



Reconciliation Action Plan

July 2018 – June 2020 (2 Years)



Artwork Description



'People, Places and Prosperity'

Artist: Elizabeth Close

Pitjantjatjara, Yankunytjatjara

'People, Places and Prosperity'

This piece reflects the key concepts and core values of the City of Prospect and takes their motto 'People, Places and Prosperity' in its name.

The contrasting colour schemes on either side represent the coming together of many people from many places, countries and ethnicities; coming together to share this continent with Australia's First People and the Kaurna People of the Adelaide Plains, to build a place that is rich in culture, and whose strength comes from its diversity. The individual circles represent communities and places, the individual dots represent the individual community members.

The Coolamons represent prosperity, as Aboriginal people do not measure wealth and happiness in monetary terms. Instead, we measure it by having enough food, warmth and safety. We never take more than we need, thus we measure prosperity in the terms of having enough of what we need to build and grow as people and as a community. Coolamons are used traditionally to hold berries, nuts, roots and other traditional bush foods, thus it's imagery represents prosperity in those terms.

Elizabeth Close Pitjantjatjara, Yankunytjatjara

Elizabeth Close is an Anangu woman from the Pitjantjatjara and Yankunytjatjara language groups in the APY Lands in outback South Australia. She was born in Adelaide but spent much of her upbringing in remote communities across South Australia. She returned to Adelaide to complete her schooling, and went to University to complete a Bachelor of Nursing and a Graduate Certificate in Emergency Nursing, working in a busy metropolitan Emergency Department as a senior Registered Nurse.

After the birth of her second child, Elizabeth and her husband decided to move home to the APY so that they could immerse their children in their culture and language. Upon returning to the APY, Elizabeth was finally able to reconnect with her grandmother's family, from which she had been disconnected due to the Stolen Generation and the forced removal of Aboriginal children. Elizabeth was able to re-learn much of her language and

receive the cultural education she desperately sought, and the evolution of her artwork reflects this.

While living in the APY, Elizabeth was fortunate enough to work with artists and family at the world renowned Anangu art centre, Tjala Arts, where she learned from widely celebrated Anangu artists. Elizabeth's work is a vibrant fusion of contemporary and traditional Aboriginal art styles; using vivid warmth to express her deep connection to the Central Australian landscape that she calls home, and bold designs that bring about awareness of issues affecting Aboriginal and/or Torres Strait Islander people.

In addition to her canvas works, Elizabeth recently began painting large scale public art pieces. Most notably; 'Municipal Gum' (95sqm) and 'Xylem' (70sqm) both located in the Adelaide CBD and undertaken as part of the Adelaide Fringe Festivals 'Street Art Explosion' (2016, 2017).

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Acknowledgement of Country

City of Prospect acknowledges that we are on the traditional country of the Kaurna people of the Adelaide Plains region and we pay our respect to Elders past and present.

We recognise and respect their cultural heritage, beliefs and relationships with the land and we acknowledge that they are of continuing importance to the Kaurna people living today.



Message from Mayor, David O'Loughlin

City of Prospect is located on the lands of the Kaurna people. We appreciate their ongoing spiritual connectedness with the land, plants, animals and stars, and deeply respect their connectedness to country, and values of family, kinship and community, that form the fabric of their culture.

City of Prospect has a proud history of community; however, our association with the South Australian landscape is a mere dot on our continent's history. Aboriginal and Torres Strait Islander people have been the custodians of this land for more than 60,000 years, making them the oldest Indigenous culture in the world. It is with this knowledge that we recognise Aboriginal and Torres Strait Islanders as the first Australians with a unique place in our cultural history.

I see reconciliation as vital for all Australians in our search for identity and, on behalf of City of Prospect, I am genuinely committed to driving positive change. It is in the spirit of mutual respect, equality, and building genuine, positive relationships with lasting impact, that I present our 2018-2020 Innovate Reconciliation Action Plan to you.

This plan embeds reconciliation across all City of Prospect business practices, and focuses on Kaurna people's connection to the local area, strengthening our relationships, supporting

We look forward to the time when the goals of our first Australians are shared goals.

