



Mid Murray Council

# Reconciliation Action Plan

September 2022 – August 2023



# Table of contents

---

Acknowledgement of Country.....	3
Reflect RAP CEO Statement.....	4
Our Vision for Reconciliation.....	5
Our Artwork.....	6
Artist Profile .....	7
Mayor’s Message .....	8
CEO’s Message.....	9
Our RAP Champions & RAP Working Group.....	10
Mid Murray Aboriginal & Torres Strait Islander Advisory Committee.....	11
Our Business .....	12
Our RAP .....	13
Our Partnerships, Projects & Actions.....	14
Council Activities.....	15
Our RAP Journey.....	17
Relationships.....	18
Respect.....	20
Opportunities.....	21
Governance.....	22

# Acknowledgement of Country

---

***We acknowledge Aboriginal and Torres Strait Islander peoples of Australia as the Traditional Custodians of the lands and waters on which we meet and work.***

***We pay respect to Elders past and present, recognising their important and ongoing role and connection to this ancient and beautiful land.***

***We are committed to working together on our reconciliation journey.***

\* Aboriginal and Torres Strait Islander peoples should be aware that this document may contain images and or names of deceased persons.

# Reflect RAP CEO Statement

---



Reconciliation Australia welcomes the Mid Murray Council to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Mid Murray Council joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Mid Murray Council to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to Mid Murray Council, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia

# Our Vision for Reconciliation

---

## **Together, for a better shared future.**

**To be a culturally safe organisation that acknowledges, values, and celebrates Aboriginal and Torres Strait Islander peoples, cultures and heritage based upon respectful relationships and underpinned by self-determination principles to create a community that is unified, equitable and welcoming for all.**

### **We will achieve this by:**

- Recognising and valuing the important and ongoing connection and responsibilities Aboriginal and Torres Strait Islander communities have to Country
- Acknowledging the wrongs of the past that continue to impact Aboriginal and Torres Strait Islander peoples today
- Committing to building formal respectful and equitable relationships between Aboriginal peoples and the Mid Murray Council
- Listening, learning and engaging with Aboriginal and Torres Strait Islander peoples to enhance understanding and strengthen relationships
- Implementing practical actions that drive Council's contribution to reconciliation both internally and in the community
- Working with Traditional Custodians to create appropriate spaces that acknowledges and celebrates Aboriginal and Torres Strait Island cultures, history and contributions to the community
- Working with Traditional Custodians to ensure the protection, care of Country and culturally significant sites within the Mid Murray area
- Walking the journey of reconciliation with the broader community

# Our Artwork

---

This painting represents “RECONCILIATION”

This painting reflects the future and how we can combine two worlds into one with small steps such as the Reconciliation Action plan.

The community symbols represent the Mid Murray Council and its connections to the Aboriginal Community.

The green represents “MOORUNDI” the mighty River Murray. The animals within the river are significant animals such as the long necked turtle, Murray Cod, catfish, yabbie, callop and shrimp. This connects us to the animals of the river.

The yellow and black lines represent the connections.

The people sitting around the community symbols are men and woman both Indigenous and non-Indigenous people sitting around teaching the younger generation.

The black footprints represent the Indigenous community and the white footprints represent non-Indigenous community both walking in harmony together.

The kangaroo footprints connect us to the animals.

The hands in the ochre represent our Ancestors being the oldest living culture in the world! The white hands represent Australia as a whole.

The basket weaving on each side of the river represents a special cultural practice from the region.

The light blue and dark blue lines represents moving forward as a nation.

The little black and white community symbols represent our children coming together and defeating racism! We have them sitting around learning and teaching each other for a brighter future.

The dots represent people from all over coming together and symbolises strength in unity.

The little dots represent their connection and symbolises strength in unity!

# Artist Profile

---



Harley Hall is a proud Aboriginal Ngarrindjeri/ Kokatha man from Raukkan and Koonibba and sees himself as an Aboriginal Contemporary Artist. He is a proud father of three and lives in Murray Bridge South Australia.

