



**DRAFT ONLY**

PORT AUGUSTA CITY COUNCIL  
2021/2022  
RECONCILIATION  
ACTION PLAN










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# Acknowledgement

“We would like to pay our respects to the traditional owners of the land on which we meet. We acknowledge their ancestors and their sharing of their country. We also pay respect to the many Aboriginal groups and cultures that work, walk and live in Port Augusta.”

Port Augusta is a meeting place for Aboriginal and Torres Strait Islander Peoples with up to 36 different language groups that call Port Augusta Home.



# Mayor's Message

It is with great honour that I present Port Augusta City Council's first Reconciliation Action Plan (RAP) (2021-2022).

The plan seeks to strengthen Council's role in facilitating a united community approach to reconciliation.

Our first Reconciliation Action Plan will pave the way for the City's unique Reconciliation journey and provide a framework to guide the City's staff and Council towards creating an inclusive and respectful environment in which the cultures of Aboriginal and Torres Strait Islander peoples are acknowledged, shared and celebrated.

There has been extraordinary effort and goodwill that has led to the creation of the Plan. I would like to thank everyone whose hard work and dedication has made the beginning of our Reconciliation journey a possibility.

By developing this Reconciliation Action Plan, we are attempting to create a Port Augusta culture that accepts the best of Aboriginal and Torres Strait Islander peoples and other cultures that make us all feel comfortable and part of the same community.



A handwritten signature in blue ink, appearing to read 'B. Benbow', with a long horizontal line extending to the right.

Mayor Brett Benbow  
Port Augusta City Council

# CEO Message



I am pleased to release Port Augusta City Council's first Reconciliation Action Plan (RAP) 2021-2022.

It presents a valuable opportunity to focus, to keep learning and contributing to meaningful change for Aboriginal and Torres Strait Islander peoples. I am hoping this RAP will build the right foundations to fulfil our vision to educate our staff and community, demonstrate respect for Aboriginal and Torres Strait Islander peoples and embed positive and sustainable cultural change.

We aim to outline our achievements in ongoing Progress Reports, as the governance processes and reporting mechanisms within the RAP framework hold us accountable for progress to be tracked and achieved.

This may be your first introduction to a RAP, this plan will assist in bringing together the community as a whole and respect the special cultural traditions, of the various Aboriginal and Torres Strait Islander peoples within our community. We are attempting to create a Port Augusta culture that embraces Aboriginal and Torres Strait Islander peoples and other cultures that make us all feel comfortable and part of the same community.

The word 'relationships' is important to our purpose as we have an opportunity to engage people in our vibrant community activities and convert frequent visitation into educational and cultural experiences that capture hearts and minds.

I encourage everyone to take time to truly connect with this plan; as employees, stakeholders and partners, and as members of our diverse community. The success of our efforts will be determined by the extent to which our business operations, the accessibility of our services and our own mindset and attitudes contribute to continued progress for reconciliation.

I look forward to continuing our reconciliation journey together.

A handwritten signature in blue ink, appearing to read 'John Banks'.

John Banks  
Chief Executive Officer  
Port Augusta City Council

# About the RAP Artworks

## Jasmine Brown

Jasmine grew up in Coober Pedy and now lives in Port Augusta. From the Antakirinya Matu – Yankunytjatjara tribe of the Coober Pedy area and Kokatha tribe of Roxby Downs, Woomera and Port Augusta areas.

Jasmin works with acrylic paint on canvas which has been handed down by her parent's, aunties and my grandmother. Her works are mostly dot paintings and she uses this medium to tell her story of Land, Culture and Connection. Bright colours are often used, and Jamine can adapt and work with new methods. Jasmine uses painting as a tool to relax and express her feelings... painting is her safe space.

## Charmaine Wilson

Charmaine has been painting since the early 1990's. She started painting by going to the Aboriginal Women's Centre in Port Augusta. The Women's Center provided a place for her to gather and learn new skills in arts and crafts programs. Charmaine had always loved painting, however it was through Milly Taylor and her daughters, who were strongly involved with the center, that she was introduced to Aboriginal art.

