

1. THAT the report entitled Consultation Draft Reconciliation Action Plan be received and noted.

PURPOSE

The purpose of this report is to inform the Reconciliation Advisory Committee that the Draft Reconciliation Action Plan 2023-2025 (Draft RAP) was distributed to a number of internal and external stakeholders for comment and feedback.

KEY ISSUES

- The Draft RAP at **Attachment 1** was distributed to internal and external stakeholders with comment and feedback requested by 10 March 2023.
- The Draft RAP is at **Attachment 1** for members information.
- Final Draft RAP Feedback 2023-2025 is at **Attachment 2** for members information.

DISCUSSION

The distribution of the Draft RAP for comment and feedback was emailed to internal and external stakeholders requesting comment and feedback be received by 10 March 2023.

The stakeholders who were invited to provide feedback are:

Internal

Reconciliation Advisory Committee comprising of members representing Larrakia Nation Aboriginal Corporation, North Australian Aboriginal Justice Agency, Northern Territory Indigenous Business Network, Australian Broadcasting Corporation, two members from the Northern Territory Public Health Network, City of Darwin Elected Member, Alternate and two community members. The City of Darwin Chief Executive Officer is also a member of this group.

RAP Implementation Group comprising of staff representing all areas within the City of Darwin.

First Nations Staff Support Network comprising of First Nations Staff members from the Operations Centre, Work Health and Safety section, Library and Family Services and the Reconciliation Action Lead.

Senior Leadership Team comprising of representatives from all areas across the City of Darwin i.e., Human Resources, Work Health, and Safety, Learning and Development, Customer Service, Information Technology, Finance, Climate Environment and Waste, Marketing Communications and Engagement, Library and Family Services, Community and Cultural Services, Operations Centre, Innovation and Information Services and Regulatory Services.

Elected Council Members

External Organisations

Aboriginal Resource and Development Services
Council for Aboriginal Alcohol Program Services Inc (Australia)
Danila Dilba Health Service
Larrakia Nation Aboriginal Corporation
Gwalwa Daraniki Association
Larrakia Development Corporation
North Australian Aboriginal Justice Agency
Northern Territory Indigenous Business Network
Westpac – Indigenous Business Manager
NT Stolen Generations Aboriginal Corporation
Identity Belonging Connection (IBC) Community Services
Northern Territory Primary Health Care
Group Training NT
Catholic Education Northern Territory
Mission Australia
NT General Practice Education
Kentish Lifelong Learning and Care
The Salvation Army
Greening Australia

PREVIOUS COUNCIL RESOLUTION Nil	
STRATEGIC PLAN ALIGNMENT	5 A Vibrant and Creative City 5.1 By 2030, Darwin will be recognised as an iconic destination.
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Nil
LEGISLATION / POLICY CONTROLS OR IMPACTS	Nil
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>



Relationships

City of Darwin is on Larrakia land.

We want to build stronger relationships with Larrakia and other First Nations people and organisations.

We understand that these relationships must be built on respect; they will take listening, time, effort, attention and resources. We will work to build trust and inclusivity in order to shape a better future for all.

Our Reconciliation Action Plan is guided by Elected Members, staff, our First Nations Staff Support Network, our Reconciliation Advisory Committee and our internal Reconciliation Implementation Group.

Action	Deliverable	Timeframe	Responsibility
1. Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations	Meet with Larrakia representative organisations to develop guiding principles for future engagement Larrakia Nation Aboriginal Corporation, Larrakia Development Corporation and Gwalwa Daraniki	By end of 2023	General Manager Community
	Explore formal partnership agreements with Larrakia Nation and Larrakia Development Corporation and Gwalwa Daraniki as the traditional owner representative bodies to ensure ongoing communication and collaboration	By end of 2023	General Manager Community
	Invitations are provided for First Nations representation on all Advisory Committees, Community Grants and Sponsorship panels	By end of 2023	General Manager Innovation
	Develop and implement an engagement plan to work with First Nations stakeholders and organisations	By end of 2023	General Manager Community
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	Ongoing	General Manager Community
	Develop a First Nations Community Development Program incorporating sponsorship of key calendar events, community celebrations and community education programs	By end of 2023	General Manager Community
	Encourage and support to RAP Working Group Members, Staff and Elected Members, inclusive of all Council departments to participate in an external National Reconciliation Week event	Ongoing	General Manager Community
	Organise at least one National Reconciliation Week activity each year	Ongoing	General Manager Community
	Support at least one Larrakia led National Reconciliation Week event each year	Ongoing	General Manager Community
	Register all our National Reconciliation Week events on Reconciliation Australia's NRW website	Ongoing	General Manager Community



