

## 5.9. DRAFT RECONCILIATION ACTION PLAN

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<b>DEPARTMENT</b>	People and Community Services

### RECOMMENDATION

#### That Council:

- 1. Approves the draft Reconciliation Action Plan (RAP) to submit to Reconciliation Australia for their consideration and endorsement.**

### EXECUTIVE SUMMARY

As a Local Government Authority for the Douglas region, Council has a critical role to play in bringing the community together. Council acknowledges that meaningful, respectful and productive relationships with First People's and Communities are important to the commitment of the reconciliation process.

As per Council's Operational Plan 2019-2021 in Section 1.1.1.: Celebrating our Communities: We will celebrate the diversity of our community and ensure that all infrastructure, programs and services are underpinned with inclusiveness and accessibility. *In partnership with Reconciliation Australia and the community, implement a Reconciliation Action Plan (RAP) that provides a way for Council to enhance relationships and creates opportunities, recognising the importance of all Aboriginal and Torres Strait Islander peoples in the Shire.*

In 2019, Douglas Shire Council resolved to develop a RAP with identified actions, timelines and targets for relationships, respect and opportunities. It is envisaged that the 'Reflect' RAP will form and honor a new beginning for our reconciliation journey and upon endorsement from Reconciliation Australia, Council will advance to the next stage of implementing the endorsed RAP into Council processes and undertakings.

Upon completion and receiving endorsement of Council's Reflect RAP, a RAP Reference Group will be established to assist with and monitor the implementation of the RAP. The role of the RAP Reference Group will be to work together with the Douglas Shire Council to support the reconciliation process and to also provide a forum to discuss, promote, implement, and deliver its initiatives and deliverables. The lifespan of the RAP Reference Group will be for the endorsement period of the RAP.

### BACKGROUND

In 2012, when the Douglas Shire Council was amalgamated with Cairns Regional Council, Reconciliation Action Plans (RAP) were established for 2012/12 and 2013/14. In January 2014, Douglas sought and achieved independence from Cairns and were once again operating as an independent Council, but during the transition years, a Douglas Shire Council RAP was not established.

As per Council's 2019-2020 Operational Plan, Council agreed to enter into a Reconciliation Action Plan Program to commence their reconciliation journey by drafting a Reflect RAP for submission to Reconciliation Australia. Upon endorsement from Reconciliation Australia, the intention will be to implement its actions and deliverables into Council's daily operations via the RAP Reference Group.

Due to COVID-19, the drafting of the Reflect RAP was delayed as it was not possible to consult properly with the Council's partners and the wider community. Upon commencement of the newly employed First Peoples Community Development Officer, the drafting of the RAP commenced again via consultations with Council's partners and with the wider community. Research and compilation of information and discussions with key individuals were made to ensure that the Draft will reflect transparency, equity, equality, respectful relationships and create meaningful opportunities not only with Aboriginal and Torres Strait Islander peoples but for Council and the wider community.

## COMMENT

As part of the Council's 2019-20 Operational Plan, a recommendation was passed that a Reflect Reconciliation Action Plan be drafted to submit to Reconciliation Australia for endorsement. The endorsement process will take 3 – 6 months to ascertain and complete.

Upon receiving endorsement from Reconciliation Australia, an acknowledgement and introduction recognising Council's strong advocacy for the RAP and the Reconciliation process with the First Nations Peoples within the Douglas Shire will be added. The Council's Reconciliation Action Plan will be implemented and filtered into the Council's Operational Plan through the newly established RAP Reference Group. The role of the RAP Reference Group (*in partnership with the First People's Consultative Committee*) will be to assist with and monitor the implementation of the RAP.

The role of the RAP Reference Group is to support the reconciliation process and provide a forum to discuss, promote, implement, and deliver the initiatives and deliverables pertaining from the RAP. The lifespan of the RAP Reference Group will be for the endorsement period of the RAP.

Although the RAP Reference Group will implement and monitor the RAP, the strategy and delivery will be done in a collaborative approach with Council during the lifespan of the RAP. The RAP will:

- Be an important part of the Council's decision-making framework.
- Recognises a whole of Council approach towards the reconciliation process and strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples for the benefit of all Australians.
- Sets a clear and measurable action plan to monitor Council's efforts and progress of our Reconciliation Journey.

## PROPOSAL

It is proposed that Council accepts and approves the attached Draft Reflect Reconciliation Action Plan for submission to Reconciliation Australia's endorsement process.

## FINANCIAL/RESOURCE IMPLICATIONS

There will be associated financial costs but there is a set budget of \$6,000.00 for advertising, printing, design, artist and consultation.

## RISK MANAGEMENT IMPLICATIONS

Although Council will implement and monitor the RAP, the success of the delivery will be the result of a collaborative approach. Whilst every effort will be made to work with identified partners to achieve the required results, it is difficult to ensure those organisations are sufficiently resourced to provide continuity of current service levels.

## SUSTAINABILITY IMPLICATIONS

- Economic:** Individual actions will necessitate budgets from Council.  
Increased participation will result in better economic outcomes for First Nations peoples.
- Environmental:** Greater input from Traditional Owners into managing the environment.
- Social:** Greater participation in the political process will result in better social outcomes for Douglas Shire's First Peoples.

## CORPORATE/OPERATIONAL PLAN, POLICY REFERENCE

This report has been prepared in accordance with the following:

### Corporate Plan 2019-2024 Initiatives:

#### Theme 1 - Celebrating Our Communities

Douglas Shire Council embraces the diversity of our communities and values the contribution that all people make to the Shire. We recognise that it is a core strength of the region. We acknowledge our past so that it may guide us in the future. We recognise the wrongs done to our Indigenous community and we actively seek to reconcile so that we may all benefit from and enjoy our Shire. We acknowledge early European settlers who forged an agricultural base for our economy and we welcome all new arrivals as part of our broader community.

**Goal 1** - *We will celebrate the diversity of our community and ensure that all infrastructure, programs, and services are underpinned with inclusiveness and accessibility.*

**Goal 4** - *We will promote arts and cultural programs and events that bring vibrancy to the community and compliment the tourist experience.*

#### Theme 2 - Fostering Sustainable Economic Growth

A robust economy is at the heart of a thriving community and enables investment in environmental protection. While our remoteness is a key attribute, it also presents challenges for attracting new business and investment. We must also meet the challenges of fierce competition in the tourism sector. Council will partner with industry to build, diversify and promote the Douglas economy. Council will design and deliver infrastructure, strategies and services that support the local economy and businesses.