Aboriginal and Torres Strait Islander businesses, demonstrating respect, providing opportunities for cultural learning and career development and celebrating our shared successes.

We look forward to the time when the goals of our first Australians are shared goals. Ultimately, we look forward to deep and lasting reconciliation between Aboriginal and Torres Strait Islanders peoples and the broader community that leads to recognition of a shared history and a common future, intrinsically bound as one people, with one history - a remarkable story about a journey that has come so far and yet is always at the beginning.

I am confident that working together with respect, we will achieve this.

Mayor David O'Loughlin
City of Prospect



*Mayor David O'Loughlin
City of Prospect*



Our Business

Council's role as a custodian of, and leader for, the local community means that it is well placed to make a meaningful contribution to local Aboriginal and Torres Strait Islander people.

The Council is governed by the Local Government Act, 1999 (SA) and its objects include:

- The participation of local communities in local affairs
- To plan for, develop and manage local areas
- To provide appropriate services and facilities to meet the present and future needs of local communities
- To manage the natural and built environment in a sustainable manner

Council's *Strategic Plan to 2020* is the key strategic document and provides direction on the key themes for the city to work towards, which includes:

- **People** - *Know, empower, celebrate, educate and activate our community*
- **Place** - *Loved heritage, leafy streets, fabulous places*
- **Prosperity** - *More jobs, more investment, more activity, more vibrancy*
- **Services** - *Leaders of the sector providing efficient, responsive, accessible services.*

Council's Strategic Plan to 2020 can be referenced at www.prospectstrategicplan.com.au

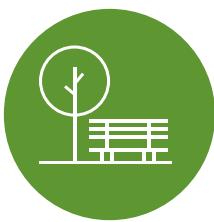
City of Prospect employs approximately 85 people and currently has two staff members who identify as Aboriginal and Torres Strait Islander.

City of Prospect is a local government area of 7.8 square kilometres located immediately north of the City of Adelaide with a population of 20,527 people. At the time of the 2016 Census, 165 people (0.8%) identified as Aboriginal and Torres Strait Islander across our city. Refer to the 'Statistical Snapshot of City of Prospect' for more details.

People, Place, Prosperity – Great Prospects



PEOPLE



PLACE



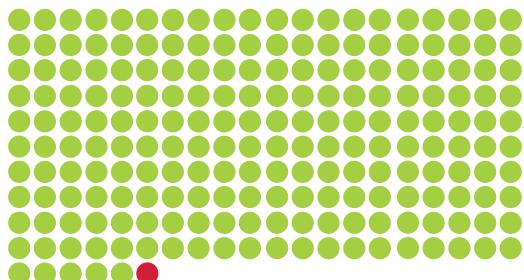
PROSPERITY



SERVICES

Statistical Snapshot of City of Prospect

TOTAL POPULATION



20,527 165 0.8% of total population

POPULATION GROWTH

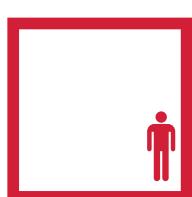


3%
growth rate

Similar
growth rate

DENSITY

People/km²



2,632

HIGH

21

LOW

INCOME



**Above state
average**

**Personal
income less**

**Household
income similar**

MEDIAN AGE



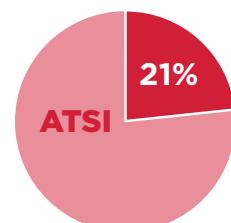
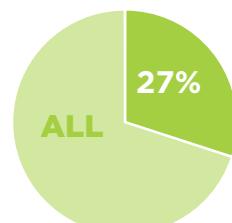
Young
Compared with Median age of 40 for SA



Younger

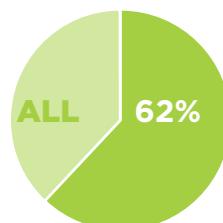
EDUCATION

Above year 12 qualifications



EMPLOYMENT

of persons aged 15 and over



Source: ABS Census 2016

ALL

**ATSI - Aboriginal and
Torres Strait Islanders**

Our RAP

City of Prospect has embarked on a journey of reconciliation to increase our support and relationship with the local and broader Aboriginal and Torres Strait Islander community. On 12 August 2013 Council formally endorsed a Statement of Reconciliation and National Sorry Day Acknowledgement.