Action	Deliverable	Timeframe	Responsibility
3. Promote reconciliation through our sphere of influence	Develop and implement a staff engagement plan to raise awareness of reconciliation across our workforce	By end of 2024	General Manager Community
	Develop a dedicated section on the Staff Intranet for RAP information, actions, and achievements and a dedicated space on bulletin boards at Operations Centre	By end of 2023	CEO
	Develop a dedicated page on the City of Darwin website for RAP information, actions, and achievements	Review and update Quarterly	General Manager Community
	Consult with Larrakia to communicate our commitment to reconciliation publicly	By end of 2023	General Manager Community
	Acknowledge Larrakia country and First Nations culture throughout City of Darwin		
	Deliver a Reconciliation Roadshow launching the new Reconciliation Action Plan to all staff		
	Positively influence our external stakeholders to drive reconciliation outcomes	Review and update Quarterly	General Manager Innovation
4. Promote positive race relations through anti-discrimination strategies	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation	Review and update Quarterly	General Manager Community
	Support the development of an NT RAP Network		
	Develop, implement, and communicate an anti-discrimination policy for our organisation	By end of 2023	General Manager Corporate
	Develop, implement and communicate a Cultural Safety Policy for our organisation based on internal review and consideration of: <ul style="list-style-type: none"> • HR policies and procedures • Anti-Discrimination policy • First Nations engagement, via RAP implementation Group & First Nations Support Network on anti-discrimination policy 	By end of 2023	General Manager Corporate
	Educate Senior Leaders on the effects of racism	Ongoing	General Manager Community



Respect

City of Darwin respects the cultural knowledge of the Larrakia and other First Nations People who live, work in and visit Darwin.

We value their contribution to Darwin's identity and vibrancy, and we will actively seek ways in which to demonstrate our respect.

Action	Deliverable	Timeframe	Responsibility
5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning	Conduct a review of cultural learning needs within our organisation	By end of 2023	General Manager Corporate
	Consult Larrakia to inform our Cultural Safety Policy	By end of 2023	General Manager Community
	Develop, implement, and communicate a Cultural Learning Plan for our staff that is based on cultural learning needs within our organisation and includes: <ul style="list-style-type: none"> Larrakia and First Nations history of Darwin within induction ongoing and recurrent training considerations registers and records of training and competency 	By end of 2024	General Manager Corporate
	City of Darwin induction package to include information on Larrakia and First Nations history of Darwin	Ongoing	General Manager Corporate
	Acknowledge Larrakia country and First Nations culture throughout City of Darwin Work with Stolen Generations organisation to develop a Stolen Generations Memorial on City of Darwin land	By end of 2024	General Manager Community
	Deliver a Reconciliation Roadshow launching the new Reconciliation Action Plan to all staff	By end of 2023	General Manager Community
	Consider interpretive signage with information on seasons plants, trees and bush tucker in planting	Ongoing	General Manager Community
6. Demonstrate respect to First Nations 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	Review and update Quarterly	General Manager Corporate
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country	By end of 2023	CEO
	Continue to invite Larrakia Elders to provide a Welcome to Country or other appropriate cultural protocol at significant events each year	Ongoing	CEO
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings and events including Council meetings Support the distribution and promotion of the Larrakia Protocols	Ongoing	CEO



Action	Deliverable	Timeframe	Responsibility
7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week	Reconciliation implementation Group to participate in an external NAIDOC Week event	Ongoing	General Manager Community
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week	By end of 2023	General Manager Corporate
	Promote and encourage participation in external NAIDOC events to all staff	Ongoing	CEO
	Encourage and support to RAP Working Group Members, Staff and Elected Members, inclusive of all City of Darwin departments to participate in NAIDOC Week events	Ongoing	CEO
	Promote and inform the Community of NAIDOC week and local events	Ongoing	CEO





Opportunities

City of Darwin understands it is critical to provide a culturally inclusive workplace and we know we need to work harder at building capacity and providing pathways and opportunities to Larrakia and First Nations staff.

We need to partner with Larrakia and First Nations organisations and people for an equitable future.