**Goal 1** - *We will build appropriate infrastructure and deliver services that connect and support businesses.*

**Goal 2** - *We will work with partners to promote the Shire as the World's leading sustainable tropical destination and encourage business investment.*

**Goal 3** - *We will develop strategies that seek to diversify the Shire's economic base.*

### **Theme 3 - Leading Environmental Stewardship**

Our visitors and residents deeply value the unparalleled environment in which we live. We recognise our responsibility in protecting and preserving our natural world for generations to come. We understand the strong link between the environment and the economy: they are interdependent. Douglas Shire will be at the forefront of environmental protection by developing strategies, setting policies, and working with all stakeholders to become the envy of and to inspire locations across Australia and the World.

**Goal 1** - *We will protect our sensitive environment and plan for the impact of climate change.*

**Goal 2** - *We will implement programs that reduce and offset our environmental footprint.*

**Goal 4** - *We will partner with the community to educate and monitor.*

**Goal 5** - *We will recognise the contribution that Traditional Owners make to the protection of the environment.*

### **Theme 4 - Inclusive Engagement, Planning and Partnerships**

In delivering for our communities, economy and environment, Douglas Shire will ensure open and transparent engagement and communication. We will develop robust strategic plans and we will partner with our community and key stakeholders.

**Goal 1** - *We will implement transparent decision making through inclusive community engagement and communication.*

**Goal 2** - *We will develop forward looking strategies for the future of our communities and we will ensure balanced and appropriate planning decisions.*

**Goal 3** - *We will recognise the critical role that our partners play in planning and delivering vital programs and services.*

### **Theme 5 - Robust Governance and Efficient Service Delivery**

Strong governance and financial management are the foundations of the way in which Council will conduct its business and implement the initiatives of the Corporate Plan.

**Goal 1** - *We will conduct Council business in an open and transparent manner with strong oversight and open reporting.*

**Goal 4** - *We will work with our communities to ensure they are informed, empowered and supported so that they are resilient to the impacts of disaster events. Through our leadership and capabilities we will plan, prepare, respond and recover from events so as to minimise the impact on people, property, the environment, and our economic stability.*

### **Operational Plan 2020-2021 Actions:**

**1.1.1** - *Implement an external Indigenous Consultative Committee that works with Council on opportunities such as social enterprise, employment, health outcomes, cultural programs, art, youth and sport for First Nations Peoples in the Shire.*

**1.1.3** - *Complete rollout of the Indigenous Signage Project to install interpretive signs. Pending capital works availability.*

**5.4.1 - Plan and deliver projects for implementing Targeted Disaster Resilience and Business Continuity for Indigenous Communities and Douglas businesses. Strengthen (post) COVID-19 recovery projects that feed into the Regional and State Recovery Plans.**

## **COUNCIL'S ROLE**

Council can play a number of different roles in certain circumstances and it is important to be clear about which role is appropriate for a specific purpose or circumstance. The implementation of actions will be a collective effort and Council's involvement will vary from information only through to full responsibility for delivery.

The following areas outline where Council has a clear responsibility to act:

<b>Advocate</b>	Council makes representation on behalf of the community on important issues, funding opportunities, projects and programs. Council will use its influence to seek the best outcomes for the community.
<b>Custodian</b>	Council owns and manages infrastructure, facilities, reserves, resources and natural areas. In fulfilling its role as custodian, Council will be mindful of the community, the economy, the environment, and good governance.
<b>Facilitator</b>	Council often brings stakeholders together on important issues, projects or for service delivery. In this role, Council can act as a mediator, connector, collaborator or initiator.
<b>Funder</b>	Council often partly funds services, events or community organisations through grants, donations, subsidies and in-kind support. Council will apply robust governance to ensure that such funding is fair and appropriate.
<b>Information Provider</b>	Council provides the community with important information on services, events, policies, rules, strategies, and any other relevant data that helps the community to stay informed. In performing this role, Council seeks to be open and transparent.
<b>Regulator</b>	Council has a number of statutory obligations detailed in numerous regulations and legislative Acts. Council also makes local laws to ensure that the Shire is well governed. In fulfilling its role as regulator, Council will utilise an outcomes based approach that balances the needs of the community with social and natural justice.
<b>Service Provider</b>	Council provides many services to the community from roads and waste services to libraries and recreational facilities. Services evolve over time and it is the Council's mission to ensure that these services are appropriate, delivered efficiently, and designed with the customer at the centre.

## CONSULTATION

**Internal:** The Draft Reconciliation Action Plan was presented to Councillors, Acting Manager People and Community Services, Acting Team Leader People and Community Services, Team Leader Human Resources – Culture, Senior Procurement Officer, Team Leader Library Services, Senior Media and Communications Officer.

**External:** The Draft Reconciliation Action Plan was presented to Chairperson, Jabalbina Yalanji Aboriginal Corporation; Chief Executive Officer, Jabalbina Yalanji Aboriginal Corporation; General Manager, Jabalbina Yalanji Aboriginal Corporation; Cultural Heritage Officer, Jabalbina Yalanji Aboriginal Corporation; Board of Directors, Bamanga Bubu Ngadimunku Aboriginal Corporation; General Manager, Bamanga Bubu Ngadimunku Aboriginal Corporation; Chairperson, Dawul Wuru Aboriginal Corporation; Board Member, Dawul Wuru Aboriginal Corporation; Project Manager, Dawul Wuru Aboriginal Corporation; and respective Community Members from Eastern Kuku Yalanji and Yirrganydji Peoples.

## ATTACHMENTS

1. DRAFT Reconciliation Action Plan 19 08 2021 [**5.9.1** - 25 pages]
2. Reconciliation Action Plan 2021 Operational Plan Project Plan [9YQ7] [**5.9.2** - 1 page]

**REFLECT – DRAFT (02/08/2021)**

**Reconciliation Action Plan (RAP) for Douglas Shire Council**

**Reflect Reconciliation Action Plan:**

A Reflect Reconciliation Action Plan is used to lay the foundations and prepare the workplace for future Reconciliation Action Plans and reconciliation initiatives. A Reflect Reconciliation Action Plan is a public commitment published on [Reconciliation Australia's website](#).

**Reconciliation Action Plan review and endorsement process:**

Once Reconciliation Australia is satisfied the Douglas Shire Council Reconciliation Action Plan meets requirements for endorsement, we will be provided endorsement in two stages.

