

INNER WEST

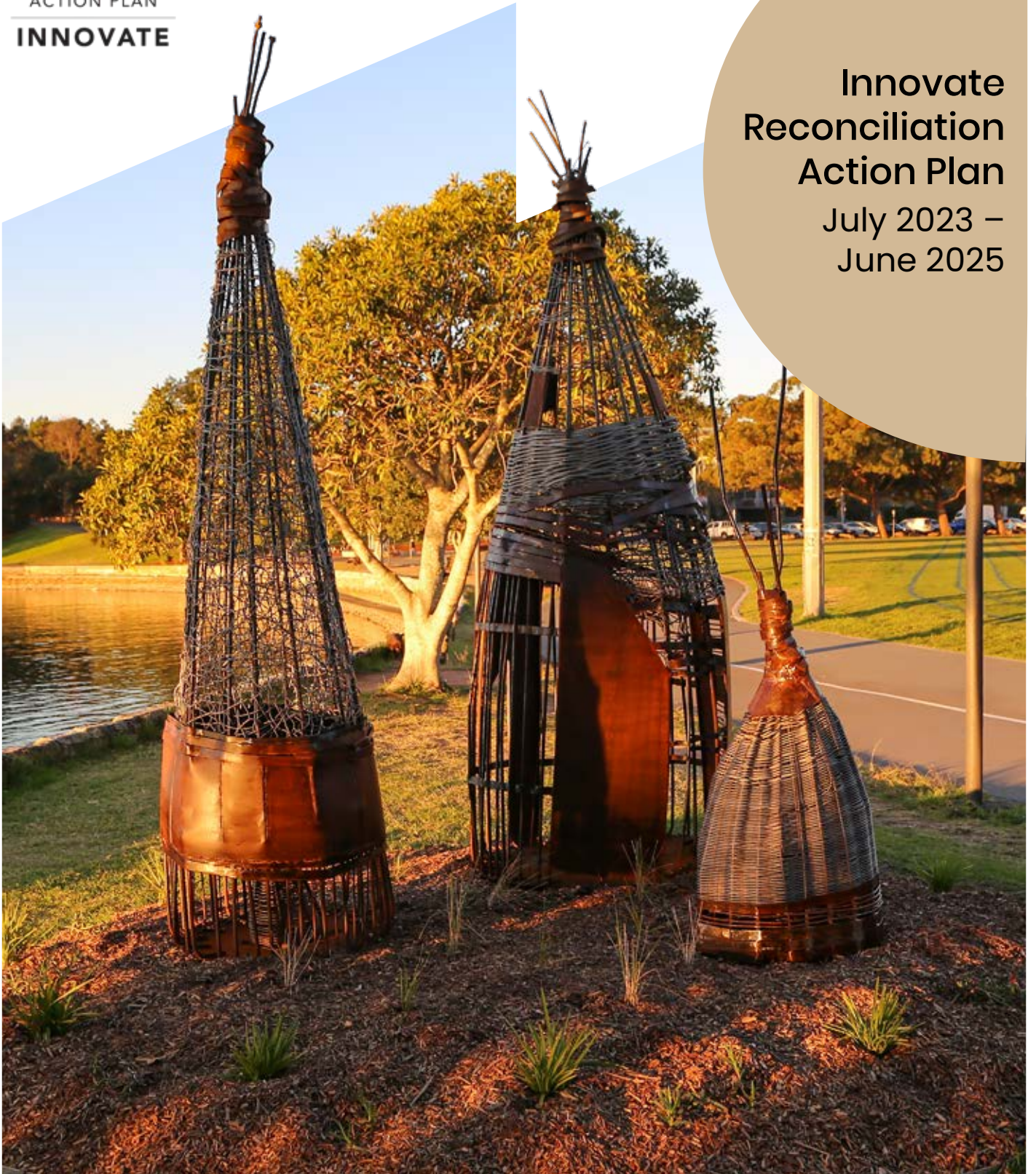


RECONCILIATION
ACTION PLAN

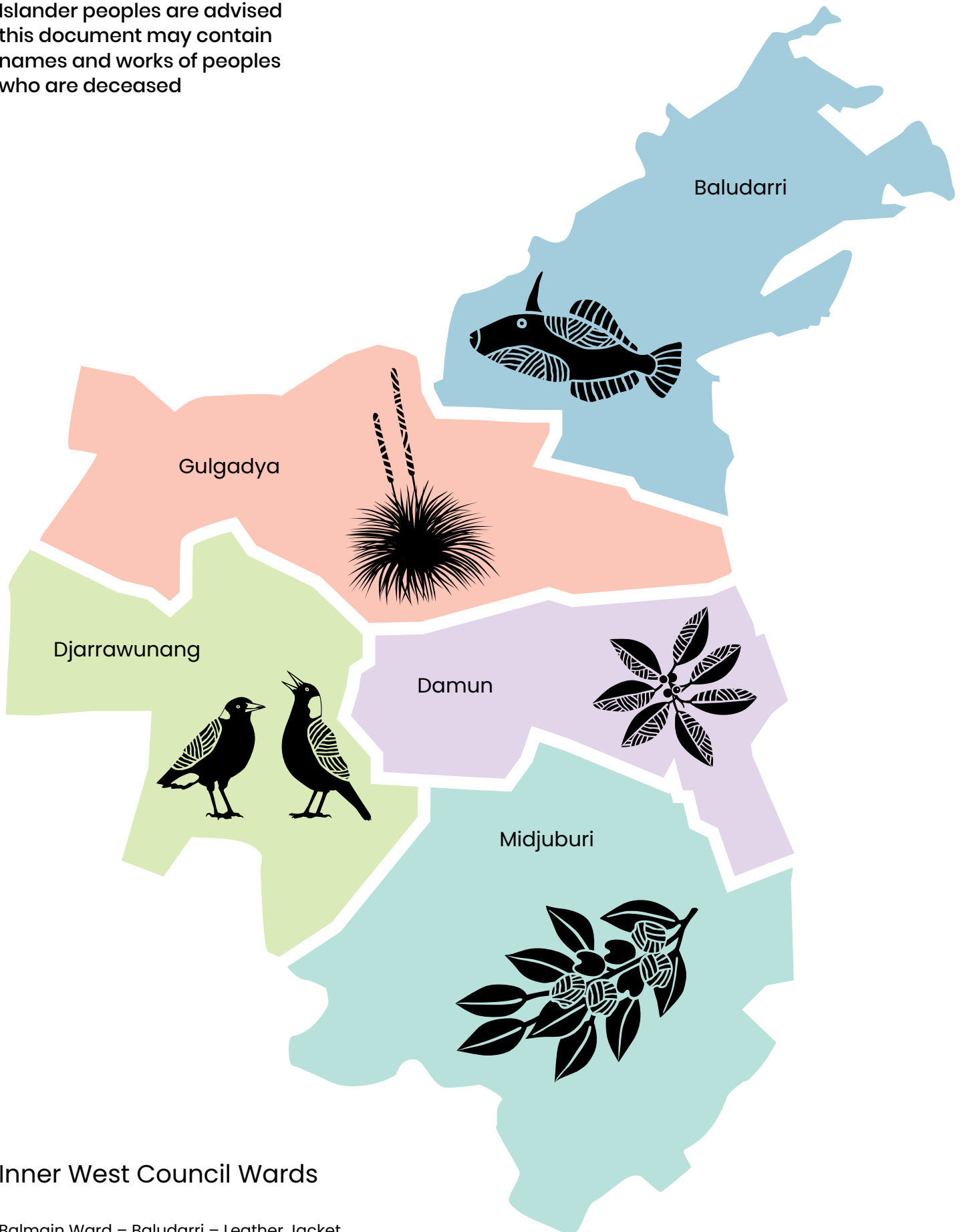
INNOVATE

Innovate Reconciliation Action Plan

July 2023 –
June 2025



Aboriginal and Torres Strait Islander peoples are advised this document may contain names and works of peoples who are deceased



