



RECONCILIATION ACTION PLAN (REFLECT)

August 2022 – March 2024



Kurna acknowledgement

We acknowledge the Kurna Nation and its people as the Traditional Owners and Custodians of the land in the area now known as the City of Onkaparinga.

We recognise that this local living culture has developed over tens of thousands of years and that in today's contemporary context, Kurna and other Aboriginal and Torres Strait Islander peoples (hereon referred to as First Nations peoples) are actively engaged in community life and bring their rich cultural heritage to the strong, vibrant communities we strive for.

We remember Kurna people's spiritual relationship with country when we make decisions about our region and that the protection of places of importance to Kurna culture has an impact on the wellbeing and prosperity of Kurna and other First Nations people.

We recognise our leadership responsibility to First Nations communities, local businesses, and service agencies by actively engaging in a shared journey towards reconciliation.



Image: Onkaparinga River (Ngankipari) mouth

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Acting Mayor's message

Welcome to the City of Onkaparinga's inaugural Reconciliation Action Plan (RAP), which was prepared on the traditional lands of the Kaurna people. This plan comes amid positive change to recognising and working with First Nations communities in our region. This Reflect RAP consolidates and focuses these efforts on our reconciliation journey, both within our organisation and in our communities.

The area we now call City of Onkaparinga always was, and always will be, under Traditional First Nations custodianship, and I'm constantly amazed and inspired by Traditional Owners' strength, resilience, and ongoing connection to Country. These things should be front of mind during council decision-making, and I'm pleased to say recent actions, such as the establishment of council's inaugural First Nations People Advisory Group (FNPAG), are making good on this commitment.

I'm excited about the possibilities around better acknowledging and supporting First Nations connection to Country. We need to support First Nations cultural and spiritual renewal by recognising the integral nature of this connection.

We still have a lot of work to do to achieve a just, equitable and reconciled Onkaparinga. But recent achievements such as establishment of the FNPAG, renewal of the Tjilbruke Dreaming Track marker plaques



in our region, and protection of the Aldinga Washpool, put us in great stead to engage, listen, learn, grow and walk together into the future.

Similarly, council's ongoing work with Neporendi Aboriginal Forum Incorporated, our ongoing connection with Kaurna Yerta Aboriginal Corporation and its important role across the Kaurna region, and the increasingly popular community-focussed NAIDOC Week Mayor's Reception, fill me with hope and pride as we continue our shared journey.

Simon McMahon
Acting Mayor

FIRST NATIONS PEOPLE ADVISORY GROUP chairperson message

Having a Reconciliation Action Plan (RAP) is an important commitment to Aboriginal and Torres Strait Islander peoples. It is an instrument of cultural change – a statement recognising the wider benefit of achieving a fairer, more aware and compassionate society. Based on relationships, respect and opportunities, this is a vehicle for promoting the rights to full social and economic participation for the region's First Peoples. It's great that City of Onkaparinga is taking this step.

We are on a shared journey with Council to strengthening First Nations voices in decision-making and moving towards things happening in a more balanced, bi-cultural way.

The formation of the First Nations People Advisory Group is an important part of this journey. The RAP will provide a framework for these thoughts and intentions to be gathered, expressed and properly understood by all parties. The plan, though, is only as meaningful as the actions undertaken to implement it, so the involvement of the whole organisation is important to achieving its aims.

There is healing to be done around the circle, including conciliation, truth telling and real relationship building. From this we can enable open minds accepting new ways of understanding and provide opportunities for the reclamation, recovery and renewal of our living culture.



In this way, Council's first RAP is a big moment. Even though there has been lots of work done in the past, this is a new focus. An opportunity to have bi-cultural understanding and equity at the heart of what drives actions for the benefit of Land, Sea and Sky Country, and Community.

This is a Reflect RAP. Any good and mindful process includes moments of reflection – pauses to listen, observe, accept, grow and prepare to move forward again. If we don't reflect, we don't see ourselves in the current moment and we don't see the others around us in all their aspects. This reflection is important to setting the direction for the next part of the journey, aligning our footprints as we walk together.