- 1. Conditional Endorsement** – Reconciliation Australia will provide in-principal endorsement of the Douglas Shire Council's Reconciliation Action Plan (content only) allowing council to seek internal sign-off from senior leadership with confidence. Reconciliation Australia will also provide Douglas Shire Council with the Reconciliation Action Plan logo and branding to include in final design of the Reconciliation Action Plan.
- 2. Final Endorsement** – Reconciliation Australia will check that the final designed document includes the conditionally endorsed content and the Reconciliation Action Plan logo and branding before providing final endorsement.

## Reflect Reconciliation Action Plan DRAFT

### OUR BUSINESS

The Shire of Douglas is a unique, beautiful and sustainable Shire with a connected and inclusive community, thriving economy and deep commitment to protecting the environment for future generations, while honouring our past. (From Council's Corporate Plan 2019-24 Vision)

The Douglas Shire Council is a local government regional Council, we deliver a wide range of services and support to the community that reside or visit the Shire. We are located in Far North Queensland, about 1,800 kilometres north of the Brisbane CBD, and 400 kilometres north of the Townsville CBD. The Shire is bounded by Cook Shire and Wujal Wujal Aboriginal Shire in the north, the Coral Sea in the east, the Cairns Regional Council area in the south, and Mareeba Shire in the west.

The Douglas Shire includes the suburbs and localities of Bloomfield (part), Cape Tribulation, Cooya Beach, Cow Bay, Daintree, Degarra, Forest Creek, Kimberley, Low Isles, Mossman, Mossman Gorge, Newell, Oak Beach, Port Douglas, Shannonvale, Thornton Beach, Wangetti, Whyanbeel and Wonga Beach.

The Shire includes significant areas of national park, rural areas and growing urban areas, encompassing a total land area of about 2,400 square kilometres. The main townships are Mossman and Port Douglas, with smaller townships at Cooya Beach, Newell, Wonga, Daintree Village, Cow Bay and Cape Tribulation. Urban areas include residential, commercial, tourist and industrial land uses. Rural land is used predominantly for sugar cane farming, with some cattle grazing and tropical fruit growing.

European settlement dates from 1877 when the townships of Mossman and Port Douglas were established as shipping ports for the nearby goldfields. The main industries to develop were gold mining, timber getting and sugar cane production. Expansion continued during the early 1900s, with a population of about 1,400 in 1911, rising to about 2,900 in 1933. Significant development did not occur until the post-war years, with the population increasing to about 4,000 in 1966. Rapid growth took place during the late 1970s and 1980s mainly in the urban areas of Mossman and Port Douglas, aided by tourism. The population currently stands at around 12,000 residents.

The Douglas Shire is home to both the Eastern Kuku Yalanjiwarra Bama and Yirrganydji tribes. Both tribes work closely within their respective groups to care for their lands, sea and country through their identity, culture, tradition, customary knowledge, practices and lores. They also have aspirations to develop their economic and community potential whilst ensuring their cultural integrity and optimisation of the benefits for their respective tribes.

Council's Corporate vision has three parts. First, we recognise the amazing place in which we live and that our visitors enjoy. From our World Heritage sites to our local neighbourhoods, we value the uniqueness of what we have.

The second part of the vision refers to the three interconnected domains in which Council operates: community, economy and environment. We envisage a community in which everyone feels a sense of belonging. We seek an economy that is thriving, growing and diverse. We must confront the environmental challenges that we face, for future generations.

The third part of the vision highlights the need to protect what we have while acknowledging our past. In honouring its past, Council values the contributions all groups have made, and we recognise our Traditional Owners as the original custodians of the land. We acknowledge the wrongs done in the past and we seek to reconcile for the future. We believe that only through understanding and honouring our past can we move forward to protect and enjoy all that we have today for all people.



The Douglas Shire Council's strategic framework includes five strategic themes as identified in our Corporate Plan 2019-2024. The themes work together to deliver on the Council Vision Statement. At the heart of the themes are the three pillars of community, economy and environment. These three themes are interrelated and cannot be considered in isolation from one another.

### **Celebrating Our Communities**

Douglas Shire Council embraces the diversity of our communities and values the contribution that all people make to the Shire. We recognise that it is a core strength of the region. We acknowledge our past so that it may guide us in the future. We recognise the wrongs done to our Indigenous communities and we actively seek to reconcile so that we may all benefit from and enjoy our Shire. We acknowledge early European settlers who forged a strong agricultural base for our economy, and we welcome all new arrivals as part of our broader community.

### **Fostering Sustainable Economic Growth**

A robust economy is at the heart of a thriving community and enables investment in environmental protection. While our remoteness is a key attribute, it also presents challenges for attracting new business and investment. We must also meet the challenges of fierce competition in the tourism sector. Council will partner with industry to build, diversify and promote the Douglas economy. Council will design and deliver infrastructure, strategies and services that support the local economy and businesses.

### **Leading Environmental Stewardship**

Our visitors and residents deeply value the unparalleled environment in which we live. We recognise our responsibility in protecting and preserving our natural world for generations to come. We understand the strong link between the environment and the economy: they are interdependent. Douglas Shire will be at the forefront of environmental protection by developing strategies, setting policies, and working with all stakeholders to become the envy of and to inspire locations across Australia and the World.

### **Inclusive Engagement, Planning and Partnerships**

In delivering for our communities, economy and environment, Douglas Shire will ensure open and transparent engagement and communication. We will develop robust strategic plans and we will partner with our community and key stakeholders.

### **Robust Governance and Efficient Service Delivery**

Strong governance and financial management are the foundations of the way in which Council will conduct its business and implement the initiatives of the Corporate Plan.

Based on the organisational report card for the last quarter April – June 2021 Douglas Shire Council has an average of 212 employees and average 6.1% identify as Aboriginal and Torres Strait Islander.