Inner West Council Wards

Balmain Ward – Baludarri – Leather Jacket
Leichhardt Ward – Gulgadya – Grass Tree
Ashfield Ward – Djarrawunang – Magpie
Stanmore Ward – Damun – Port Jackson Fig
Marrickville Ward – Midjuburi – Lillypilly

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Aboriginal and Torres Strait Islander Advisory Committee Foreword

The Inner West Aboriginal and Torres Strait Islander Advisory Committee acknowledge the Gadigal and Wangal peoples as the Traditional Custodians of these lands and who maintain their unique and unbroken connection to these lands and waters.

Today the Inner West is a gathering place for Aboriginal and Torres Strait Islander peoples from across Australia who continue to fight for sovereignty, self-determination, human rights and maintaining our culture and traditions.

Reconciliation is a process in which there is acknowledgement of the past, understanding the present, and embracing a future based on the co-existence of rights. Reconciliation means accepting the fact we cannot do it alone and we need help.

The Advisory Committee would love to see Council assist reconciliation by

- The establishment of a Community Hub, a permanent cultural safe space for gathering of Aboriginal and Torres Strait Islander peoples. There is a need for this space to have access to technology and internet.
- By acknowledging and making culture visible as it is integral to placemaking and connecting to Country, install 3 Survival Memorials, establish walking trails across the Inner West, nurture connecting to Country to include tours, stories, dance, and services.
- Create leadership and employment opportunities for Aboriginal and Torres Strait Islander peoples of increasing scale across Council
- Intergenerational and cross-cultural competencies, education and exchange for all staff and councillors.
- Create opportunities for new research on archaeology in collaboration with residents.



Gurugal, Yanu Barrabugu (Past, Present Future), Jasmine Sarin (2021). Camperdown Memorial Rest Park, Lennox St entrance, Newtown.

Before any decisions are made regarding Aboriginal and Torres Strait Islander culture, Aboriginal and Torres Strait Islander peoples need to be informed, this includes young people regarding decision making.

On days of significance, Council should be acknowledging what has happened in the past so we can move forward together. Strengthening this relationship requires understanding past truths, present truths, and future truths. Truth-telling about Australia's real history must sit at the heart of this relationship. It means an honest respectful acknowledgement of this country's Aboriginal and Torres Strait Islander peoples and their struggles for justice.

Aboriginal and Torres Strait Islander Advisory Committee statement "Our communities need to be supported and empowered with real and genuine connections – not just symbolism. These efforts must be grounded in equality, equity, institutional integrity, and historical acceptance. The voices and the lives of Aboriginal and Torres Strait Islander peoples matter and developing a balanced relationship is vital for genuine and truthful engagement. The Aboriginal and Torres Strait Islander Advisory Committee encourages Inner West to be brave and be a leader in reconciliation".

Reconciliation Australia CEO message

Reconciliation Australia commends Inner West Council on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Inner West Council to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Inner West Council will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Inner West Council is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.



Implementing an Innovate RAP signals Inner West Council's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Inner West Council on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Mayoral Foreword

I'm very proud to present the Inner West Council Innovate Reconciliation Action Plan (RAP).

This is Council's guiding policy document towards reconciliation, which has been developed in consultation with the Aboriginal and Torres Strait Islander peoples and the wider community of the Inner West.

It is important to remember that, given the treatment of Aboriginal and Torres Strait Islander peoples and the lack of recognition of their Custodianship and place in our history, the National Apology in 2008 was only the beginning of the reconciliation process. Reconciliation cannot be achieved while the huge disparity in health, well-being and life opportunities continues to exist.

The Inner West Innovate Reconciliation Action Plan will provide Council with an opportunity to build on previous work for meaningful reconciliation between Aboriginal and Torres Strait Islander peoples.