## Ashwariya Designs

Candace and Caitlin are proud Barngarla / Pertame (Southern Arrernte) Women. Both were born in Central Australia and have lived in Port Augusta since they were children. They are both sisters and come from a long line of artists in their family. Candace and Caitlin first started painting when they were children, they would often help their mother Colleen and grandmother Milly on larger paintings. Their painting talents and stories are inspired by both their mother and grandmother.



Jasmine Brown- Lightning Dreaming



Charmaine Wilson- Bush  
Tucker Dreaming



Ashwariya Designs- Gulda Dreaming



# Our Business

Port Augusta is a growing service centre for the Outback regions of South Australia and a Place of Destination in its own right, supporting a proud and vibrant community. We are a City with a long history as a Regional Hub that is able to reinvent itself.

Port Augusta is the most uniquely located City in South Australia, sitting at and nestled around the top of Spencer Gulf, the heart of South Australia. This is a seaside City, yet it maintains its strong connections with the iconic Australian Outback. The stunning backdrop of the Flinders Ranges is a constant reminder of this link to the Australian bush. The Port Augusta City Council area is 1,153.1km<sup>2</sup> and extends to the foothills of the Flinders Ranges in the east and to the Whyalla Council and Lincoln Gap in the west.

Port Augusta City Council covers the City of Port Augusta, including Stirling North, and the seaside homes located at Commissariat Point, Blanche Harbour and Miranda and has a population of 14,102 (ABS Census 2018). With an Indigenous population of approximately 20% (ABS Census 2018). Port Augusta is also located on Australia's crossroads for both rail and road.

The elected Council comprises of the Mayor and nine Councillors, with Port Augusta City Council having 181 employees across 13 office locations responsible for a diverse range of services including, aged care programs, child care, tourism facilities, swimming pool, parks and gardens, ovals, art galleries, performance centres, roads and bridges, street lighting, aboriginal community development, events, drug and alcohol management, building and development services, and library and information services.

Port Augusta City Council at the time of adoption employs 14 Aboriginal and Torres Strait Islander staff.



# Our RAP

Our vision for reconciliation is “To have a united, prosperous and respectful city where the rights, interests and wellbeing of Aboriginal and Torres Strait Islander Peoples are celebrated and protected along with the broader community. We acknowledge and value their contributions and culture and encourage a community where we all walk together as one with equality.”

Port Augusta City Council acknowledges the traditional owners of the land that the City of Port Augusta occupies, and its unique location as a meeting place for a diverse range of Aboriginal and Torres Strait Islander Peoples and their connection to Country. Council values its culturally diverse community and is committed to building on the process of meaningful reconciliation in partnership with Aboriginal and Torres Strait Islander Peoples in our Community.

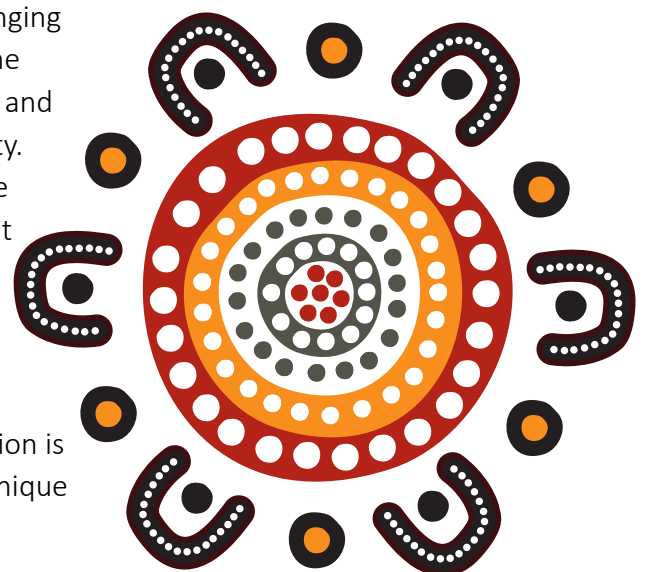
Council believe that in order to strive for genuine reconciliation it is crucial to acknowledge past hurts and injustices forced upon Aboriginal and Torres Strait Islander Peoples. We choose to leave behind stereotypes and prejudices of the past and choose to respectfully understand and embrace all people and cultures.

Port Augusta is a community steeped with a rich heritage of the First Australians and our Reconciliation Action Plan will drive our journey toward a positive shared future grounded in respect, strong relationships and equality.