His art and paintings connects him with the animals and the land. His unique style is a mixture of Ngarrindjeri art whilst also combined with his west coast Kokatha dot painting style. His paintings are a combination of traditional and modern art.

He is inspired and guided by his Elders and is growing as an artist and loves to inspire others and is always learning different ways to better himself. He also enjoys making Aboriginal artefacts such as clubs, spears, boomerangs and shields. He has combined paintings with his wood burnings, which gives his artwork a unique style.

At a young age he was taught by his father how to play the Yidaki (Digeridoo).

Culture has always been a big part of his life and has helped him overcome some hard times in his life so now he works with young youth being a positive role model and using his talents to engage, strengthen and inspire youth to connect with their culture.

Past events found that he has had negative experiences with the law. This has made him turn his life around and strive for success. He now works in SA Health in CAMHS (Child Adolescent Mental Health Service) working in a Social and Emotional Well-Being team that has recently won awards and are leading the way in SA Health. He currently won NAIDOC Government Worker of the Year 2016, artist of the year 2017 and 2020. His passion is helping is helping youth and guiding them to make better life choices that will improve their lives.

This makes him one of many positive Aboriginal people that have made change for the better, and have turned their lives around and inspired others to thrive for success as the sky is the limit!

# Mayor's Message

---



I am pleased to present the Mid Murray Council's inaugural Reflect Reconciliation Action Plan (RAP).

The development of our RAP is an important first step on our journey towards reconciliation with, and greater acknowledgement of, the Traditional Custodians of the Lands and Waters within the Mid Murray district and our commitment to formal respectful more equitable relationships..

The history and continuing culture of Traditional Custodians is a significant and valuable contribution to the Mid Murray community. .

In creating a RAP, Council is committing to creating formal respectful relationships with Aboriginal and Torres Strait Islander people in our community, deciding on a vision for reconciliation that is unique to the needs of Mid Murray and looking at the ways in which we can provide actions, accountability and influence to progress reconciliation in our district.

It is an honour to have been involved in the creation of this important plan as a RAP Champion. I would like to thank Council's other RAP Champions, and the Mid Murray Council internal RAP Working Group members, for their valuable contributions throughout this process.

I also pay respect to the memory and life's work of the late Richard Hunter, a Nganguraku, Ngarrindjeri and Peramangk Elder who shared with me over 30 years ago his vision for reconciliation and a greater awareness of, and appreciation for, the heritage and culture of Traditional Custodians. It is my hope that this RAP, and any work we do as Council to progress reconciliation into the future, will in some way support Richard's vision becoming a reality.

On behalf of Council, I also extend our deep gratitude to those within our community who shared their views and experiences during our RAP consultation period and to those who collaborated with Council throughout the RAP development process.

Underpinning our RAP are the five dimensions of reconciliation that recognise the need to improve race relations, support equality and equity, develop institutional integrity, advocate for unity and promote historical acceptance.

By taking this first step, I am confident that Mid Murray – as a Council and a wider community – can begin to move towards reconciliation in a positive way that will create a brighter future for our district.

I look forward to the journey ahead of us.

Dave Burgess  
Mayor



# CEO's Message

---



The Mid Murray Council is proud to present its Reflect Reconciliation Action Plan (RAP).

This is a first for our Council and a significant milestone for our organisation in committing to furthering the important work of progressing reconciliation in our district.

In recent years, the Mid Murray Council has worked to strengthen its relationships with Aboriginal and Torres Strait Islander Communities through partnerships, initiatives and programs. However, we also recognise that more action is needed.

Our RAP sets out the practical actions Mid Murray Council can take to contribute to reconciliation, both internally and within our community. It also provides a vision and framework that will assist us in enhancing our engagement with, and connection to Aboriginal and Torres Strait Islander communities.

Importantly, it provides clear guidance on the steps we will take to:

- build meaningful and mutually beneficial relationships with Traditional Custodians
- increase respect for and understanding of Aboriginal and Torres Strait Islander peoples, cultures and heritage and
- create opportunities for improved social, economic and career outcomes for Aboriginal and Torres Strait Islander people.