Council is now well positioned to commit to a Reconciliation Action Plan (RAP) at the 'Innovate' level to acknowledge and review the practical actions the organisation will take to build strong relationships and enhance respect and awareness between Aboriginal and Torres Strait Islander peoples and other Australians, both external and internal to the organisation.

Overall responsibility for the development and review of our RAP sits with the RAP Working Group. This group is comprised of representatives from across the organisation and a community member. There are two members of the Group who identify as Aboriginal and Torres Strait Islander.

The Group is comprised of:

- **Jacob O'Connor**
– City Maintenance
- **Zoey Cook** – Senior Information Management Officer
- **Liz Gunn** – Community Development Officer
- **Brendan Lott** – Manager Community Development
- **Dennis Rigney** – Aboriginal community member and Ngarrindjeri man
- Supported by - **Nathan Cunningham** – Director Community and Planning

Council's RAP has been developed through a comprehensive audit of existing Council activities and gap identification exercises. This information was then transferred onto the Reconciliation Australia RAP Template under the themes of '*relationships*', '*respect*', '*opportunities*' and '*tracking and progress*'. This process proved valuable for it was the first time that

Council has documented and acknowledged all of the various activities it undertakes in relation to Aboriginal and Torres Strait Islander people.

The RAP Working Group met monthly to prepare the Innovate RAP document for approval. Once the document is endorsed and reverts to on-going stages of review and monitoring, meetings will be held six monthly or as needed. A Terms of Reference document supports this purpose and ensures the progress of the Working Group and the RAP.





Our Partnerships



Council currently partners with a range of services and programs working with the Aboriginal and Torres Strait Islander community, including:

- Uniting Communities Aboriginal Community Connect
- Adelaide University
- Centre for Aboriginal Studies in Music (CASM)
- Kurruru Youth Performing Arts, Port Adelaide
- NAIDOC Week School Initiatives
- Nexus Arts, Adelaide
- Reconciliation SA
- Tandanya National Aboriginal Cultural Institute, Adelaide
- Turkinidi Network

What we do



Reconciliation Week



NAIDOC Week



Tourrific Prospect



Community Art Show

Relationships

City of Prospect believes that developing stronger and mutually respectful relationships based on open and honest dialogue and productive partnerships is the way forward between Aboriginal and Torres Strait Islander peoples and other Australians in our community. Council is well placed to connect people in our community through its available networks, engagement strategies, recognition events and awards celebrations and awareness raising from a range of communication technologies at our disposal. We acknowledge that this RAP process has provided us with many opportunities to build stronger relationships in support of reconciliation.