The Reconciliation Journey that the Port Augusta City Council has committed to ensure that services provided to Aboriginal and Torres Strait Islander Peoples, are culturally appropriate and meet their needs.

This initiative is being implemented to assist in bringing together the community as a whole and respect the special cultural traditions of the various Aboriginal and Torres Strait Islander Peoples within our community. We are attempting to create a Port Augusta culture that accepts the best of Aboriginal and Torres Strait Islander Peoples and other cultures that make us all feel comfortable and part of the same community.

Port Augusta City Council’s approach to reconciliation is a commitment to all people being considered as unique individuals, treated fairly and shown respect.

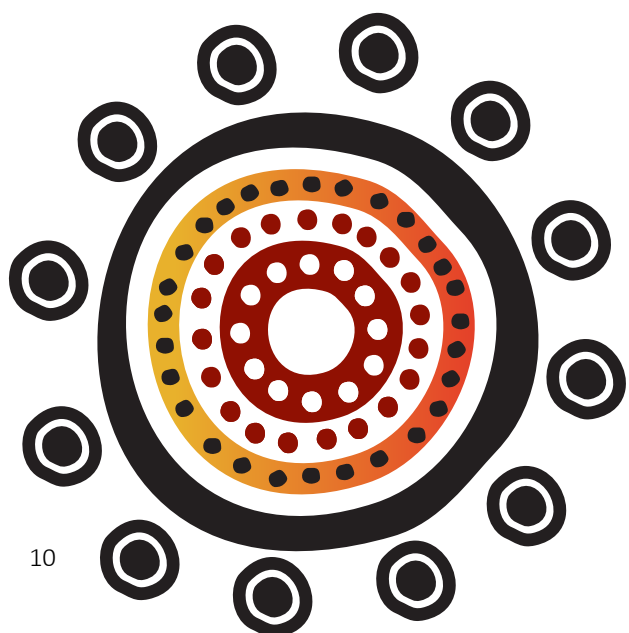


# Implementation

The Reconciliation Action Plan will address operational processes to ensure Council provides a welcoming, supportive, inclusive and collaborative environment, where Aboriginal and Torres Strait Islander Councillors, Employees and Community are treated with equality, care and respect.

Port Augusta City Council's Reconciliation Action Plan has been developed in partnership with internal staff and management, the Aboriginal Community Working Group and the broader community. A variety of methods have been used in its development including Surveys, formal meetings, correspondence with staff, formal and informal consultation including conversations, written feedback internally within council and also externally. Broader community consultation was held at larger community events.

The Port Augusta City Council Reconciliation Action Plan consolidates Council's long-standing commitment to driving positive change towards Reconciliation with Aboriginal and Torres Strait Islander Peoples and the community. We are committed to working towards true and meaningful Reconciliation and will continue to build on the development of our Reconciliation Action Plan and embrace it as a "Living Document" that will be reviewed, change and adapt over time.





# Current Partnerships and Activities

## **Port Augusta City Council has current partnerships with:**

- National Indigenous Australians Agency (NIAA)
- Davenport Community Council
- Connected Beginnings
- Pathfinders (New Leadership Group NIAA Funded)
- Aboriginal Community Working Group
- Oz Minerals
- Aboriginal Drug & Alcohol Council (ADAC)
- Aged & Community Services Australia (ACSA)
- Drug & Alcohol Services SA (DASSA)
- SA Network of Drug and Alcohol Services (SANDAS)
- Saana
- Country Arts SA
- Ku Arts
- Carclew Arts
- Guildhouse
- Arts Law

## **Current Activities**

- Mobile Assistance Patrol Service (MAPS)
- Assertive Outreach Program (AOP)
- Exceptional Needs
- Provide Administration support for the taskforce to establish the Aboriginal Leadership Group
- Ongoing commitment to further improve relationships with the Aboriginal Community through actions in the Strategic Plan
- Participation and support for Aboriginal and Torres Strait Islander events including NAIDOC, Sorry Day and Reconciliation Week
- Coordination of the Malka Art Prize and exhibition annually
- Employment of Aboriginal & Torres Strait Islander staff
- Reconciliation Mission Statement displayed in Council Buildings
- Acknowledgement of Country included at Council meetings and events, and also encouraged for all events at Council venues
- Establishment and continuation of the Aboriginal Community Working Group
- Ongoing assistance with the integration of Aboriginal Artists and performances in other festivals and events such as Desert Fringe, Arid Festival, Guitars in Bars
- Partnership with Saana to completed 2 murals in 2020/2021 Featuring local Aboriginal Artist and partnership for future murals
- Partnership with Country Arts SA for Aboriginal Arts and Culture Officer 2018-2022
- Oz Minerals funded Aboriginal Art Mural completed in 2021
- Yarning Circle