Alongside the development of our RAP, the recent creation of Council's new Aboriginal and Torres Strait Islander Advisory Committee, established under the Local Government Act 1999 is an important milestone. This committee will play a key role in overseeing the implementation of Council's RAP, as well as providing direct input into the development of Council policies, projects, events and decision-making, giving Traditional Custodians a stronger voice and greater representation within our organisation.

It is Council's hope that the measures set out in our RAP will lead to stronger partnerships, improved engagement and shared decision-making with Aboriginal and Torres Strait Islander communities that will form a strong foundation from which to continue to build on our efforts to progress reconciliation in Mid Murray.

Ben Scales  
CEO

# Our RAP Champions & RAP Working Group

---

## OUR RAP CHAMPIONS

Mayor Dave Burgess

James Kelly – Team Leader Construction

Jaimie Pearson – Executive Assistant Community Services

## OUR RECONCILIATION WORKING GROUP

Dallis Von Wald Manager – Strategy, Innovation & Governance – Chair

Natalie Davis – Team Leader Community Services

David Hassett – Director Infrastructure and Field Services

Vicki Bell-Booth – Strategy, Innovation & Governance Officer

Dawn Stewart – Grants Funding Co-ordinator / Senior - Administration

Chantelle Snart – Senior Records Officer / Customer Service Co-Ordinator

Jake McVicar - Director Development & Community Services

## WITH THANKS TO FORMER RWG MEMBERS

Amy Loechel – Former Director Community Services

Amie Johnson – Mid Murray Family Connections Co-Ordinator

Tracy Bawden – Executive Services Officer



# Mid Murray Aboriginal & Torres Strait Islander Advisory Committee

---

To assist in guiding and overseeing the implementation of the Mid Murray Reflect Reconciliation Action Plan, Council appointed its inaugural Aboriginal and Torres Strait Islander Advisory Committee in May 2022.

The new Section 41 Advisory Committee brings together members of the Mid Murray Aboriginal and Torres Strait Islander communities to give them a stronger voice at the table to help shape the district's future. This committee structure has been designed to allow for Aboriginal and Torres Strait Islander voices to be heard and self-determination principles to be embedded into Council's future decision-making processes.

The Advisory Committee's primary focus will be to work with Council to implement its first Reflect Reconciliation Action Plan, through developing relationships, researching, consulting with the community and preparing new draft plans.

The Advisory Committee's role will also be to:

- Advise Council on local key issues, concerns and priorities for Aboriginal and Torres Strait Islander communities;
- Build strong relationships between Council and Aboriginal and Torres Strait Islander communities;
- Provide guidance and feedback on Council policies, programs and services;
- Assisting to identify and remove barriers for Aboriginal and Torres Strait Islander peoples to employment, services, programs and facilities; and
- Monitor and provide feedback on Council's progress in implementing the Reflect Reconciliation Action Plan.

To ensure equity and fairness, public expressions of interest for community representatives were called with a view to seek representatives with complementary skills that would support the strategic projects identified through the RAP, as well as equal and fair representation for all Traditional Custodian groups. Two Elected Members were appointed, along with the Mayor appointed ex officio, in line with the terms of reference.

The Mid Murray Council Aboriginal and Torres Strait Islander Advisory Committee members are:

- Robert Agius - a Nganguruku – Ngaiawang – Erawirung man and Director of the Manunka Aboriginal Corporation
- Ivy Campbell - a Nganguraku woman and member of the Mannum Aboriginal Community Association Incorporated Executive Committee
- Amy Della-Sale - a research officer with Jumbunna INCF Research Hub
- Ebony Marshall - a Ngarrindjeri woman and Case Manager with Aboriginal Family Support Services, and current board member of Moorundi Aboriginal Community Controlled Health Service
- Grant Rigney - a Ngarrindjeri man and chair of Ngarrindjeri Regional Authority, Ngarrindjeri Native Title Management Committee, Murray Lower Darling Rivers Indigenous Nations and Ngarrindjeri Peoples Native Title Compensation Trust
- Margaret Sumner - a Ngarrindjeri woman and Community Engagement Officer with Ngarrindjeri Ruwe Empowered Communities
- Mid Murray Mayor Dave Burgess
- Mid Murray Councillors Kirsty MacGregor and Deb Brokenshire.