Action	Deliverable	Strategic Plan Alignment	Timeline	Responsibility
1.1 RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	RAP Working Group (RWG) oversees the development, endorsement and launch of the RAP.	1.4.2.3	July 2018	Director Community and Planning
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Working Group (RWG).	4.4.4.1	Annually in March, June and September	Director Community and Planning
	Internal RAP Working Group to meet at least twice per year to monitor and report on RAP implementation.	4.4.4.1	December 2018 & 2019	Director Community and Planning
1.2 Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Organise at least one internal event for NRW each year.	4.4.4.2	April 2019, & 2020	Manager Arts and Events
	Support an external NRW event.	4.4.4.2	April 2019, & 2020	Manager Arts and Events
	Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	4.4.4.2	April 2019, & 2020	Director Community and Planning
	Register Council Reconciliation Week Events on the Reconciliation Australia NRW website http://www.reconciliation.org.au/nrw/events	4.4.4.2	April 2019, & 2020	Manager Arts and Events
	Circulate Reconciliation Australia's resources and reconciliation information to our staff via the Intranet.	4.4.4.2	Annually in May/June	Director Business and Innovation
1.3 Build internal and external relationships	Know our local networks of Aboriginal and Torres Strait Islander peoples, communities and organisations (e.g. Turkindi Indigenous Information Network of SA) who we can connect / partner with as part of our RAP journey.	1.1.3.1	October 2018	Manager Community Development
	City of Prospect's 'Community Engagement and Consultation Policy' is open and inclusive of all.	1.3.4.1	July 2019	Director Community and Planning
1.4 Celebrate and raise internal and external awareness of our Innovate RAP	Raise awareness amongst all staff across the organisation about our RAP commitments and staff member's responsibilities under the RAP at CEO and ELT 'Roadshows'.	4.4.1.1	July & November 2018	Chief Executive Officer
	Develop and implement a plan to promote (internally and externally) City of Prospect - Innovate RAP.	4.4.1.1	December 2019	Director Business and Innovation
	As part of Councils new website, create a web page for the local community to access Aboriginal and Torres's Strait islander information and activities (inc NRW, NAIDOC etc) consistent with Councils Communication Strategy.	1.1.1.2	December 2019	Director Business and Innovation

Respect

City of Prospect believes that its activities and business can be an ideal platform to build greater levels of respect by increasing our understanding and appreciation of Aboriginal and Torres Strait Islander peoples to a wide audience, including Elected Members, employees and the local community. It is important for Council to establish achievable actions and deliverables related to gathering knowledge, building awareness and practicing respect.



Action	Deliverable	Strategic Plan Alignment	Timeline	Responsibility
2.1 Provide Aboriginal and Torres Strait Islander cultural learning and development	Develop and implement cultural awareness for Council staff through amendments to the 'Training and Development Policy' which defines cultural learning needs of employees in all areas of our business and considers various ways of which cultural learning can be provided (online, face to face workshops, cultural immersion).	4.4.1.1	March 2019	Manager Governance & Administration
	Work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to provide cultural awareness training.	4.4.1.1	Each year as part of NRW	Manager Governance & Administration
	Staff and Elected Members to undertake a 'Cultural Inclusion Framework' self-assessment (Department of Premier and Cabinet website).	4.4.1.1	December 2018	Manager Governance & Administration
	Conduct staff surveys to capture time-series data and measure our staff's level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievement over time.	4.4.1.1	Commencing in 2019	Manager Governance & Administration
	Organise a relevant staff and Elected Member cultural bus tour of local places of Indigenous significance (including the northern areas of the Adelaide Park Lands).	4.4.1.1	March 2019	Manager Governance & Administration
2.2 Raise internal and external recognition of Aboriginal and Torres Strait Islander cultural protocols	Update codes of practise and policy for formal and informal meetings and events to include a Kaurna Welcome and/or Welcome to Country and/or an Acknowledgment of Country including an internal checklist and wording protocols.	4.4.1.1	December 2018	Manager Governance & Administration
	Permanently fly the Aboriginal flag at the Civic Centre, including the new Civic Centre.	1.4.2.2	Ongoing, reviewed July each year	Manager Governance & Administration
	Develop and maintain a list of key Kaurna contacts who are endorsed by their community to present a 'Welcome to Country' at Council events or activities.	1.1.1.2	July 2018	Manager Community Development
	Include an Acknowledgement of Country at the commencement of publicly accessible internal meetings, including Council meetings.	1.1.1.2	Monthly from 2018	Manager Governance & Administration