Action	Deliverable	Timeframe	Responsibility
8. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development	Build understanding of current First Nations staffing to inform future employment and professional development opportunities	By end of 2024	General Manager Corporate
	Engage with First Nations staff on development of a First Nations Employment and Career Development Strategy	By end of 2024	General Manager Corporate
	Develop, implement, and communicate a First Nations Cultural Recruitment Plan based on the cultural learning needs	By end of 2024	General Manager Corporate
	Develop and implement a First Nations Employment and Career Development Strategy	By end of June 2025	General Manager Corporate
	Develop, implement and communicate a First Nations Cultural Career Development Plan	By end of June 2025	General Manager Corporate
	Human Resources (HR) to monitor and report on First Nations recruitment and retention strategies and outcomes on a quarterly basis	Quarterly	General Manager Corporate
	Identify positions for recruitment to target First Nations candidates	Quarterly	General Manager Corporate
	Identify and allocate First Nations identified traineeship opportunities across Council	Ongoing	General Manager Corporate
	The First Nations Staff Support Network continues to be supported	Quarterly	General Manager Community
	Advertise job vacancies to effectively reach First Nations stakeholders	By end of 2023	General Manager Corporate



Action	Deliverable	Timeframe	Responsibility
9. Increase First Nations supplier diversity to support improved economic and social outcomes	Develop and implement a First Nations Procurement Strategy	By end of 2023	General Manager Corporate
	Benchmark current spending and set targets to improve on expenditure in First Nations businesses	By end of 2024	General Manager Corporate
	Develop and communicate opportunities for procurement of goods and services from First Nations businesses to staff	By end of 2024	General Manager Corporate
	Develop opportunities for Larrakia and First Nations artists and design businesses	By end of 2023	Corporate Manager Innovation
	Review and enhance the First Nations Procurement Plan	By end of 2024	General Manager Corporate
	Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses	By end of 2024	General Manager Corporate
	Collect appropriate data and set clear benchmarks for spending in Larrakia and First Nations businesses		
	Develop commercial relationships with First Nations businesses	By end of 2024	General Manager Corporate
	Host an annual event on tendering for works at the City of Darwin targeting First Nation stakeholder organisations, specifically targeting First Nations engagement	By end of 2024	General Manager Corporate



Governance

City of Darwin will strive to ensure First Nation's input and engagement in our decision making processes.

We will support our First Nations staff through the established Staff Support Network and seek external perspectives from First Nations people through our Reconciliation Advisory Committee.

Action	Deliverable	Timeframe	Responsibility
10. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP	Maintain First Nations representation on the Reconciliation Implementation Group	Ongoing	General Manager Community
	Establish and apply a Terms of Reference for the Reconciliation Implementation Group	By end of 2023	General Manager Community
	Quarterly meetings to drive and monitor RAP implementation	Quarterly	General Manager Community
11. Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	Annually	General Manager Community
	Engage our senior leaders, staff and Elected Members in the delivery of RAP commitments	Quarterly	CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments	Annually	CEO
	Appoint and maintain an internal RAP Champion from senior management	Annually	General Manager Community





Action	Deliverable	Timeframe	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	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	Annually	General Manager Community
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	Annually	General Manager Community
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	Annually	General Manager Community
	Report RAP progress to all staff and senior leaders quarterly	Quarterly	General Manager Community
	Publicly report our RAP achievements, challenges and learnings, annually	Annually	General Manager Community
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	Annually	General Manager Community
13. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP	By end of June 2025	General Manager Community

<u>Stakeholder</u>	<u>RAP Action</u>	<u>Feedback</u>	<u>Response</u>
First Nations Staff Support Network	5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning	<ul style="list-style-type: none"> • Use First Nation Interpreter Services to assist our Rangers on the job where needed 	Where practical and procedure allows
	8. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development.	<ul style="list-style-type: none"> • Explore mentoring programs, work experience, training and on the job opportunities for First Nations Staff 	Addressed in Opportunities – 8 Page 5 pt.5
		<ul style="list-style-type: none"> • Job advertisements to include “First Nations people are encouraged to apply” 	Addressed in Opportunities – 8 page 5 pt. 10
		<ul style="list-style-type: none"> • Better representation of First Nations staff on interview panels 	Add to Opportunities - 8

		<ul style="list-style-type: none"> • Increase the number of First Nations staff employed with identified percentage representation 	For consideration to Opportunities - 8
	8. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development.	<ul style="list-style-type: none"> • Simplify recruitment processes • Consider use of First Nations recruitment agency to advertise jobs 	<p>Add to Opportunities - 8</p> <p>Add to Opportunities - 8</p>
	8. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development.	<ul style="list-style-type: none"> • Additional leave for bereavement leave recognising the First Nations Kinship system (i.e. family relationships) 	<p>Current entitlement in EBA allows full-time and part-time employees 3 days paid compassionate leave for each occasion when:</p> <p>1. a member of the employees' immediate family, or a member of the employee's household:</p> <p>a. contracts or develops a personal illness that poses a serious threat to his or her life:</p> <p>or</p> <p>b. sustains a personal injury that poses a serious threat to his or her life; or</p> <p>c. dies</p>