# Our Business

---

The Mid Murray Council encompasses an area of 6,273 square kilometres across parts of the Barossa, Riverland and Murraylands regions. The district also covers parts of the Aboriginal lands of the Nganguraku, Ngarrindjeri, Peramangk, Ngaiawang, Ngarkat, and Ngadjuri peoples. The main town of Mannum is located 89 kilometres east of Adelaide. The River Murray is vital to the wellbeing and prosperity of the Mid Murray's Aboriginal People and its wider community, economy, environment and culture, with 220 kilometres of the river flowing through the Council district.

As of 2020, the estimated population of the Mid Murray was 9,143 people, including 208 Aboriginal and/or Torres Strait Islander people. It is acknowledged that a larger number of Aboriginal and Torres Strait Islander people likely live in, and have strong links to, the Mid Murray community but are not included within the ABS data.

Primary production is one of Mid Murray's leading industries across diverse sectors such as broad acre grains, livestock, horticulture, fruit, nuts and wine grapes. With its proximity to the Murray River and natural attractions including the River Murray International Dark Sky Reserve, Mid Murray also has a strong and growing tourism and hospitality sector. Other industries include health and community services, construction and building, astronomy and associated activities, education, light manufacturing and business services. The regional centre of Mannum and other townships also provide retail and some public service opportunities.

Local Governments are closely connected to, and have a deep understanding of, their communities. This level of government provides essential support and services across social, economic and environmental areas. Mid Murray Council has strong connections with our community and recognises the need for, and importance of, reconciliation.

Mid Murray Council currently has 109 staff across its full-time, part-time, casual and agency workforce, with four staff members identifying as Aboriginal people.

The Mid Murray Council's facilities include a principal office at Mannum, Cambrai office, Blanchetown Community Hub, Morgan Community Hub, Mannum Leisure Centre and Works Depots. Additionally, it manages multiple sport and recreation facilities, boat ramps, public reserves, community halls and buildings, cemeteries, wastewater networks, waste collection and disposal facilities, library services, community programs and tourism assets including two visitor information outlets, historic river vessels and community museums. Its core business is to provide essential facilities, services and programs for the continued wellbeing and prosperity of our community.

The Mid Murray Council's Our Plan 2020-2024, which was developed in consultation with the community, sets out a four-year plan to guide the Council's future activities across five core areas of business, community, environment, growth and lifestyle. The foundation of the plan is the Council's purpose to work collaboratively to strengthen and enrich our community in pursuit of our shared ambition of prosperity, liveability and sustainability. It also highlights as a key focus area that Aboriginal and Torres Strait Islander cultures are acknowledged, valued, preserved and celebrated.

# Our RAP

---

The need – and importance – for Council to take steps towards a better, shared and reconciled future with Aboriginal and Torres Strait Islander communities was recognised during our strategic planning process in 2020.

Through this process, Council identified its role as a leader in the Mid Murray community, and the need to demonstrate through action and strong leadership the importance of reconciliation for the organisation and the wider district.

Council endorsed its organisational strategic plan – Our Plan 2020-24 – in November 2020 with the strategic goal that: ‘Aboriginal and Torres Strait Islander heritage and culture is acknowledged, valued, preserved and celebrated’. To achieve this goal, several key activities were identified, including to develop the Mid Murray Council’s first ever Reconciliation Action Plan in partnership with Aboriginal and Torres Strait Islander communities.

Our Council elected to develop a Reflect RAP, in acknowledgement of the need for our organisation to seek out and further develop stronger, respectful and more meaningful relationships and partnerships with representatives of Mid Murray’s six Traditional Custodian groups. Council also recognised the need to develop policies and approaches to better support reconciliation within our organisation and the community. This will give Council a strong foundation on which to build on in future with additional and expanded RAP activities.

The decision to proceed with creating a RAP for Mid Murray was supported by Elected Members in November 2020. Council established a RAP Working Group with representatives from all departments and the Mayor. Three RAP Champions including the Mayor and two staff members, one of whom is an Aboriginal person, were also appointed to drive the project.