Council business is conducted across the various Council sites within the Shire:

- Administration Building, Mossman
- Works Depots, Mossman, Port Douglas, Daintree and Diwan
- Waste and Water Stations, in Mossman, Port Douglas and Daintree
- Satellite Office, Port Douglas Community Centre
- Public Libraries, Mossman and Port Douglas

## **OUR RECONCILIATION ACTION PLAN**

As a Local Government Authority for the Douglas region, Council has a critical role to play in bringing the community together. We live in a very special place enjoyed by residents and visitors. Whether it be our World Heritage rainforest and reef, or our laid-back local neighbourhood, our community deeply values our natural environment and our diversity. Council's vision statement references its past. We acknowledge the contribution that all groups have made to the

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statement of this wonderful Shire. We also openly acknowledge the mistakes of the past and we dedicate ourselves to an honest and open reconciliation with our First Peoples. The intention of our Reconciliation Action Plan is to improve the health, wellbeing, equality, employment and economic development opportunities of Australia's First Nations Peoples. The document will provide Council's employees, members of First People's communities and the general public with details of our commitment to achieve real outcomes and actions within the timeframes indicated.

In 2012, during a period when the Douglas Shire Council was amalgamated with Cairns Regional Council, Reconciliation Action Plans were established for 2012/12 and 2013/14. In January 2014, Douglas de-amalgamated from Cairns and was once again operating as an independent Council, but during the transition years, a Douglas Shire Council Reconciliation Action Plan was not established.

In 2019, Douglas Shire Council resolved to develop a Reconciliation Action Plan with identified actions, timelines and targets for relationships, respect, and opportunities. It is envisaged that the 'Reflect' Reconciliation Action Plan will form and honour a new beginning for our reconciliation journey and upon endorsement from Reconciliation Australia, Council will advance to the next stage and develop an 'Innovate' Reconciliation Action Plan.

Upon completion and receiving endorsement of Council's Reflect Reconciliation Action Plan, a Reconciliation Action Plan Reference Group will be established. The role of the Reconciliation Action Plan Reference Group will be to work together with the Douglas Shire Council to support the reconciliation process and to also provide a forum to discuss, promote, implement, and deliver its initiatives into Council's decision-making processes. The lifespan of the Reconciliation Action Plan Reference Group will be for the endorsement period of the Reconciliation Action Plan.

Membership of the Reconciliation Action Plan Reference Group will be in a voluntary capacity and the involvement of organisational leaders is important to promote collaboration and to successfully facilitate achieving the targets of the Reconciliation Action Plan. The Reconciliation Action Plan Reference Group will comprise of Council staff (CEO, management and supervisors) from the various internal departments and 2 members from the Douglas Shire First People's Consultative Committee. The group will meet 6 times annually and will have minutes for distribution.

## OUR PARTNERSHIPS/CURRENT ACTIVITIES

Douglas Shire Council acknowledges that meaningful, respectful and productive relationships with First Peoples and their communities are important to the reconciliation process. Council has established relationships in place with a range of community and government agencies servicing the Douglas region: Jabalbina Yalanji Aboriginal Organisation, Dawul Wuru Aboriginal Organisation, Yirrganydji Gurabana Aboriginal Organisation, Bamanga Bubu Ngadimunku Aboriginal Incorporated, Kuku Yalanji Language Advisory Group, Mossman Elders Justice Group, Goobidi Bamanga Community Advancement Cooperative Society, North Queensland Land Council, Cape York Land Council, Apunipima Cape York Health Council, Queensland Police Service, Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSATSIP) and community service organisations.

Douglas Shire Council has one *Native Title Determination* (Eastern Kuku Yalanjiwarra Bama) and three *Registered Native Title Applications* (Yirrganydji & Cape York United) within its authority. Where established, Native Title recognises the traditional rights and interests to land and waters of Aboriginal and Torres Strait Islander peoples. Council works with the Traditional Custodians through the registered Prescribed Body Corporate groups to facilitate and exercise their Native Title Rights, including notification of activities affecting those rights.

Council recognises the need to value, protect and promote both Eastern Kuku Yalanjiwarra Bama and Yirrganydji Peoples connection to Country and their living Cultural Heritage: *This recognition is based on respect and acknowledgement of and for Indigenous Cultural and Intellectual Property (ICIP) pertaining to Aboriginal knowledge, culture and traditional practices. Indigenous cultural and intellectual property refers to the rights of Indigenous Australians to their heritage: Heritage consists of the intangible and tangible aspects of the whole body of cultural practices, resources and knowledge systems developed, nurtured and refined by Indigenous people and passed on by them as part of expressing their cultural identity*<sup>1</sup>.

<sup>1</sup> Indigenous Cultural and Intellectual Property

Council also acknowledges the Aboriginal Cultural Heritage Act (Qld) that: *Aboriginal Cultural Heritage includes physical objects, cultural practices and areas of significance to Aboriginal people:*

- a) *Aboriginal people should be recognised as the Primary Guardians, Keepers and Knowledge Holders of Aboriginal Cultural Heritage;*
- b) *It is important to respect, preserve and maintain knowledge, innovations and practices of Aboriginal communities and to promote understanding of Aboriginal Cultural Heritage;*
- c) *Activities involved in recognition, protection and conservation of Aboriginal Cultural Heritage are important because they allow Aboriginal people to reaffirm their obligations to 'law and country';*
- d) *There is a need to establish timely and efficient processes for the management of activities that may harm Aboriginal Cultural Heritage.*<sup>2</sup>

In November 2015, Council established the Bama Working Group which allowed for projects of cultural significance to be dealt with by bringing together Council, Traditional Custodians, government and semi-government agencies to provide a forum to communicate, plan and review projects affecting the Shire's First Nations community. At the time, the Bama Working Group met quarterly but due to COVID-19 all scheduled meetings ceased and will now be re-established and renamed as the First People's Consultative Committee with a focus on membership comprising of First Nations organisations in the Douglas Shire.

The First People's Consultative Committee is an overarching Committee and will have the following specific purpose:

- Provide a forum for the Traditional Custodians of the Douglas Shire local government area with input into Council decision-making processes to communicate, plan and review projects affecting the Shire's First Nations community
- In partnership the First People's Consultative Committee Council, Douglas Shire Council and the Reconciliation Action Plan Reference Group will work together to support and monitor the implementation and progression of Council's endorsed Reconciliation Action Plan
- The First People's Consultative Committee will also provide advice and recommendations to Council, Council officers, government and semi-government agencies on Council projects and activities

The Committee will consist of 10 people from the First Nations community within the Douglas Shire and meet 6 times annually. Each meeting will be recorded (written) and minutes will be distributed to members accordingly.