			Recommend research on options employed by other organisations
	8. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development	<ul style="list-style-type: none"> Pt 3 – Suggest shortening timeline to end of 2023 	Dependent on internal resources
		<ul style="list-style-type: none"> Pt 1 – Suggested shortening timeline to end of 2023 Pt 3 - Suggest – Develop, implement, and communicate a First Nations People Career Development Plan Pt 3 -Timeline shortened to end of 2023 Pt 6 – Suggest regular consultation with Reconciliation Action Lead Pt 7 – increased number of Traineeships where possible across City of Darwin 	Dependent on internal resources
	1. Establish and maintain mutually beneficial relationships with	<ul style="list-style-type: none"> Meet with Larrakia representative organisations to develop guiding principles for future engagement Larrakia Nation Aboriginal Corporation, Larrakia Development 	Relationships page 1 pt. 1 Add Association Incorporated.

	First Nations stakeholders and organisations.	Corporation and Gwalwa Daraniki Association Incorporated	
	2.Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Encourage all City of Darwin staff to participate in an external National Reconciliation Week event 	Addressed in Relationships page 1 pt. 3
	3.Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Consult with Larrakia and other First Nations groups to communicate our commitment to reconciliation publicly Suggest: in place of culture - People 	<p>Addressed in Relationships request to add “and other First Nations groups” to Relationships page 2 pt. 4</p> <p>Amendment to people Relationships page 2 pt. 4.2</p>
	4.Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> Educate Senior Leaders to identify racism Engage staff in the development and review of anti-discrimination policy 	<p>Amendment to <u>identify racism</u> and its impacts to Relationships page 2 pt.3</p> <p>Add to Relationships page 2 pt. 2</p>

	5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning.	<ul style="list-style-type: none"> Consult Larrakia and relevant First Nations organisations to inform our Cultural Safety Framework Develop, implement, and communicate a Cultural Learning Plan and Induction that includes: <ul style="list-style-type: none"> ➤ First Nations history ➤ Ongoing and recurrent training ➤ Registers and records of training and competency Deliver a Reconciliation Roadshow launching the new Reconciliation Action Plan to all staff New suggestion - Include First Nation presenters about or related to First Nations peoples and culture New suggestion - Undertake consultation with First Nations people for content creation and delivery. 	<p>Add relevant First Nations organisations to Respect page 3 pt. 2</p> <p>Addressed in Respect page 3 pt. 3</p> <p>Respect page 3 pt. 6 DUPLICATED – already in 3 page 2.</p> <p>Add commitment to First Nations organisations delivering this training and cultural learning to page 3 pt. 8.</p>
	6. Demonstrate respect to First Nations peoples by observing cultural protocols	<ul style="list-style-type: none"> Continue to invite Larrakia Elders to provide a Welcome to Country at significant events each year 	<p>Addressed in Respect page 3 pt. 3 e.g., Reconciliation Week, NAIDOC</p> <p>Addressed in Respect page 3 pt. 5 Acknowledging other First</p>

		<ul style="list-style-type: none"> Acknowledge other First Nation people as part of “Welcome to Country and “Acknowledgement of Country”. Support the distribution and promotion of the Larrakia Protocols Add acknowledgement of Country to staff email signatures 	<p>Nations people at meeting or even</p> <p>Addressed in Respect page 3 pt. 4</p> <p>Already in place – in staff signature blocks Acknowledging Larrakia Country and people.</p>
	7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none"> Review and remove barriers to staff participating in NAIDOC Week Provide opportunity for staff to participate in external forums, workshops, seminars, and conferences 	<p>NAIDOC leave in current EBA</p> <p>Addressed in Respect page 4 pt. 3</p>
	8. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development	<ul style="list-style-type: none"> First Nations Cultural Career Recruitment Plan Increase identified traineeship opportunities The First Nations Staff Support Network continues to be supported by Senior Management and RAP Champion 	<p>Opportunities page 5 pt.5</p> <p>Delete “Cultural”</p> <p>Addressed in Opportunities page 5 pt.8</p> <p>Amend and add in by Senior Management and RAP Champion Opportunities page 5 pt.9</p>