Consultation conducted across our organisation and with the Mid Murray community, including our Traditional Custodians, identified focus areas that underpin our RAP including:

- The need for improved cultural visibility both within Council and the community
- Increasing opportunities for Aboriginal and Torres Strait Islander representation
- Preserving Aboriginal and Torres Strait Islander cultural heritage
- Providing programs and events that support truth telling and our shared history, and that are open to all within our community.

The Mid Murray Council’s RAP sets measurable and achievable actions to ensure Council becomes a culturally safe and inclusive organisation. We will do this through actions such as increasing staff and Elected Member understanding of Aboriginal and Torres Strait Islander histories and cultures, creating an inclusive organisational culture, and developing strong, respectful and meaningful relationships with Traditional Custodians that support opportunities to enhance self-determination.

The RAP project has been identified as a strategic priority for Council, and budgeted, prioritised and resourced accordingly.

The establishment of the new Mid Murray Council Aboriginal and Torres Strait Islander Advisory Committee will monitor and assist with the implementation of Council’s RAP, ensuring our process, actions and outcomes are transparent and culturally appropriate. The Advisory Committee will also go beyond overseeing the RAP activities. This will assist Council to develop successful and mutually beneficial partnerships between Traditional Custodians of the Mid Murray district, Council and the broader community that provides a valuable voice within our planning, development and decision-making processes.

# Our Partnerships, Projects & Actions

---

Through our actions, engagement and partnerships with the Traditional Custodians of the Mid Murray district, Council is working to involve and recognise the significance of Aboriginal and Torres Strait Islander cultures within our organisation and the wider community.

Council meetings begin with an Acknowledgement of Country, and the Aboriginal flag is flown at Council's Mannum and Morgan offices, and Council has plans to expand this to include flying both the Aboriginal and Torres Strait Island flags at all offices. An Acknowledgement of Country is also included in the email signature of all staff and Elected Members.

Council partners with local Aboriginal and Torres Strait Islander communities to run NAIDOC Week celebration events, and regularly engages Traditional Custodians to conduct Welcome to Country ceremonies at our community events.

Over recent years, Council has developed strong working relationships with a number of Aboriginal and Torres Strait Islander organisations, including the Mannum Aboriginal Community Association Incorporated (MACAI), Moorundi Aboriginal Community Controlled Health Services community engagement team, Ngarrindjeri Ruwe Empowered Communities, Ngarrindjeri Regional Authority and the Ngarrindjeri NAIDOC Committee.

Council seeks to engage with Traditional Custodians across a range of our organisational responsibilities, including:

- The naming of public roads and places
- Development processes, policies and monitoring
- Assessment of significant trees
- Strategic Management Plan development
- Culturally appropriate management of the Mannum Waterfalls.

Council's strategic management plan, Our Plan 2020-2024, contains several goals and activities in relation to acknowledging, valuing, preserving and celebrating Aboriginal and Torres Strait Islander cultural heritage, following engagement and input from Traditional Custodians throughout the planning process.

Cultural awareness training continues to be a focus for Council. Initial training has been conducted internally across the organisation, including with Elected Members. Council has also set a priority for further local cultural competency training with an initial group of staff, with a view to extending this organisation-wide again. During its research phase, the RAP Working Group also undertook a regional cultural tour with MACAI across the lower Mid Murray area during 2021.