Other ongoing Council's initiatives and partnerships are:

- Incorporating both Eastern Kuku Yalanjiwarra Bama and Yirrganydji language into the Council's Corporate Plan
- Indigenous Artwork on the Daintree Ferry
- Mossman Gorge Cycleway – connecting Mossman Gorge community with the Mossman township
- Marrs Creek Bridge Upgrade – increasing safety for walkers and cyclists to and from the Mossman Gorge, acknowledgement signage of the Indigenous Bridge Workers and renaming of bridge name with Indigenous name.
- Indigenous Language Signage (Stage 2) – education signage promoting Eastern Kuku Yalanjiwarra Bama & Yirrganydji language, stories and culture
- Acknowledging the Traditional Owner Group in the naming of the Port Douglas Sports Complex

Council will continue to acknowledge, assist and support the annual celebrations of National Reconciliation Week and NAIDOC Week, by working with the Indigenous Events Committee for events and activities including the Flag Raising Ceremony, event marches, educational workshops and Community Fun Days. Council will also continue to work with Yalanji Arts and local Indigenous artists for artwork, public art commissions, seasonal street banners and exhibition opportunities.

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<sup>2</sup> Aboriginal Cultural Heritage Act Qld

**Indigenous Language Signage Project (Stage 1):** In 2019, Council partnered with Jabalbina Yalanji Aboriginal Organisation to implement a program of Indigenous language signage across the Shire. This includes traditional place name signage (bilingual), town entry signs featuring Indigenous artists' designs, and 'Welcome to Country' signs. This project aims to further cement Indigenous language into the fabric of our Shire. This Project was nominated as a finalist in the 2021 Queensland Reconciliation Awards in the Partnership Category for promoting and enhancing reconciliation in the Shire.

**National Reconciliation Week:** Council recently partnered with the Indigenous Events Committee to celebrate National Reconciliation Week 2021. National Reconciliation Week 2021, "*More Than A Word, Reconciliation Takes Action*" was this year's theme and together with the Indigenous Events Committee, the message clearly resonated within the Douglas Shire communities by encouraging the reconciliation movement towards braver and more impactful action.

National Reconciliation Week had not been celebrated in the Douglas and a full program of community-inclusive events and activities was promoted within the Shire to mark and celebrate this important week. All of the events were created with action in mind and encourage community-wide participation, from our Douglas school kids, to community groups, to residents and visitors; with the aim being to widen the call of Reconciliation into Action.

National Reconciliation Week was officially opened at the Council Admin Building with a Welcome to Country and a Flag-Raising Ceremony with students from the local schools and community members in attendance. The week's celebrations included the Sea of Hands where Councillors, staff and community members of the Shire wrote personal messages of hope, reconciliation and encouragement for a way forward. Other events organised were the Colour FunRun, Rainforest Markets, Film Night, Church Service, Inaugural National Reconciliation Week Breakfast, Children's Colourful Playtime, Netball Fast 5 Competition, Youth Luncheon and a Ladies Luncheon. The events that were planned for National Reconciliation Week were educational, fun, engaging, colourful and well attended.

**NAIDOC Week:** As always, Council supported the Indigenous Events Committee to celebrate this year's NAIDOC Week proudly and in style. The 2021 NAIDOC Week theme "*Heal Country!*" called for all Australians to continue to seek greater protections for land, waters, sacred sites and cultural heritage. Council acknowledged that *Healing Country!* is more about recognising that Country is more than a place – it is inherent to our national identity.

This year's NAIDOC 2021 Douglas program opened with a special Church service and was officially welcomed and opened at the Council Admin Building with a Flag-Raising Ceremony followed with a colourful and loud NAIDOC March with students from the local schools and community members. The final event for NAIDOC Week was the NAIDOC Gala Ball which recognised and acknowledged the outstanding achievements and contributions of our First Nations people in Douglas community. Other events that were held during the week were the NAIDOC Baby show, Touch Footy Competition, NAIDOC Night Markets and the Elders Lunch.

**1. RELATIONSHIPS: Council aims to strengthen respectful and mutually beneficial relationships with our First Nations peoples, community groups, organisations and government agencies to support reconciliation within the region. The building of relationships through the Reconciliation Action Plan process and significant events such as National Reconciliation Week will embed the importance and meaning of reconciliation in our staff and the broader community.**

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish a Reconciliation Action Plan Reference Group to provide a forum to discuss, promote, implement, and deliver its initiatives into Council's decision-making processes.	<p>A Reconciliation Action Plan Reference Group will be established to oversee the implementation of our Reconciliation Action Plan.</p> <ul style="list-style-type: none"> <li>▪ The Reconciliation Action Plan Reference Group will comprise of a Reconciliation Action Plan Champion, organisational leaders from the various departments within the Douglas Shire Council and 2 members from the Douglas Shire First People's Consultative Committee.</li> <li>▪ The Reconciliation Action Plan Reference Group will meet 6 times annually and will produce Meeting Minutes for distribution.</li> </ul>	January 2022	People and Community Services; Community Development Officer (First Peoples)
	Council to develop a Terms of Reference for the Reconciliation Action Plan Reference Group	January 2022	Community Development Officer (First Peoples)
	The Reconciliation Action Plan Reference Group will establish internal respective Reconciliation Action Plan Working Groups to implement Reconciliation Action Plan Deliverables	February 2022	Reconciliation Action Plan Reference Group; Community Development Officer (First Peoples)
	Council will develop an Implementation Tasks List for the Reconciliation Action Plan Reference Group and First People's Consultative Committee to monitor and measure against the progress of the Reconciliation Action Plan	March 2022	Community Development Officer (First Peoples)
	The Reconciliation Action Plan Reference Group will meet with the First People's Consultative Committee to update and communicate on the Reconciliation Action Plan implementation process.	Ongoing	First People's Consultative Committee, Reconciliation Action Plan Reference Group; Community Development Officer (First Peoples)
2. Establish a First People's Consultative Committee to provide a forum for the	A First People's Consultative Committee will be established to provide input into Council decision-making processes pertaining to projects and initiatives affecting the Shire's First Nations community and to oversee the implementation of Council's Reconciliation Action Plan.	January 2022	People and Community Services; Community