		<ul style="list-style-type: none"> Investigate and mitigate barriers to improve First Nations representation across Council 	Encourage Local Government Association of the NT to distribute information
	9.Increase First Nations supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop opportunities for First Nations sole traders 	Addressed in page 6 pt.7
	10.Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Continue to grow First Nations Membership on the implementation group 	Amend Governance page 7 pt.1
	11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> CEO sits on Reconciliation Advisory Committee Appoint and maintain an internal RAP Champion from senior management 	Addressed in Governance page 7 pt.4

Library and Family Services	Relationships – introductory statement	<u>Introductory statement:</u> Our Reconciliation Action Plan is guided by Elected Members, staff, First Nations Staff Support Network, Reconciliation Advisory Committee, and internal Reconciliation Implementation Group.	For consideration
	3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> • Would this sit better with Learning and Development area? • is this an upper-case C? 	<p>Relationships page 2 pt.1 Under Responsibility For consideration</p> <p>Amend Relationships page 2 pt.4(2) Word “Country”</p>

	5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning	<ul style="list-style-type: none"> • Can this be updated to include First Nations organisations. • Upper case C. Culture • Expand to include other interpretive signage such as welcome signs to the city, electronic display boards 	<p>Addition to Respect page 3 pt.2</p> <p>Amend Respect page 3 pt.5 Upper case C for Culture.</p> <p>Add to Respect page 3 pt.7</p>
	7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week	<p>Reconciliation implementation Group</p> <ul style="list-style-type: none"> • Is this a duplication of the point above? • Promote and inform the Community of NAIDOC week and local events. 	<p>Amend Respect page 4 pt.1 Upper case l</p> <p>Amend Respect page 4 pt. 4</p> <p>Amend Respect page 4 pt.5 Lower case c</p>

	8. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development	<ul style="list-style-type: none"> • Can this happen in 2023? • Can this occur earlier? • Can this be earlier - end of 2023 or mid-2024. • This appears to be one year after consultation with staff. Can this occur soon after the engagement with staff? • Can this occur earlier? • Do we know channels for this advertising? Do we need to develop list of appropriate places/agencies/publications to advertised job vacancies. 	<p>Dependent on internal resources</p> <p>Dependent on internal resources</p> <p>Dependent on internal resources</p> <p>Dependent on internal resources</p> <p>Dependent on internal resources</p> <p>Consider ways of advertising job vacancies to best reach First Nations Stakeholders. Opportunities page 5 pt.10</p>
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		<ul style="list-style-type: none"> Action 8 deliverables 1-5. Can the timeframes be prioritised and moved up by 6-12 months? 	Dependent on internal resources
	9. Increase First Nations supplier diversity to support improved economic and social outcomes	<ul style="list-style-type: none"> Ensure Cultural IP and appropriate rates paid for work and copyright 	Add to Opportunities page 6 pt.4: ensuring that Cultural IP and appropriate rates are paid work for copyright.
	10. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP	<ul style="list-style-type: none"> Should this be Implementation Group? Working group – should read Implementation Group. 	<p>Amend Governance page 7 Action clause</p> <p>Amend Governance page 7 pt.2 Pt 2 states Implementation Group.</p>

	12. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally	<ul style="list-style-type: none"> State specific timeframe Participate in the RAP barometer 	<p>Quarterly reporting is in line with City of Darwin's reporting requirements</p> <p>Amend language from investigate to participate Governance page 8 pt.6</p>
Gwalwa Dariniki Association	5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning.	<ul style="list-style-type: none"> Larrakia significant sacred sites to be named and a plaque with a story erected on sites within City of Darwin land Gwalwa Dariniki Association has suggested to Larrakia Nation Aboriginal Corporation (LN) and Larrakia Development Corporation (LDC) that a booklet be developed that provides information about the Larrakia history, sacred sites and teaches Larrakia language. This book can be made available at schools and the Larrakia Cultural Centre. 	<p>Consider our role in relation to sites and locations on City of Darwin land and liaison with appropriate agencies for Sacred Sites Respect: page 3, pt. 7</p> <p>Consider: If developed it would be good to have this resource available in the City of Darwin Libraries as well.</p>

	1. Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations	<ul style="list-style-type: none">• Agreed one MOU between CoD, LN, LDC and Gwalwa Dariniki Association with separate schedules attached would be good.	Addition to Relationships page 1 pt.1
Westpac – Indigenous Business Manager NT		<ul style="list-style-type: none">• This is a great starting RAP for the Council, and I think it will be impactful.• I look forward to the official launch.	