Action	Deliverable	Strategic Plan Alignment	Timeline	Responsibility
2.2 Raise internal and external recognition of Aboriginal and Torres Strait Islander cultural protocols	Include at the beginning of all Council Meeting Agenda's an Acknowledgement of Country as :- "City of Prospect acknowledges that we are on the traditional country of the Kaurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationships with the land. We acknowledge that they are of continuing importance to the Kaurna people living today."		July 2018	Manager Governance & Administration
	Ensure a Kaurna Elder presents a Kaurna Welcome at every Council run Citizenship Ceremony.	1.4.2.1	A minimum three times a year 2018, 2019, 2020	Director Community & Planning
2.3 Participate in and celebrate NAIDOC week	Review HR policies and procedures to support employees participating in NAIDOC Week.	4.4.1.1	Annually in July	Manager Governance & Administration
2.4 Show recognition of Aboriginal and Torres Strait Islander connections to the local area	Provide library resources and facilitate the involvement of local volunteer groups (eg. Local History Group) toward increased understanding and representation of Aboriginal and Torres Strait Islander histories, art and languages.	1.3.3.2	February 2020	Manager Library Services
	Display Council's Reconciliation Statement in Council facilities.	4.4.2.2	August 2018	Manager Governance & Administration
	Undertake site assessment and design for a red dirt dance pit on one of our open space reserves/parks.	2.1.1.1	December 2019	Director Infrastructure & Environment
	Undertake site assessment and design for a native vegetation/bush tucker garden in one of our reserves/parks.	2.1.1.1	December 2019	Director Infrastructure & Environment
	Research and determine the dual naming of parks, reserves and places within City of Prospect.	2.1.1.1	August 2018	Director Community and Planning
	Explore the opportunity, community support levels and protocols required to dual name Prospect Oval and Main North Road and make a recommendation to Council to progress.	2.1.1.1	August 2019	Director Infrastructure & Environment

Action	Deliverable	Strategic Plan Alignment	Timeline	Responsibility	
2.4	Show recognition of Aboriginal and Torres Strait Islander connections to the local area	Provide significant references to the local Kaurna people as the traditional owners of the Adelaide Plains (Prospect Council Area) in public art and design elements as part of the architecture and fit-out design and development of the new Community Hub, Library and Innovation Centre (CLIC) / Civic Centre building; including interpretive signage to provide local recognition and respect.	2.1.1.1	July 2020	Director Infrastructure & Environment and Director Community & Planning
	Regularly feature positive news stories on local Aboriginal and Torres Strait Islander community events, residents and organisations in Council communications including the Prospect Magazine, Facebook etc.	1.1.2.2	July 2018, 2019 and 2020	Director Business and Innovation	
	Strategic Deliverables and Measures incorporated within Council's authorised <i>Strategic Plan to 2020</i> ('People' & 'Place').	1.4.2.3	September 2020	Director Community and Planning	
2.5	Integrate respect for Aboriginal and Torres Strait Islander peoples and cultures into Council's activities and community initiatives	Prospect Library to include stories by indigenous authors and about indigenous dreaming and other stories as part of Story Time and Rhyme Time programs for children.	1.3.3.2	December 2018	Manager Library Services
	Participate in Statewide Digital Literacy Programs	1.3.3.2	July 2018	Manager Library Services	

Opportunities

City of Prospect supports developing and implementing actions under its sphere of influence that contributes towards employment and professional development for, and supplies and services from, Aboriginal and Torres Strait Islander peoples, wherever justified.



Action	Deliverable	Strategic Plan Alignment	Timeline	Responsibility
3.1 Acknowledge and support Aboriginal and Torres Strait Islander employment, traineeships / scholarships and volunteer assistance within the organisation	Incorporate Aboriginal and Torres Strait Islander Employment into the review of Council's Recruitment Policy.	4.4.2.1	September 2018	Manager Governance & Administration
	Promote Aboriginal and Torres Strait Islander volunteering opportunities at Council including for NRW and NAIDOC Week activities.	1.1.1.2	December 2018	Manager Community Development
	Include RAP Themes of Relationships, Opportunities and Respect as part of any Review of Councils IWEYOU Values.	4.4.2.1	September 2018	Manager Governance & Administration
	Review and strengthen HR Policy (e.g. Recruitment) for Aboriginal and Torres Strait Islander employment by advertising Council staff vacancies with Aboriginal and Torres Strait Islander media / recruitment agencies and within our organisation, and ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	4.4.2.1	December 2018	Manager Governance & Administration
	Provide an in-house mentoring network for new Aboriginal and Torres Strait Islander employees.	4.4.2.1	December 2018	Manager Governance & Administration
	Submit a Budget Bid as part of the annual budget process that seeks Council funding for an Aboriginal and Torres Strait Islander traineeship position within Council's general staffing needs, and to support the City of Prospect RAP plan.	4.4.2.1	September 2020	Manager Governance & Administration
3.2 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	Identify barriers to Australian Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services as per Councils Procurement Policy, and seek to remove such barriers.	4.4.2.1	August 2019	Director Corporate Services
	Research Australian Aboriginal and Torres Strait Islander businesses that may be considered for the supply of goods and services as per Council's Procurement Policy.	4.4.2.1	February 2019	Director Corporate Services
	Investigate Supply Nation membership	4.4.2.1	October 2018	Director Corporate Services