<p>Attachment 5.9          Additional Custodians of the Douglas Shire local government area with input into Council decision-making pertaining to projects and initiatives affecting the Shire's First Nations community.</p>	<ul style="list-style-type: none"> <li>▪ Membership of the First People's Consultative Committee will comprise of 10 people from within the First Nations communities within the Douglas Shire Council Local Government</li> <li>▪ The First People's Consultative Committee will meet 6 times annually and will produce Meeting Minutes for distribution.</li> </ul>		Development Officer (First Peoples)
<p>3. Identify key Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</p>	<p>Develop a register of First Nations key people, communities, and organisations within the Douglas Shire.</p>	December 2021	Community Development Officer (First Peoples); Community Development Officer
	<p>Develop a register of other organisations and other like-minded organisations within the Douglas Shire with which Council can establish supportive partnerships.</p>	December 2021	Community Development Officer (First Peoples); Community Development Officer
	<p>Council will establish positive working relations and partnerships with the First Nations community</p>	Ongoing	Community Development Officer (First Peoples)
	<p>Council will continue to work in partnership with the Indigenous Events Committee, Reconciliation Action Plan Reference Group, Reconciliation Action Plan Working Group, First People's Consultative Committee and Community Services to plan and celebrate National Reconciliation Week within the Douglas Shire.</p>	Annually (May)	Reconciliation Action Plan Reference Group; First People's Consultative Committee; Communications and Media; Community Development Officer (First Peoples)
<p>4. Build relationships through celebrating National Reconciliation Week.</p>	<p>Council will encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.</p>	Annually (May)	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)

<p>Attachment 5.9.1</p>	<p>Council will provide approval/consent to staff to participate and celebrate National Reconciliation Week.</p>	<p>Ongoing</p>	<p>Chief Executive Officer; Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Community Development Officer (First Peoples)</p>
	<p>Council will provide support and assistance to Indigenous Events Committee with administration, communication strategy, public spaces, venues, equipment and resources.</p>	<p>Annually (January, February, March, April, May, June, July)</p>	<p>Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)</p>
	<p>Council to hold an Internal National Reconciliation Week event for staff e.g. staff BBQ, information day to be co-hosted with Reconciliation Action Plan Reference Group, Reconciliation Action Plan Working Group &amp; First People's Consultative Committee.</p>	<p>Annually (May)</p>	<p>Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)</p>
<p>4 Promote reconciliation through our sphere of influence.</p>	<p>Council will communicate our commitment to reconciliation to all staff.</p>	<p>Ongoing</p>	<p>Chief Executive Officer, Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)</p>
	<p>Council will circulate and promote Reconciliation Australia's National Reconciliation Week resources, reconciliation materials and events internally to our staff on Council website and Social Media outlets.</p>	<p>Annually (April and May)</p>	<p>Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's</p>

Attachment 5.9.1	79 of 166		Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)
	Council will promote local National Reconciliation Week events to our staff and community on Council website and Social Media outlets.	Annually (April and May)	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)
	Council will identify external stakeholders to engage with on our reconciliation journey.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Community Development Officer (First Peoples);
	Council will update Council Website to reflect the Shire's First Nations Peoples.	January 2022	Reconciliation Action Plan Working Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)
	Council will distribute media releases highlighting significant milestones achieved in partnership with First Nations peoples.	Ongoing	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community



Attachment 5.9.1	80 of 166		Services; Communications and Media; Community Development Officer (First Peoples)
	Council will raise community awareness of Council's commitment to reconciliation with our First Nations peoples by releasing media & communication updates when key actions in the Reconciliation Action Plan have been achieved.	Ongoing	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)
	Identify other like-minded organisations within the reconciliation community who Council could approach to collaborate with on our reconciliation journey.	Ongoing	People and Community Services; Community Development Officer (First Peoples);
5 Promote positive race relations through anti-discrimination strategies.	Council staff to organise an Introductory Meeting for Councillors and key First Nations organisations	Ongoing	Community Development Officer (First Peoples)
	Council to engage Jabalbina Aboriginal Yalanji Corporation and Yirrganydji Peoples to support cultural protocols such as Welcome to Country, Acknowledgement of Country and Smoking Ceremonies.	Ongoing	Community Development Officer (First Peoples); Jabalbina Aboriginal Yalanji Corporation; Yirrganydji Peoples
	In partnership with Jabalbina Aboriginal Yalanji Corporation and Yirrganydji Peoples, Council will arrange for Cultural Awareness Training to be held annually with our staff.	Annually	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community Development Officer (First Peoples); Jabalbina Aboriginal Yalanji Corporation; Yirrganydji Peoples

Attachment 5.9.1	Council will commit all staff to ongoing and annual training pertaining to anti-discrimination, unconscious bias and human rights.	Ongoing	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community Development Officer (First Peoples)
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and identify opportunities for improvement and to promote inclusion.	June 2022	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community Development Officer (First Peoples)
6	Council will investigate opportunities for youth to come together, share ideas and improve relations within the Shire, to build capacity and increase opportunities for our next generation of community leaders.		Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Community Development Officer (First Peoples)
7 Identify opportunities and actions to work collaboratively to engage with Aboriginal and Torres Strait Islander stakeholders	Council will actively engage, consult and work in partnership with the First People's Consultative Committee on Council projects and initiatives.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Community Development Officer (First Peoples)
	Council will actively engage, liaise, consult and work in partnership with key First Nations organisations on Council projects and initiatives.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services;

Attachment 5.9.1	82 of 166		Human Resources – Culture; Community Development Officer (First Peoples)
	Council will identify actions to effectively engage, consult and involve First Nations communities.	Ongoing	Reconciliation Action Plan Reference Group; First People’s Consultative Committee; People and Community Services; Community Development Officer (First Peoples)
	Council staff will attend On-Country meetings when invited.	Ongoing	Community Development Officer (First Peoples)

**2. RESPECT: Douglas Shire Council is committed to working with First Nations people to improve our understanding of, and respect for, tradition, protocol and culture. We endeavour to work, act, communicate and live respectfully by acknowledging and celebrating the significance of our Traditional Owners, their culture and their histories. Respect for Aboriginal and Torres Strait Islander peoples enhances relationships, embraces diversity and promotes harmony.**

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Council will increase staff understanding and awareness of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Ongoing	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media Community Development Officer (First Peoples)
	Council will develop a Q&A's Factsheet pertaining to the value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	January 2022	Reconciliation Action Plan Reference Group; First People's Consultative Committee; Community Development Officer (First Peoples); Communications and Media; Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
2. Demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<p>Council will continue to deliver Cultural Awareness Training annually for staff to develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</p> <p>Council will continue to record feedback from staff who attends Cultural Awareness Training Induction to gauge staff's understanding.</p> <p>Council will conduct as required a review of cultural learning needs within our organisation.</p>	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Communications and Media; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples

Attachment 5.9.1	Install plaques/signage in the various Council departments acknowledging Traditional Ownership. (Libraries, Work Depo, Venues, Parks, etc)	December 2022	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Communications and Media; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
	Council will adopt a naming protocol for cultural naming of Council infrastructure such as meeting rooms, public property and venues	December 2022	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
	Council to create and design a standard Internet Block and Email Signature reflecting acknowledgement of our First Nations peoples.	January 2022	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
	Council will create a First Peoples webpage on our Council website.	July 2022	Reconciliation Action Plan Reference Group; First People's Consultative

Attachment 5.9.1	85 of 166		Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Council will raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2022	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)
	Council will introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)
	Reconciliation Action Plan Reference Group and First People's Consultative Committee members will be invited to attend and participate in internal and external NAIDOC Week events.	July 2022	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples)

Attachment 5.9.1	Council will promote NAIDOC Week activities on Council's website and Social Media outlets.	86 of 166 July 2022	Communications and Media Officer; Community Development Officer (First Peoples)
4. Support & promote Aboriginal and Torres Strait Islander music, dance, art and other cultural activities.	Council will work with and support First Nations artists to provide artistic and cultural works in public places.	Ongoing	People and Community Services; Communications and Media; Community Development Officer (First Peoples); Grants Officer
	Council will provide and support opportunities for Indigenous language and music programs.	Ongoing	People and Community Services; Communications and Media; Community Development Officer (First Peoples); Grants Officer
	Council will consult with First Nations peoples and organisations on Council's Initiatives and Projects pertaining to Music, Dance, Art and other Cultural Activities	Ongoing	People and Community Services; Communications and Media; Community Development Officer (First Peoples); Grants Officer
5. Identify agreed public places of significance in the region to highlight the history, culture and traditions of Eastern Kuku Yalanjiwarra Bama and Yirrganydji peoples.	Council will consult with both Jabalbina Yalanji Aboriginal Corporation and Yirrganydji Peoples to identify key places for the provision of informative signage.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Communications and Media; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
	Council will consult with Traditional Owners on best practices of protecting Sacred Sites and Story Places.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
6. Recognise and celebrate Aboriginal and Torres	Council will fly the Aboriginal and Torres Strait Islander Flags at Council Chambers	Ongoing	Frontline & Integrated Services

Torres Strait Islander culture and history.	Council will continue to commence meetings and gatherings with an 'Acknowledgement of Country' message	February 2022	All staff
	Council to write a protocol and Script Card to distribute amongst Council staff that will reflect various versions of Acknowledge of Country wording	February 2022	Community Development Officer (First Peoples);
	Council will extend invitations to representatives from the Aboriginal & Torres Strait Islander peoples to participate in Council run events within our region	Ongoing	Reconciliation Action Plan Working Group; First People's Consultative Committee; Community Development Officer (First Peoples)



**OPPORTUNITIES: Council will seek to strengthen opportunities and participation of Aboriginal and Torres Strait Islander people in our workforce by providing a culturally supportive environment that enables our employees to thrive. Council seeks to embrace opportunities to enhance the economic prosperity of First Nations peoples and organisations across the region.**

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Enhance Council's Equal Employment Opportunity policy to enhance Aboriginal and Torres Strait Islander employment within our organisation	September 2022	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community Development Officer (First Peoples)
	Council will strive to achieve Indigenous employment percentage in line with the Census Data of indigenous people within the Shire as of 2016 Census data 7.6%	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community Development Officer (First Peoples)
	Council to adopt Indigenous Employment Programs to provide employment opportunities that encourages candidates from within the Eastern Kuku Yalanjiwarra Bama and Yirrganydji communities	<i>Ongoing // July 2022</i>	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples

Attachment 5.9.1	Council will consult and include the First People's Consultative Committee, Jabalbina Yalanji Aboriginal Corporation and Yirrganydji in Council employment and recruitment processes.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
	Council to provide support to new Aboriginal and Torres Strait Islanders employees by way of Leadership and Mentorship programs.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; Human Resources – Culture; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
	Council to identify potential partnerships with agencies and organisations supporting employment and programs for Aboriginal and Torres Strait Islanders.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples
	Council to support professional development for its Aboriginal and Torres Strait Islanders employees.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; People and Community Services; Human Resources – Culture; Community

Attachment 5.9.1	90 of 166		Development Officer (First Peoples)
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Council to participate in Employment Information Sessions at Educational Careers Workshops held within the Shire.	Ongoing	Human Resources – Culture; Community Development Officer (First Peoples)
	Council will implement an Aboriginal and Torres Strait Islander cadetship and traineeship program in the organisation for future employment and professional development opportunities.	July 2022	Reconciliation Action Plan Reference Group; Human Resources – Culture; Community Development Officer (First Peoples)
	Council will continue to identify and record the number of Aboriginal and Torres Strait Islanders staff currently employed with us.	Ongoing	Reconciliation Action Plan Reference Group; Human Resources – Culture
	Develop a business case for procurement from Aboriginal and Torres Strait Islanders owned businesses.	July 2022	Reconciliation Action Plan Reference Group; First People's Consultative Committee; Finance & Corporate Services; Community Development Officer (First Peoples)
	Council to identify the opportunity to develop a database of First Nations suppliers within the Douglas Shire.	July 2022	Finance & Corporate Services; Community Development Officer (First Peoples)
	Council to support and encourage participation of Aboriginal and Torres Strait Islanders suppliers to tender to Council's procurement register.	Ongoing	Finance & Corporate Services; Community Development Officer (First Peoples)
	Council to provide training in Tenders processes for Aboriginal and Torres Strait Islander businesses.	September 2022	Finance & Corporate Services
	Council to investigate supplier diversity opportunities through engagement with First Nations economic development organisations such as DATSIP, Black Business Finder and Supply Nation.	April, August, December 2022	Finance & Corporate Services; Community Development Officer (First Peoples)
3. Encourage Aboriginal and Torres Strait Islander applicants for	Promote traineeship and cadetship opportunities through Aboriginal and Torres Strait Islander community groups and organisations within our local area.	Ongoing	Reconciliation Action Plan Reference Group; First People's Consultative Committee; Human