On behalf of the First Nations People Advisory Group, I look forward to Council embarking on the future RAP stages, having set a strong foundation with the delivery of this Plan

Karl Winda Telfer

**Chairperson First Nations People Advisory
Group**

Introduction

Our Plan

The City of Onkaparinga is committed to working with our First Nations communities to achieve a shared journey towards reconciliation.

Reconciliation Australia highlights that:

At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

RAP's are specifically designed for workplaces and are a collaborative partnership between the organisation and Reconciliation Australia. They provide organisations with a structured and strategic approach to advance reconciliation and demonstrate a commitment by the organisation to undertake action towards reconciliation.

Development of a RAP was a key action in our Community Capacity Strategic Plan 2021–24, approved by Council in October 2020.

The national framework set out by Reconciliation Australia guides organisations through a staged approach to reconciliation as follows:

- Reflect (12-18 months) – scoping and developing relationships, deciding on the organisations vision for reconciliation and exploring our sphere of influence
- Innovate (two years) – developing and strengthening relationships, engaging staff and stakeholders in reconciliation,

developing and piloting innovative strategies to empower First Nations people

- Stretch (two-three years) – initiating long term strategies and working towards defined and measurable targets and goals which are business as usual
- Elevate – actively championing initiatives which empower First Nations people and create societal change, high transparency and accountability through assessment of activities.

This approach allows organisations to work through the necessary steps to build a solid internal framework to ensure the success of their future planning.

Our Plan, aligned to the Reflect stage, will enable us to build on our good work to date and further set our foundation as we aim towards an Innovate plan.

Working within the pre-defined 'actions' and 'deliverables' set by Reconciliation Australia, our commitment is demonstrated through the pillars set by Reconciliation Australia of relationships, respect, opportunities and governance.



Image: NAIDOC March and Family Fun day 2022

The following First Nations partners have been consulted in the development of this Plan and we thank them for their wisdom and generosity in working with us to help shape and achieve our reconciliation actions:

- First Nations People Advisory Group
- Neporendi Aboriginal Forum Incorporated



Image: In conversation with Thomas Major at Aldinga library

Our business

The City of Onkaparinga is the largest metropolitan local government area in South Australia, serving more than 175,000 residents across an area of 518 square kilometres and 31 kilometres of coastline.

Located on the southern urban fringe of Greater Adelaide we cover a diverse area of urban centres, low and medium density suburbs, rural areas, townships and coastal communities.

Our Council is made up of six wards, each with two elected members, plus a Mayor.

Our workforce spans five organisational divisions, with more than 800 staff covering a

wide range of professions from planners and librarians, through to rangers and truck drivers. Programs and services are delivered from a variety of facilities, supported by over 500 dedicated volunteers.

Our communities

In 2021, Aboriginal and/or Torres Strait Islander people made up 1.9 per cent of the City of Onkaparinga population, approximately 3369 people. This compared with 1.7 per cent across Greater Adelaide and had grown by 780 people between 2016 and 2021. In the Onkaparinga region, the highest proportion of Aboriginal and/or Torres Strait Islander people were living in the suburbs of Christie Downs (5.7 per cent), Hackham West (4.9 per cent) and O'Sullivan Beach/Lonsdale (4.4 per cent)¹.

Across the Onkaparinga region, there were 1689 households where at least one person identified as Aboriginal or Torres Strait Islander¹. The largest proportion of these households were renting (49.4 per cent), followed by those owned with a mortgage (36.6 per cent). The median weekly income of these households was \$1398, which closely compares with the \$1410 Onkaparinga median. Personal weekly median income showed a greater variance, however, with Aboriginal and/or Torres Strait Islander people at \$552 and the Onkaparinga region median at \$710¹.

In 2021, the Onkaparinga region had a very young Aboriginal and Torres Strait Islander population, with a median age of 20 years, around half the median age of the total region population (41 years)¹. This is reflected in the

high proportion of Aboriginal and/or Torres Strait Islander people who were attending an educational institution (43.7 per cent), compared with the Onkaparinga regional average (27 per cent)¹.