NT Stolen Generations Aboriginal Corporation	5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning	<ul style="list-style-type: none"> • Work with Stolen Generations Committee to seek support to create a memorial or public recognition of the Stolen Generations history in a prominent public location. 	Addressed in Respect page 3 pt. 5
Life Without Barriers	1. Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations	<ul style="list-style-type: none"> • Suggestion for text, 'We will implement an Expression of Interest process for First Nations representation on all our Advisory Committees, Community Grants and Sponsorship panels.' 	For consideration to Relationships page 1 pt. 3
	2. Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> • RA usually requires month/date format e.g., May 2023, 2024, 2025 	Final version will follow the Reconciliation Australia format
	4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> • May need to consider how you will educate and list e.g., training, policy etc. 	Add to Relationships page 2 pt.3

	5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning	<ul style="list-style-type: none"> • Include how often e.g., quarterly, or annually. 	Add to Respect page 3 pt. 1
	Respect introductory statement	<ul style="list-style-type: none"> • We value their contribution to Darwin's identity and vibrancy, and we will actively seek ways in which to demonstrate our continued respect. 	Add to introductory statement our continued respect
		<ul style="list-style-type: none"> • Consult Larrakia to advise and support our Cultural Safety Policy. 	Amend Respect page 3 pt. 2
	7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none"> • Continue to provide funding and in-kind support to businesses/organisations during NAIDOC and Reconciliation Week 	Pending budget confirmation add to Respect page 4 pt. 5

	8. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development	<ul style="list-style-type: none"> Use positive language to support the Deliverable progress e.g. Continue to engage with our First Nations staff 	Amendment to Opportunities page 5 pt. 2
	10. Establish and maintain an effective RAP Implementation Group to drive governance of the RAP	<ul style="list-style-type: none"> Include % to be maintained. 	For consideration to Governance page 7 pt. 1
		<ul style="list-style-type: none"> Annually review Terms of Reference 	Amend Governance page 7 pt. 2
	11. Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> Same Deliverable as previous RAP 	Already addressed, ongoing action

9.5 RAP STAKEHOLDER INTERNAL AND EXTERNAL ENGAGEMENT**9.5 RAP STAKEHOLDER INTERNAL AND EXTERNAL ENGAGEMENT**

Author: Reconciliation Action Lead

Authoriser: Executive Manager Community and Cultural Services

Attachments: 1. Draft Reconciliation Action Plan Engagement [↓](#)

RECOMMENDATIONS

1. THAT the report entitled RAP Stakeholder Internal and External Engagement be received and noted.

PURPOSE

The purpose of this report is to inform the Committee of the internal and external stakeholder engagement on our 2023-2025 Innovate Draft Reconciliation Action Plan (Draft RAP).

KEY ISSUES

- Internal and external stakeholders have received our Draft RAP for comment and feedback. (list at **Attachment 1**).
- The Draft RAP was distributed on 10 February 2023 requesting comment and feedback to the Reconciliation Action Lead by 10 March 2023.

DISCUSSION	
The Draft Reconciliation Action Plan 2023 to 2025 was distributed to obtain comment and feedback to further inform the Draft RAP. Comment and feedback were requested by 10 March 2023.	
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	Nil
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>

Draft Reconciliation Action Plan Engagement Stakeholders

The following stakeholders were invited to provide feedback:

Internal

Reconciliation Advisory Committee comprising of members representing Larrakia Nation Aboriginal Corporation, North Australian Aboriginal Justice Agency, Northern Territory Indigenous Business Network, two members from the Northern Territory Public Health Network, Australian Broadcasting Corporation, City of Darwin Elected Member, Alternate and two community members.

RAP Implementation Group comprising of staff representing all areas within the City of Darwin. The City of Darwin Chief Executive Officer, Simone Saunders is also a member of this group.

First Nations Staff Support Network comprising of First Nations Staff members from the Operations Centre, Work Health and Safety section, Library and Family Services and the Reconciliation Action Lead.

Senior Leadership Team comprising of representatives from all areas across the City of Darwin i.e., Human Resources, Work Health, and Safety, Learning and Development, Customer Service, Information Technology, Finance, Climate Environment and Waste, Marketing Communications and Engagement, Library and Family Services, Community and Cultural Services, Operations Centre, Innovation and Information Services and Regulatory Services.