# Council Activities

---

- **NAIDOC Week** – in partnership with MACAI and the Mid Murray community, Council supports NAIDOC Week celebration events, including the annual ‘Together as One’ walk and a new school holiday program in 2021. This program actively brings together the Mid Murray community, with events including a tour of culturally significant areas at Ngaut Ngaut Conservation Park also providing valuable opportunities for Traditional Custodians to showcase their culture and heritage.
- **Ngaut Ngaut Conservation Park Strategic Plan** – in partnership with MACAI and the Department for Environment and Water, Council is assisting the development of a strategic plan to guide the future management of this culturally significant place. The Mayor is also a representative on the Ngaut Ngaut Co-Management Committee.
- **Welcome to Country** – Council engages local Traditional Custodians to perform Welcome to Country ceremonies and Acknowledgements at its major community events including Australia Day and the Mannum Fun Run and Walk.
- **Cowirra Community Wastewater Management Scheme** – Council partnered with MACAI members, who provided cultural training for Council staff and onsite monitoring during construction. Staff worked closely with MACAI to ensure Aboriginal ancestral remains unearthed during excavation were respectfully repatriated with a full ceremony conducted by Traditional Custodians.
- **Kids Wellbeing Camp** – through Council’s Mid Murray Family Connections program, in partnership with Wellbeing SA, two wellbeing camps were held for local children, with an Aboriginal Student Services Officer appointed and cultural activities included to ensure Aboriginal and Torres Strait Islander children felt welcomed and supported.
- **River Murray International Dark Sky Reserve** – partnering with MACAI for the launch of the reserve, which has opened opportunities for Traditional Custodians to share their astronomical knowledge and stories, depicted in historic rock carvings at Ngaut Ngaut Conservation Park.
- **Local Government Aboriginal Employee Network** – an Aboriginal Council staff member is advocating to SA LGA for the creation of a Local Government Aboriginal Employee Network for SA.
- **Local Government reconciliation** – the Mayor represents Council on the SA Local Government Industry Network Group, which is partnering with Reconciliation SA to support and further develop reconciliation actions across SA’s local governments.





# Our RAP Journey

---

- September 2020 - Organisational wide Cultural Awareness Training
- November 2020 - Council endorsed MMC Strategic Plan - Our Plan 2020-24 & the development of a RAP
- January 2021 - Acknowledgment of Country developed for organisational use
- May 2021 - Implemented organisational wide Acknowledgment of Country email signature
- July 2021 - Internal reconciliation working group (RWG) developed through EOI process
- August 2021 - RWG formed
- September 2021 - NAIDOC Events extended to include Ngaut Ngaut School Holiday Program, in partnership with MACAI & Murray Bridge NAIDOC Committee
- September 2021 - RWG Regional Cultural Tour led by MACAI
- September 2021 - Planned to hold Aboriginal and Torres Strait Islander community meeting (postponed due to COVID)
- September 2021 - Consultation commenced for RAP development with Aboriginal & Torres Strait Islander community members
- November 2021 - Budget secured for 2021/22 financial year – RAP Development
- December 2021 - Commitment to undertaking Ngarrindjeri Cultural Competency Training
- February 2022 - Engaged Aboriginal Artist Harley Hall to produce Council's reconciliation artwork
- February 2022 – Local reconciliation consultation surveys conducted within Mid Murray LGA, both internally & externally:

*73% of Mid Murray Community and 69% of Internal Staff and Elected Members felt that it was either extremely or very important for Council to have an active role in reconciliation.*

*In response to “How do you believe Mid Murray Council can improve its support for reconciliation in our region?” the following key themes were identified:*

- o *The need for improved cultural visibility both within Council and the community*
- o *Increase in opportunities for Aboriginal and Torres Strait Islander representation*
- o *Preserving local Aboriginal and Torres Strait Islander culture and heritage*
- o *Providing programs and events that support truth telling and shared history, and that are open to all within our community.*
- March 2022 – Council endorsed formation of Section 41, Aboriginal & Torres Strait Islander Advisory Committee
- March 2022 – EOIs open for Section 41, Aboriginal & Torres Strait Islander Advisory Committee launched
- March 2022 – RWG endorse draft RAP
- March 2022 – Cultural and Ceremonial Leave provisions endorsed in Enterprise Bargaining Agreement
- May 2022 – Draft RAP endorsed by Council
- May 2022 – Section 41, Aboriginal & Torres Strait Islander Advisory Committee formed