Of Aboriginal and/or Torres Strait Islander people aged 15 years and over, 15.9 per cent reported having completed year twelve as their highest level of educational attainment, on par with the 15.4 per cent Onkaparinga region average². Between 2011 and 2017, SACE completion rates for Aboriginal and/or Torres Strait Islander students in South Australia increased by 16.1 per cent and the proportion of those students achieving a TAFE SA selection score rose from 67.6 per cent to 71.7 per cent³.

In 2016, of the Aboriginal and/or Torres Strait Islander workforce, 84.6 per cent reported being engaged in work, compared to the 92.3 per cent Onkaparinga average². In 2021, Aboriginal and/or Torres Strait Islander people were well-represented among volunteers in the Onkaparinga region, with 11.7 per cent of Aboriginal and/or Torres Strait Islander people aged over 15 years having done voluntary work through an organisation or a group, compared to the 15 per cent Onkaparinga region average. Sixty-five per cent had done unpaid domestic work, 32.7 per cent had provided care for children and 15.2 per cent assisted family members or others due to a disability, long term illness or problems related to old age¹.

¹ Australian Bureau of Statistics, Census of Population and Housing 2021

² Australian Bureau of Statistics, Census of Population and Housing 2016

³ SACE Aboriginal Education Strategy End-of-Year Report 2017

Our RAP journey

For many years we have been actively working with First Nations communities in our region to achieve a range of community outcomes, address inequalities and promote First Nation community values. Developing a RAP acknowledges the need for this work to be better connected, comprising a more concerted and tangible approach to improving outcomes for First Nations communities and our various initiatives that contribute to reconciliation.



Image: Tjilbruke Dreaming Track marker, Port Noarlunga

Our Community Plan 2030 is based on the themes of People, Place, Prosperity and Performance. The plan embraces the long Kaurna history and heritage of the City of Onkaparinga region, thousands of years before European arrival. It acknowledges the Kaurna Nation and its people as the Traditional Owners and Custodians of the land in the area now known as the City of Onkaparinga and includes the following statement:

We recognise our leadership responsibility to Aboriginal and non-Aboriginal communities, local businesses, and service agencies by actively engaging in a shared journey towards reconciliation.

The Strong, Vibrant Communities vision of the plan is supported by outcomes in advancing equity for all and respecting First Nations cultural heritage.

Since 1997, Council has supported and partnered with Neporendi Aboriginal Forum Incorporated in the delivery of the Neporendi Aboriginal Community Centre.

Part of our reconciliation journey includes the Kaurna Tapa Iri Regional Agreement 2005–2008. This was an agreement between Kaurna representative groups and the cities of Onkaparinga, Holdfast Bay, Marion and the District Council of Yankalilla which achieved:

- processes for Aboriginal place-naming
- Kaurna monitoring of excavation works
- protocols for Kaurna recognition
- Aboriginal flag flying.

Important learnings from the agreement are still referred to today in taking our next steps on the reconciliation journey.

Most recently (April 2021) Council established the First Nations People Advisory Group to create a space for discussions with Traditional Owners early in project planning and policy development processes. This is designed to ensure Traditional Owner perspectives are part of the early stages of forming council's position on relevant matters and projects. This strengthening of First Nations voices in our decision-making processes is an important element of our actions towards reconciliation.

This RAP provides a range of actions to consolidate our work towards better outcomes for First Nations communities and prepares us for a successful transition to the next stage of

the RAP journey, collaboratively with First Nations communities in our region.



Image: Women's cross-cultural community leadership program

Our RAP delivery

We will work with key partners, some of which are identified below, to deliver our RAP.

We will also work with these partners to review this Reflect RAP to inform the development of an Innovate RAP.

Our partnerships

We partner with and consider the important work of key stakeholders, in particular:

First Nations People Advisory Group (FNPAG) is a newly formed advisory group to Council as a lead channel of engagement between the City of Onkaparinga and Traditional Owners on matters in the council region. FNPAG has an important role as an advisory group at the local level.

Joining Hands and Minds Taskforce is a powerful coalition of Aboriginal groups and service providers to support and develop First Nations children and families in the south of

Adelaide. The taskforce has an important role in networking and collaborative action across our region.

Kaurna Yerta Aboriginal Corporation (KYAC) is the Registered Native Title Body Corporate under the *Native Title Act 1993* for the Kaurna Native Title Determination Area, representing Kaurna Native Title holders. KYAC has an important role as a representative group at the Kaurna region-wide level.