Elected Members

External Organisations

Aboriginal Resource and Development Services
Council for Aboriginal Alcohol Program Services Inc (Australia)
Danila Dilba Health Service
Larrakia Nation Aboriginal Corporation
Gwalwa Daraniki Association
Larrakia Development Corporation
North Australian Aboriginal Justice Agency
Northern Territory Indigenous Business Network
Westpac – Indigenous Business Manager
NT Stolen Generations Aboriginal Corporation
Identity Belonging Connection (IBC)Community Services
Northern Territory Primary Health Care

Group Training NT
Catholic Education Northern Territory
Mission Australia
Northern Territory General Practice Education
Kentish Lifelong Learning and Care
The Salvation Army
Greening Australia
Life Without Barriers

9.6 NOTES FROM 14 NOVEMBER 2022 MEETING

Author: Reconciliation Action Lead
Authoriser: Executive Manager Community and Cultural Services
Attachments: 1. Notes from 14 November 2022 [↓](#)

RECOMMENDATIONS

1. THAT the report entitled Notes from 14 November 2022 Meeting be received and noted

PURPOSE

The purpose of this report is to inform members of the Notes from 14 November 2022 Meeting

KEY ISSUES

- The meeting from 14 November 2022 did not have a quorum
- Those members present held an informal discussion

DISCUSSION	
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	Nil
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>

NOTES FROM RECONCILIATION ADVISORY INFORMAL MEETING HELD 14-11-22

Quorum not reached due to some members being ill or having other pressing commitments. It was decided that the group would therefore hold an informal discussion against the itemised agenda items. These agenda items would be carried over to the next Reconciliation Advisory Committee meeting in March 2023. The next Reconciliation Advisory Committee meeting will focus more on the 2023-2025 draft RAP.

Present were: Councillor Pangquee, Councillor Rickard, David Kurnoth from Larrakia Nation, Melinda Phillips and, Jace Berry from NTPHN, Carol Stanislaus from NIAA via Teams, Angela O'Donnell, Heather Docker and Lee Turner from City of Darwin.

- Angela O'Donnell (Ang) introduced the Reconciliation Action Lead Lee Turner to the group.
- Angela O'Donnell introduced Councillor Rickard
- All advised 2023 meeting dates were ok however, David mentioned the 10 July is just after NAIDOC week, look at moving that – endorse via email – David then agreed that given other commitments and events 10 July'23 day should be ok. Lee will email all members for feedback on the proposed meeting dates.
- It was asked what is to happen around 26 January – invasion day and to have support from City of Darwin which is acknowledged by them. Angela advised that:
 - People can seek permits for Australia Day activity and speak to Lee and Ang
 - There is a citizenship ceremony.
- The calendar of events was provided to the group however, there were no questions regarding the calendar.
- Update from Ang to circulate:

Stolen generation meeting –

Angela and Lee met with Raelene Rosas from NT Stolen Generations in relation to a memorial location discussion. NT Stolen Generation have their AGM this month and it was suggested that perhaps the Mayor and Councillor Pangquee may attend their next meeting to talk about this. Their next meeting will be in March 2023.

Question from Carol – what they are looking for

 - Lord Mayor & Councillor Pangquee looking for Stolen Generation memorial or acknowledgement on City of Darwin land, currently on NTG land at Eva's café in botanic gardens. ie. Playgrounds, bush tucker gardens, seats of reflection.
 - Some sites were not city of Darwin land.
 - David and Charlie went to a meeting re Friends of Kahlin. They are looking for a shelter to be erected on site, not a plaque. Work needs to be done to make the site ok to build on. Next meeting at the Post Office shop and David will let us know when this is. That land is not City of Darwin owned.
 - Lord Mayor, Councillor Pangquee, Eileen and Bernie Shields met however no specific site was discussed on City of Darwin land. Looking for visible/prominent site.
 - Workplace barometer - RAP
 - Through Reconciliation Australia
 - Get perspective of different staff

Councillor Rickard asked about – terms of reference for the Reconciliation Advisory Committee and how employment and retention of the workforce of City of Darwin fits into this group.

Angela in response: Employment and procurement piece have been themes of previous meetings and will feature in the DRAFT RAP which will be circulated early next year.

Incubator program – Ang spoke about the Larrakia Tourism Incubator funded by City of Darwin and run through the Innovation Hub Larrakia Development Corporation are delivering this program and have engaged Yarning to run the program. This will empower Larrakia First Nations people to develop First Nations businesses in the cultural tourism space.