# Relationships

Action	Deliverable	Responsibility	Timeframe
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1. Identify Aboriginal and Torres Strait Islander peoples, groups and organisations within our local area or sphere of influence.	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Advisory Committee	Oct-22
	1.2. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Executive Assistant Community Services	Oct-22
	1.3. Maintain our current relationships with the Mannum Aboriginal Community Association Incorporated (MACAI), Ngarrindjeri Regional Authority, Ngarrindjeri Ruwe Empowered Communities and First Peoples of River Murray Mallee #2 Native Title Claimants	Executive Assistant Community Services	Oct-22
	1.4. In partnership with Aboriginal & Torres Strait Islander Advisory Committee, develop Aboriginal & Torres Strait Islander Engagement Strategy	Executive Assistant Community Services	Dec-22
2. Build relationships through celebrating National Reconciliation Week (NRW)	2.1. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	May 2023
	2.2. RAP Working Group members to participate in an external NRW event.	Executive Assistant Community Services	27 May – 3 June 2023
	2.3. Host a Mid Murray Council community NRW Event	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Community Services Team	27 May – 3 June 2023
	2.4. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	CEO	27 May – 3 June 2023
3. Promote reconciliation through our sphere of influence	3.1. Communicate our commitment to reconciliation to all staff, Elected Members and key stakeholders.	CEO	Oct-22
	3.2. Publicly communicate our commitment to reconciliation to community through our website, social media and community newsletters	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Oct-22
	3.3. Develop and implement a report to share Council's reconciliation journey through the actions outlined in the RAP	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Oct-22
	3.4. Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Executive Assistant Community Services	Oct-22
	3.5. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Advisory Committee	Oct-22
	3.6. Continue to participate in the SA Local Government reconciliation Industry Network Group'	Mayor & CEO	Oct-22
4. Promote positive race relations through anti-discrimination strategies	4.1. Research best practice and policies in areas of race relations and anti-discrimination	<b>LEAD:</b> Strategy, Innovation & Governance Officer <b>SUPPORT:</b> Human Resources Officer	April-23
	4.2. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	<b>LEAD:</b> Strategy, Innovation & Governance Officer <b>SUPPORT:</b> Human Resources Officer	May-23



Australian  
Original Tours

NGANGAKU  
Nildotti

E S



# Respect

Action	Deliverable	Responsibility	Timeframe
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	5.1. Develop a business case for increasing organisational understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	May-23
	5.2. Identified staff to undertake local Ngarrindjeri Cultural Competency Training with a view to expand organisational wide	<b>LEAD:</b> Strategy, Innovation & Governance Officer <b>SUPPORT:</b> Human Resources Officer	Oct-22
	5.3. Participate in the bi-annual RAP Workplace Barometer survey to gauge and understand level of cultural competence within the organization to inform and target the organizational cultural learning needs	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Sept-22
	5.4. Conduct a review of cultural learning needs within our organisation	Strategy, Innovation & Governance Officer	May-23
	5.5. Engage Traditional Custodians, undertake an interpretative signage program in areas of significance within Mid Murray Council LGA	<b>LEAD:</b> Infrastructure & Field Services - Works Admin Officer <b>SUPPORT:</b> Advisory Committee	Jun-23
	5.6. Partner with local Elders and historians to further document Mid Murray Aboriginal history to share and promote within our community	Executive Assistant Community Services	Oct-22
	5.7. In partnership with Traditional Custodians, showcase lands and waters of Traditional Custodians for Mid Murray Council Area	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Advisory Committee	Dec-22
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	6.1. Develop an understanding of the local Traditional Custodians of the lands and waters within our organisation's operational area	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Advisory Committee	April-23
	6.2. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Advisory Committee	Nov-22
	6.3. Develop Mid Murray specific Cultural Protocols Document for internal and external use	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Advisory Committee	Nov-22
7. Increase understanding and protection of Aboriginal cultural heritage, Lands and Waters across the Council area	7.1. In partnership with Traditional Custodians, develop a local Caring for Country Aboriginal Environmental Heritage Preservation Plan for Local Government Area	Director Development & Environmental Services	Mar-23
	7.2. Ensure Council takes active steps to support the care and protection of all of Country including its preservation of culturally significant areas	Director Development & Environmental Services	Dec-22
	7.3. Continue to work with MACAI and Dept. Environment & Water on the development of a strategic plan for management of Ngaut Ngaut Conservation Park'	<b>LEAD:</b> MMC Mayor <b>SUPPORT:</b> Executive Assistant Community Services	Oct-22
	7.4. Maintain representation at Ngaut Ngaut Co-Management Board Meetings	<b>LEAD:</b> MMC Mayor <b>SUPPORT:</b> Executive Assistant Community Services	Oct-22