Neporendi Aboriginal Forum Incorporated (NAFI) is an Aboriginal community services organisation bringing together a range of services and providers in one location through a formal partnership with the City of Onkaparinga. NAFI has an important role in community development across our region.

Our activities/initiatives

Our work includes encouraging more inclusive and culturally mindful communities through reconciliation and other initiatives that support First Nations people to actively engage with community life.

This inspires a broad range of activities and initiatives which we look to grow and further invest in, some of these include:

- Supporting the development and maintenance of Aboriginal cultural artwork such as public artwork to recognise Kaurna women and First Nations cultural markers such as the Tjilbruke Dreaming Track cairns.
- Working with NAFI, we deliver services and programs through the Neporendi Aboriginal Community Centre including:
 - Men's and Women's Yarning groups
 - Southern Deadly Sounds, Southern Deadly Yarns and Southern Deadly Dance
 - Outreach and support services in partnership with other service providers
 - Celebrating and raising awareness about important events such as Reconciliation Week and NAIDOC, including our NAIDOC Mayors reception.
- Delivering integrated programs which educate, celebrate and raise awareness such as our Indigenous Literacy Day and First Nations library collection.



Image: Kahl Wallis performs at the NAIDOC Mayors Reception 2022

RECONCILIATION ACTION PLAN 2022–24 (REFLECT)

Reconciliation Action Plan 2022–24 (Reflect)			
Action	Deliverable	Timeline	Responsibility
Relationships			
1. Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations	1.1 Identify First Nations stakeholders and organisations within our local area or sphere of influence by ensuring First Nations stakeholders are included in Council's master stakeholder list	October 2022	Manager Community Capacity
	1.2 Research best practice and principles that support partnerships with First Nations stakeholders and organisations by developing a summary of information available on best practice and principles and explore the local applicability of this with stakeholders	April 2023	Manager Strategy, Sustainability and Economic Growth
2. Build relationships through celebrating National Reconciliation Week	2.1 Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff via our events calendar on Onkanet and via internal communications	May 2023	Manager Communications and Engagement
	2.2 Reconciliation Working Group members to participate in an external National Reconciliation Week event including Reconciliation SA National Reconciliation Week Breakfast	May 2023	Team Leader Arts, Reconciliation and Cultural Development

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	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week by promoting external events and opportunities via internal communications	May 2023	Manager Communications and Engagement
3. Promote reconciliation through our sphere of influence	3.1 Communicate our commitment to reconciliation to all staff by developing a communications plan to share positive stories about our reconciliation actions, with advice from stakeholders	February 2023	Manager Communications and Engagement
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey and work with these stakeholders to deliver the National Reconciliation Week annual event hosted by council, with advice and participation from stakeholders. Maintain our membership with Reconciliation SA	February 2023 June 2023	Manager Community Capacity
	3.3 Identify like-minded organisations that have Reconciliation Action Plans which we could approach to collaborate with on our reconciliation journey by developing a 'community of practice' approach with key identified organisations that have Reconciliation Action Plans	January 2023	Manager Community Capacity
4. Promote positive race relations through anti-discrimination strategies	4.1 Research best practice and policies in areas of race relations and anti-discrimination by developing a summary of information available, including local examples in areas of race relations and anti-discrimination	February 2023	Manager Strategy, Sustainability and Economic Growth

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	4.2 Audit current policies and procedures in relation to anti-discrimination provisions	June 2023	Manager People and Culture
Respect			
5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning	5.1 Undertake mapping to understand how we can increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights within our organisation through surveying workers to understand existing cultural understanding (including First Nations cultures, histories, knowledge and rights) and identify ways to improve this understanding	February 2023	Manager People and Culture
	5.2 Conduct a review of cultural learning needs within our organisation to identify learning opportunities	May 2023	Manager People and Culture
6. Demonstrate respect to First Nations peoples by observing cultural protocols	6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area by: Continuing our practice of engaging Kaurna monitors to observe identified excavation works and ensure cultural protocols are followed in any potential discoveries of Aboriginal heritage	August 2023	Manager Strategy, Sustainability and Economic Growth
	Exploring possibilities to achieve cultural mapping of the Onkaparinga region, through conversation with stakeholders	August 2023	Manager Strategy, Sustainability and Economic Growth