<p>Attachment 5.9.1 Council's Traineeship Program.</p>	<p>91 of 166</p> <p>Council to identify any potential partnerships with agencies and organisations supporting employment and programs for Aboriginal and Torres Strait Islanders.</p> <p>Council to provide support to new Aboriginal and Torres Strait Islander employees by way of Leadership and Mentorship programs.</p> <p>Council will consult and include the First People's Consultative Committee, Jabalbina Yalanji Aboriginal Corporation and Yirrganydji in Council employment and recruitment processes.</p>		<p>Resources – Culture; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples</p> <p>Reconciliation Action Plan Reference Group; First People's Consultative Committee; Human Resources – Culture; Community Development Officer (First Peoples)</p> <p>Human Resources – Culture; Community Development Officer (First Peoples)</p> <p>; Human Resources – Culture; Community Development Officer (First Peoples); Jabalbina Yalanji Aboriginal Corporation; Yirrganydji Peoples</p>
<p>4. Improve literacy in Aboriginal and Torres Strait Islander children and help preserve traditional languages.</p>	<p>Council to obtain and provide library books written in Aboriginal and Torres Strait Islander languages e.g. Eastern Kuku Yalanjiwarra, Yirrganydji and Torres Strait Islander peoples.</p> <p>Provide reading and technology workshops targeted for Aboriginal and Torres Strait Islander residents.</p> <p>Indigenous reading programs to be held in Libraries i.e. First5Forever.</p> <p>Libraries to conduct Reading Programs during National Reconciliation Week and NAIDOC Week.</p> <p>Council staff to support and assist First Nations community to access funding to create books written in each language of Eastern Kuku Yalanjiwarra Bama and Yirrganydji peoples.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing (May and July)</p> <p>Ongoing</p>	<p>Library Services</p> <p>Library Services</p> <p>Library Services</p> <p>Library Services; Community Development Officer (First Peoples)</p> <p>Library Services; Grants Officer; Community</p>



**GOVERNANCE: Council is committed to good governance, tracking and transparent reporting on the progress of our Reconciliation Action Plan initiatives and acknowledges the importance of continuous learning to assist in shaping of future Reconciliation Action Plans.**

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain an effective Reconciliation Action Plan Reference Group to drive and oversee the governance of the Reconciliation Action Plan.	Council to establish a Reconciliation Action Plan Reference Group to govern and oversee the implementation of the Reconciliation Action Plan.	January 2022	People and Community Services; Community Development Officer (First Peoples)
	Draft a 'Terms of Reference' for the Reconciliation Action Plan Reference Group	January 2022	Community Development Officer (First Peoples)
	Establish Aboriginal and Torres Strait Islander representation on the Reconciliation Action Plan Reference Group	January 2022	People and Community Services; Community Development Officer (First Peoples)
	The Reconciliation Action Plan Reference Group will meet 6 times per year and will provide an update to the First Peoples' Consultative Committee regarding the progress and implementation of Council's Reconciliation Action Plan	Ongoing: 6 times per year	Reconciliation Action Plan Reference Group; Community Development Officer (First Peoples)
2. Provide appropriate support for effective implementation of Reconciliation Action Plan commitments.	Define resource needs for implementing our Reconciliation Action Plan initiatives and actions into Council.	Ongoing	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Community Development Officer (First Peoples)
	Engage senior leaders in the delivery and implementation of Reconciliation Action Plan commitments through establishing a Champion for our Reconciliation Action Plan & Reconciliation Action Plan Reference Group	Ongoing	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; People and Community Services; Community Development Officer (First Peoples)

Attachment 5.9.1	Council will develop an Implementation Task List to monitor and measure capability to track and report on Reconciliation Action Plan commitments.	January 2022	Community Development Officer (First Peoples)
3. Build accountability and transparency through reporting Reconciliation Action Plan achievements, challenges and learnings both internally and externally.	Complete and submit the annual Impact Measurement Questionnaire to Reconciliation Australia.	July 2022 July 2023	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; Community Development Officer (First Peoples)
4. Continue our reconciliation journey by developing our next Reconciliation Action Plan.	Review, refresh and update Douglas Shire Council Reconciliation Action Plan based on challenges, learnings and achievements of Reflect Reconciliation Action Plan and submit to Reconciliation Australia.	July 2022	Reconciliation Action Plan Reference Group; Reconciliation Action Plan Champion; First People's Consultative Committee; Community Development Officer (First Peoples)

**Contact details** *Include contact details (job title, phone and email) for public enquiries about our Reconciliation Action Plan.*

*Name:* Margaret Ross-Kelly  
*Position:* Community Development Officer (First Peoples)  
*Phone:* 07 4099 9444  
*Email:* [margaret.ross-kelly@douglas.qld.gov.au](mailto:margaret.ross-kelly@douglas.qld.gov.au)

**Goal:** We will celebrate the diversity of our community and ensure that all infrastructure, programs and services are underpinned with inclusiveness and accessibility.

## Reconciliation Action Plan

In progress

### Description

In partnership with Reconciliation Australia and the community, implement a Reconciliation Action Plan (RAP) that provides a way for Council to enhance relationships and creates opportunities, recognising the importance of all Aboriginal and Torres Strait Islander peoples in the Shire.

### Budget

	Budget	YTD
Operational	\$2,500	
Capital		

**Project Owner:** Tim Ellis      **Department:** Community Services      **Work order #** 4100

### OUTCOMES

- Reflect RAP Completed
- Formation of a RAP working group

### MEASURES

- Engage Indigenous Liaison Officer employed to work with Arts and Culture Officer
- Community Consultation finalised to develop Reflect RAP

### Council Report Status *(please limit summary to space provided)*

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### Milestones

#	What	When	Status	Comments
1	Reflect RAP proof completed and approved Community Consultation	Feb 2020	Complete	Proof version approved by the CEO. Reflect RAP is Stage 1 of 4 stages
2	Finalise Reflect RAP and submit to Reconciliation Australia	Jan 2021		
7				

### Risks

#	What	H/M/L	Mitigation
1	Disagreements within the community	H	Paid consultation with recognised significant members of the community
2	Inability to stick to timelines	M	Indigenous Liaison Officer will be monitoring progress in partnership with Reconciliation Australia.
3			
4			
5			
6			
7			

### Key Stakeholders

#	Name	Title	Organisation	email	Role on project
3	Property		Internal		Consult
4	Local Laws		Internal		Consult
5	Jabalbina Yalanji Aboriginal Corp		External		Consult
6	RAP Working Group		External		Consult
7	Yirrganydji Gurabana Aboriginal Organisation		External		Consult
8	BBNAC		External		Consult

### Other Comments

### Status legend

Not started	In progress	Off-track; plan	Off-track; critical	No longer valid	Completed
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