Action	Deliverable	Responsibility	Timeframe
8. Create culturally appropriate spaces within the workplace and throughout the region	8.1. Engage with Aboriginal and Torres Strait Islander Advisory Committee to identify opportunities to improve cultural safety within our workplaces and community	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Advisory Committee	May-23
	8.2. In partnership with Aboriginal and Torres Strait Islander Advisory Committee, review our current programs and activities to identify opportunities to improve cultural safety	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Advisory Committee	June-23
	8.3. Ensure Aboriginal & Torres Strait Islander Flags are flown at each Council office	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Dec-22
	8.4. Partner with Traditional Custodians to develop a culturally appropriate design, construction plan and interpretive signage for Murray Coorong Trail, that both protects Country and highlights significance of area where appropriate	Community Projects Officer	Sep-22
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	9.1. Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	June-23
	9.2. Introduce our staff to NAIDOC Week by promoting external events in our local area	Executive Assistant Community Services	Jul-23
	9.3. RAP Working Group to participate in NAIDOC Week event/s	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Jul-23
	9.4. Support local Aboriginal & Torres Strait Islander NAIDOC week events and celebrations	Executive Assistant Community Services	Jul-23



## Opportunities

Action	Deliverable	Responsibility	Timeframe
10. Improve employment outcomes within Council by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	10.1. Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	Strategy, Innovation & Governance Officer	Mar-23
	10.2. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	<b>LEAD:</b> Strategy, Innovation & Governance Officer <b>SUPPORT:</b> Human Resources Officer	Dec-22
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	11.1. Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	Director Corporate & Financial Services	May-23
	11.2. Investigate Supply Nation membership	Director Corporate & Financial Services	May-23
	11.3. Work with Aboriginal and Torres Strait Islander Advisory Committee to investigate opportunities for Council to support and promote further development of the Aboriginal Tourism Sector in Mid Murray	<b>LEAD:</b> Tourism Manager <b>SUPPORT:</b> Advisory Committee	Dec-22
	11.4. Investigate opportunities for improved or expanded Aboriginal specific services and suppliers, including land management throughout the region	Executive Assistant Community Services	Mar-23



# Governance

Action	Deliverable	Responsibility	Timeframe
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	12.1. Develop and maintain a Section 41, Aboriginal and Torres Strait Islander Advisory Committee to provide guidance and advice on RAP implementation	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Sept-22
	12.2. Establish and maintain Aboriginal and Torres Strait Islander Community Representation on Section 41, Advisory Committee	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Sept-22
	12.3. Maintain a RWG to govern RAP implementation	CEO	Sept-22
	12.4. Develop a Terms of Reference for the RWG	Strategy, Innovation & Governance Officer	Sept-22
	12.5. Establish Aboriginal and Torres Strait Islander representation on the RWG	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Sept-22
13. Provide appropriate support for effective implementation of RAP commitments	13.1 Define resource needs for RAP implementation	Executive Assistant Community Services	Sept-22
	13.2. Engage senior leaders within Council in the delivery of RAP commitments	CEO	Sept-22
	13.3. Define appropriate systems and capability to track, measure and report on RAP commitments	<b>LEAD:</b> Executive Assistant Community Services <b>SUPPORT:</b> Strategy, Innovation & Governance Officer	Oct-22
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	14.1. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	Executive Assistant Community Services	Sep-22
15. Continue our reconciliation journey by developing our next RAP.	15.1 Register via Reconciliation Australia's website to begin developing our next RAP	Executive Assistant Community Services	May-23





**Contact:**

**Mid Murray Council**

PO Box 28, Mannum SA 5238

T: 08 8569 0100 | F: 08 8569 1931

E: [postbox@mid-murray.sa.gov.au](mailto:postbox@mid-murray.sa.gov.au)

W: <https://www.mid-murray.sa.gov.au/>