# Our Past Achievements

- SA Water Reconciliation Pipeline Mural Project- 2020
- Desert Fringe-2008-2020
- Development of the Reconciliation Mission Statement- 2017
- Aboriginal Community Welcome- Entrance banners signs- 2016
- Endorsement from Council of the Anti-Racism Campaign- 2015
- Financial support to the Aboriginal War Memorial (RSL Project)- 2014
- Port Augusta City Council engaged local Aboriginal Community Members to deliver Cultural Awareness Program to all Council Staff- 2012
- Aboriginal Community Engagement Group was formed with Administration support provided by the Council's Aboriginal Community Engagement Officer this group developed the Local Action Agreement- 2012
- Port Augusta was chosen as a test site for the Urban and Regional Strategy Port Augusta Initiative in which Council played a key role in partnership with State and Commonwealth Government and the Aboriginal Community- 2012
- Display and permanent flying of all 3 flags in Gladstone Square- 2011
- Support for Aboriginal Culture trail (Strategic Plan)
- Cultural Appreciation Walk in Gladstone Square- 2011
- Dialogue Event- 2010
- Financial support to the Croc Festival and Vibe Alive events- 2000-2009





# Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Establish and maintain the Aboriginal Community Working Group	Monthly meetings	Community Development Officer
	1.2 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	August 2021	Community Development Team
	1.3 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2021	Manager Community Development
	Work with new Aboriginal Leadership Group	Ongoing	Community Development Team
	Work with Connected Beginnings Aboriginal Leadership model	Ongoing	Community Development Team
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and Elected Members.	Annually in May	Community Development Team
	2.2 Encourage Aboriginal Community Working Group members to participate in an external National Reconciliation Week event.	During Reconciliation Week Annually	Community Development Officer
	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	During Reconciliation Week Annually	Management Group/ Human Resources
	2.4 During NRW host a cultural sharing opportunity and encourage staff attendance (Yarning Circle)	During Reconciliation Week Annually	Arts and Culture Officer
	2.5 Provide support for one National Reconciliation Week external community event.	During Reconciliation Week Annually	Community Development Team

# Relationships



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to Our Community, all staff and Elected Members.	Launch of the RAP during Reconciliation Week Annually	Chief Executive Officer/ Mayor/Media and Communications Officer
	3.2 Raise community awareness of our RAP progress via media releases when key actions have been achieved	Ongoing	Media and Communications Officer
	3.3 Identify external stakeholders that our organisation can engage with on our reconciliation journey. Eg: <ul style="list-style-type: none"> <li>&gt; Aboriginal Leadership Group</li> <li>&gt; Connected Beginnings</li> <li>&gt; Native Title Groups</li> <li>&gt; Oz Minerals</li> </ul>	October 2021	Community Development Team
	3.4 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey to provide cultural sharing opportunities and encourage community and staff attendance.	Reconciliation Week Annually	Community Development Team
	3.5 Ensure that the RAP is driven from the top-down by engaging our Management Group in the delivery of RAP outcomes	Ongoing	Chief Executive Officer
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	June 2022	Human Resources
	4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.		Human Resources







# Respect



Action	Deliverable	Timeline	Responsibility
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 understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	September 2021	Human Resources Manager
	5.2 Conduct a review of cultural learning needs within our organisation and develop a quotation for all staff training in cultural awareness. Source suitable funding and provide training.	21/22 Financial year	Human Resources Manager
	5.3 Consider purchase of additional culturally appropriate resources for use in the Child Care Centre and public Library.	21/22 Financial year	Child Care Manager/ Library Manager
	5.4 Staff team meetings will include cultural information or invite guest speakers to share cultural information relating to the meeting topic.		All Managers / Supervisors
	5.5 In consultation with local Traditional Owners, consider the dual naming public places, streets, etc, in Barngarla and Nukunu language.		Community Development Team / Infrastructure
6. Demonstrate respect to Aboriginal and Torres Strait Islander 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. This will be done through Cultural Awareness training.	21/22 Financial year	Human Resources Manager