Uluru Statement from the Heart presented to Council. This opened up dialogues about how City of Darwin can communicate around the referendum. A couple of examples was provided by Lee:

- Marrickville have engaged 1000 First Nation volunteers to go out to community and support Statement from the Heart.
- City of Perth are looking at an agreement with First Nations for activities they coordinate.
 - Lee - Looking to frame The Statement to have at City of Darwin.
 - David – should we be getting other Councils to support us. Agreement all around.
 - Melinda – Education around what a referendum is, is also important. Information will be supplied on what it looks like if the referendum is successful, and this is information that should be clearly communicated. Question to ask is this seeding sovereignty.
 - David - Larrakia Nation and City of Darwin treaty, has there been discussion of such.

Review of RAP

- Carol: Write into RAP opportunity for First Nations business to have contracts with Council. Ang outlined that discussions with NTIBN and our Procurement and Finance teams are underway.
- Carol: is there a dedicated Larrakia position in Council? –David e.g. Danila Dilba there is a legacy position on board for a Larrakia Person.

Ang in response – looking to how this works in regional councils. Does this go through election process? How is this in line with Local Government Act?

Final questions

Carol – DIPL follow up around signage on roads

Ang in response: Road Safety program comes up each year and this signage could be considered however the roads identified are not City of Darwin roads and this request would need to be actioned by DIPL.

David – is funding still available for Australia Day?

Ang in response Federal or NTG funding may be available.

9.7 MEMBERSHIP UPDATE

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

RECOMMENDATIONS

1. THAT the report entitled Organisational Member from National Indigenous Australians Agency Carol Stanislaus be received and noted.
2. THAT Reconciliation Advisory Committee thank Carol Stanislaus for her valued contribution to the Committee.

PURPOSE

The purpose of this report is to update existing membership on changes to organisational members and to seek a new member from NIAA

KEY ISSUES

- Welcome new organisational member Mark Munnich from NAAJA
- Organisational Member from National Indigenous Australians Agency Carol Stanislaus has resigned

DISCUSSION On 1 February 2022 Council established the first Reconciliation Advisory Committee appointing seven (7) organisation members and an Elected Member and Alternate Appointment was for two-year terms	
PREVIOUS COUNCIL RESOLUTION At the 1 February 2022 meeting Council resolved: Resolution ORD010/22 - THAT the report entitled Reconciliation Advisory Committee be received and noted.	
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	Nil
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).

9.8 NEW CREDITOR REQUEST FORM

Author: Reconciliation Action Lead
Authoriser: Executive Manager Community and Cultural Services
Attachments: 1. City of Darwin Creditor Form [↓](#)

RECOMMENDATIONS

1. THAT the report entitled City of Darwin Creditor Form be received and noted.

PURPOSE

The purpose of this report is to inform the Committee of City of Darwin's Creditor Request form which now includes a section regarding NT Indigenous Business Network or Supply Nation to track data for First Nations businesses.

KEY ISSUES

- The New Creditor Request form now includes a section regarding NT Indigenous Business Network or Supply Nation to track data for First Nations businesses.

DISCUSSION	
The New Creditor Request form is provided for awareness of the additional information that is now being requested from suppliers.	
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	Nil
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>



NEW CREDITOR REQUEST

PRINT

If ABN is not applicable – a completed ‘Statement by Supplier’ form is required

Privacy Statement

The information requested in this form is being collected by Council for the purpose of updating our administrative systems to be able to carry out Council's functions. If you do not provide the information Council may not be able to process your personal details. Council may disclose the information provided by you on this form to a third party, as required or authorized by the City of Darwin By-Laws of the Local Government Act or in accordance with the Information Act or our Privacy Policy which is available on our website www.darwin.nt.gov.au or on request from Council's office. You may obtain access to your personal information held by Council by submitting a request for information form that is available on our website or from the "Information Officer" (08) 89300300.

By signing below, I acknowledge I have read and agree with the Privacy Statement and that the information supplied is correct

Title:		Position:			
Name:		Email:			
Signature:		Date:		Phone:	

Are you a Registered Member of **NT Indigenous Business Network** ☐ or **Supply Nation** ☐

Please Tick the relevant box above and provide your Membership No

Business Particulars:

Name of Company / Partnership / Sole Trader:			
Trading Name:			
Invoice issued in the name of:			
ABN:		Nature of Business / Industry:	
Street Address:			
Postal Address:			

Accounts Contact Details:

Contact Name:		Accounts Phone:		Accounts Fax:	
Accounts Email:					

Payment Information:

BSB No:		Account Number:	
Bank & Branch:		Account Name:	
Payment Terms*:			*If not advised – Default Terms are 30 days EOM

10 MEMBER REPORTS

11 GENERAL BUSINESS

12 NEXT MEETING

15 May 2023

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

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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