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	Commencing mapping of unnamed parks and reserves in our region towards the future identification of traditional names, with advice from stakeholders	August 2023	Manager Communications and Engagement
	6.2 Increase staff and Elected Member understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country Protocols by updating our Kaurua Recognition Protocols with advice from stakeholders and include these in staff and elected member inductions	June 2023	Manager Governance
7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week	7.1 Raise awareness and share information amongst our staff and Elected Members about the meaning of NAIDOC Week by delivering the NAIDOC Mayors Reception and invite staff and Elected Members to attend	July 2023	Manager Community Capacity
	7.2 Provide staff with information about regional NAIDOC Week events	June 2023	Team Leader Arts, Reconciliation and Cultural Development
	7.3 Support the Reconciliation Working Group to identify and attend an external NAIDOC Week event	July 2023	Team Leader Arts, Reconciliation and Cultural Development

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Opportunities			
8. Improve employment outcomes by increasing First Nations recruitment, retention and professional development	8.1 Develop a business case for First Nations employment within our organisation by researching our current practices to build our capability to increase employment of First Nations people	January 2023	Manager People and Culture
	8.2 Build understanding of current First Nations staffing to inform future employment and professional development opportunities, which contributes to the development of an action plan that will support a First Nations staff employment and retention strategy	Sept 2023	Manager People and Culture
9. Increase First Nations supplier diversity to support improved economic and social outcomes	9.1 Develop a business case for procurement from First Nations owned businesses and identify First Nations owned businesses in our council area and region and include them on the procurement register to encourage increased procurement from First Nations owned business	March 2023	Manager Financial Services
	9.2 Investigate the feasibility of a Supply Nation membership	February 2023	Manager Financial Services

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Governance			
10. Establish and maintain an effective Reconciliation Working Group to drive governance of the Reconciliation Action Plan	10.1 Identify which team that will oversee progress of the Reconciliation Action Plan and form a Reconciliation Working Group which includes representation from key teams from across the organisation	September 2022	Manager Community Capacity
	10.2 Draft a Terms of Reference for the Reconciliation Working Group	October 2022	Manager Community Capacity
	10.3 Establish a Reconciliation Working Group with membership by First Nations staff, First Nations People Advisory Group, Neporendi Aboriginal Forum Incorporated, and other identified stakeholder representatives	September 2022	Manager Community Capacity
11. Provide appropriate support for effective implementation of Reconciliation Action Plan commitments	11.1 Define resource needs for Reconciliation Action Plan implementation as we progress towards an Innovate Plan	October 2023	Manager Community Capacity
	11.2 Engage senior leaders in the delivery of Reconciliation Action Plan commitments	August 2022	Manager Community Capacity

RECONCILIATION ACTION PLAN 2022–24 (REFLECT)

	11.3 Define appropriate systems and capability to track, measure and report on Reconciliation Action Plan commitments by supporting our Reconciliation Working Group to monitor progress against actions and oversee the development of future planning and reporting	October 2022	Team Leader Arts, Reconciliation and Cultural Development
12. Build accountability and transparency through reporting Action Plan achievements, challenges and learnings both internally and externally	12.1 Complete and submit the annual Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia with input from our Reconciliation Working Group	August 2022	Team Leader Arts, Reconciliation and Cultural Development
13. Continue our reconciliation journey by developing our next Reconciliation Action Plan	13.1 Register via Reconciliation Australia's website to begin developing our Innovate Reconciliation Action Plan.	October 2023	Manager Community Capacity

TIMELINE

Ongoing evaluation and review of initiatives will be undertaken throughout the delivery of this Plan.

First Nations People Advisory Group will be periodically updated with the delivery of this plan.

A review of the Reflect RAP along with a draft Innovate RAP will be presented to Council for approval in late 2023.

FURTHER INFORMATION

For further information on the RAP, please contact the Reconciliation Working Group on mail@onkaparinga.sa.gov.au or telephone 8384 0666.



Image: Reconciliation Week 2022 in Ramsay Place