# Respect



Action	Deliverable	Timeline	Responsibility
	6.2 Increase staff's understanding of the purpose and significance behind cultural protocols by developing an overarching Cultural Protocol Policy, including Welcome to Country and Acknowledgement of Country, which clearly outlines appropriate protocols in the events, document and meeting space.	October 2021	Governance
	6.3 Display a framed Reconciliation Mission Statement in Council's public reception areas.	August 2021	Community Development
	6.4 Display indigenous artwork on way finding signs and wall murals in court space identifying court numbers (with reference to the Central Oval Style Guide).	2021/22 Financial year	Manager Sporting and Recreation Facilities
	6.5 Explore opportunities to support local Aboriginal and Torres Strait Islander Student learning and/or scholarship programs. Traineeships\ Apprenticeships.	2021/22 Financial Year	Community Development Team / Human Resources Manager
	6.6 Develop engagement strategy with the local sport and arts sectors which encourages the participation of Aboriginal and Torres Strait Islander peoples.	2021/22 Financial Year	Manager Sporting and Recreation Facilities
	6.7 Investigate entry signage – 'Welcome to Barngarla and Nukunu Country.'	June 2021	Community Development Team

# Respect



Action	Deliverable	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. This will be done through posters and information in the Community newsletter.	During NAIDOC Week Annually	Community Development Team/Media & Communications
	7.2 Introduce our staff to NAIDOC Week by promoting external events in our local area.	During NAIDOC Week Annually	Community Development Team/ Media & Communications
	7.3 Encourage all staff and Elected Members to participate in an external NAIDOC Week event.	During NAIDOC Week Annually	CEO & Managers/ Supervisors
	7.3 Organise for activities such as dot painting and dreamtime stories to be conducted at the Childcare centre and Health Focus during NAIDOC week.	During NAIDOC Week Annually	Child Care and Health Focus Manager
	7.4 Encourage Aboriginal Community Working Group to participate in an external NAIDOC Week event.	During NAIDOC Week Annually	Community Development Officer







# Opportunities



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Develop a business case for Aboriginal and Torres Strait Islander Annual Traineeships across Council Business starting with 2 per annum and increasing to 6 per annum	December 2021	Human Resources Manager
	8.2 Map current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August Annually	Human Resources
	8.3 Develop an Aboriginal and Torres Strait Islander staff employment and retention strategy.	February 2022	Human Resources
	8.4 Review HR processes to ensure there are no barriers to Aboriginal and Torres Strait Islander employment within our organisation.	June 2022	Human Resources
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Amend Procurement Policy and Tender Documents to further emphasise support for Aboriginal & Torres Strait Islander business.	June 2023	Procurement & Contracts Officer
	9.2 Investigate Supply Nation membership.	June 2023	Procurement & Contracts Officer
10. Continue to support externally funded programs delivering services to the Aboriginal Community	10.1 Assertive Outreach Program/Mobile Assistance Patrol/ Aboriginal Leadership Group	July 2021	Human Resources Manager
	Liaison with Davenport Community Council, Connected Beginnings	December 2021	







# Governance



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	11.1 Seek assistance of Aboriginal Community Working Group to govern RAP implementation.	August 2021	Community Development Officer
	11.2 Draft a Project Plan for the Aboriginal Community Working Group for this project.	August 2021	Community Development Officer
	11.3 Identify relevant staff to assist the Aboriginal Community Working Group to implement the RAP project plan	July 2021	Community Development Officer
12. Provide appropriate support for effective implementation of RAP commitments.	12.1 Define resource needs for RAP implementation.	August 2021	Managers/Supervisors
	12.2 Engage senior leaders in the delivery of RAP commitments.	August 2021	Managers/Supervisors
	12.3 Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2021	Community Development Officer
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	13.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September Annually	Community Development Officer
14. Continue our reconciliation journey by developing our next RAP.	14.1 Register via Reconciliation Australia's website to begin developing our next RAP.	Three months prior to RAP expiry date	Community Development Officer

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