Action	Deliverable	Strategic Plan Alignment	Timeline	Responsibility
3.2 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	Support the involvement of at least one Aboriginal and/or Torres Strait Islander owned business as part of Network Prospect initiatives.	4.4.2.1	February 2019	Director Business and Innovation
3.3 Provide for Aboriginal and Torres Strait Islander peoples to participate in Council activities and services	Involve Kaurna traditional performers in major events (Tourrific Prospect, Prospect Spring Fair).	1.4.2.1	January 2018 & January 2019	Manager Arts and Events
	Subsidise hall hire for Aboriginal organisations/groups to enable them to run programs or events which celebrate and promote cultural diversity (eg CASM).	1.1.1.2	Per booking - a minimum one a year	Director Infrastructure & Environment
	Promote Council's community grants program to Aboriginal and Torres Strait Islander community members and organisations.	1.1.1.2	July 2018, 2019 and 2020	Manager Community Development
	Partner with and assist local Aboriginal and Torres Strait Islander artists by programming Aboriginal and Torres Strait Islander content into art festivals and Prospect Gallery Exhibitions.	1.4.1.1	August as part of annual program planning	Manager Arts and Events
	When possible, engage Aboriginal and Torres Strait Islander exhibition curators to oversee Prospect Gallery exhibitions and explore holding these exhibitions to coincide with days / weeks of significance.	1.4.1.1	Bi-Annually as part of the SALA Festival - 2019	Manager Arts and Events
	Ensure nominations for Council's Awards Program is open to and promoted to Aboriginal and Torres Strait Islander people.	1.3.4.1	November 2018	Manager Community Development

Tracking and progress

City of Prospect will monitor and update its actions to achieve continued improvements for Aboriginal and Torres Strait Islander peoples and our broader community.





Action	Deliverable	Strategic Plan Alignment	Timeline	Responsibility
4.1 Build support for the RAP	Define and identify resource needs and provide budget for RAP development and implementation in advance of the annual budget process.	1.4.2.3	February 2019 & 2020	Director Community and Planning
	Ensure RAP deliverables are incorporated within Council's Annual Business Plans and Budget Bids.	1.4.2.3	July 2018, 2019 & 2020	Director Community and Planning
4.2 Report RAP achievements, challenges and learnings to Reconciliation Australia	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	1.4.2.3	September, 2018, 2019 & 2020	Manager Community Development
	Investigate participating in the RAP Barometer.	1.4.2.3	May 2019 & 2020	Director Community and Planning
4.3 Report RAP progress internally and externally	Report to Council on the delivery of RAP activities and outcomes through the Quarterly Reporting process.	1.4.2.3	Quarterly 2018, 2019 & 2020	Director Community and Planning
4.4 Review and Refresh RAP	Liaise with Reconciliation Australia to develop a new RAP (2020 - 2022) based on learnings, challenges and achievements.	1.4.2.3	July 2019	Director Community and Planning



Further enquiries or information:

Copies of this plan can be found on City of Prospect's website www.prospect.sa.gov.au. Further enquiries or requests for information are also welcome.

Phone: 8269 5355
Email: admin@prospect.sa.gov.au
Address: 126 Prospect Road
Prospect SA 5082
Postal address: PO Box 171
Prospect SA 5082