We have and will continue to join with other organisations across the Inner West and the Australian community to help contribute to greater life expectancy and socioeconomic opportunities; we see it as a national priority for governments at all levels, as well as for the Australian society. Let us unite, in looking to the future and building a united and peaceful country where respect, equality opportunities and truth-telling are open to all peoples regardless of race.

Inner West Council has made a firm commitment to recognising and celebrating Aboriginal and Torres Strait Islander cultures and the heritage they bring to our area. The Gadigal and Wangal peoples are the Traditional Custodians the land and waterways for thousands of years and their presence is evident across the entire Inner West through carvings, middens and other sites and objects.

Council has introduced a range of initiatives to support and recognise our local Aboriginal and Torres Strait Islander residents, their cultures, and their heritage. Including Acknowledgement and Welcome to Country before Council meetings and events, flying the Aboriginal flag permanently outside the Council chambers and the naming of the five wards with local Aboriginal words.

It is a public affirmation of Council's support of our local Aboriginal and Torres Strait Islander residents and community leaders. To further our support in 2022, Councillors unanimously voted to support 'the Uluru Statement from the Heart and it's principles.

I am proud of our achievements to date and I am confident that this plan will enable Council to remain a leader in Aboriginal affairs and a leading practice model for government.



Darcy Byrne

Mayor, Darcy Byrne
Inner West Council

General Manager Foreword

Responding to the Uluru Statement from the Heart with justice, equity and reconciliation is an urgent need for every Australian.

It is my privilege as the General Manger of Inner West Council to present our Innovate Reconciliation Action Plan for engagement and to commit on behalf of our Council officers to these actions that will bring reconciliation alive in the Inner West.

Our approach to reconciliation is centred in inclusive strategies developed with Aboriginal and Torres Strait Islander peoples. This inclusion is critical to achieving the sustainable, liveable and connected community identified in Council's Community Strategic Plan.

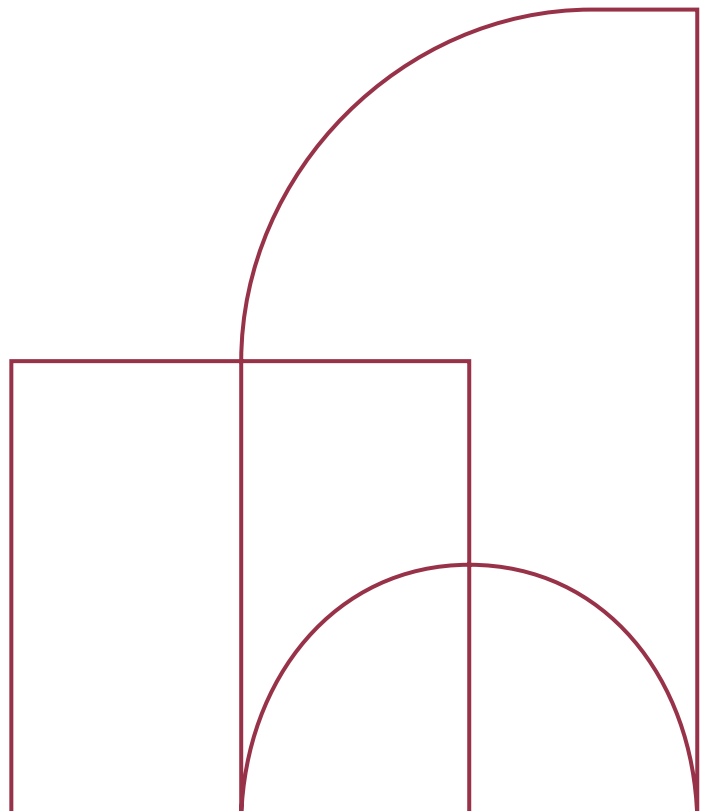
This plan has 20 actions in the RAP Framework's pillars of relationships, respect and opportunities. The implementation of the 80+ deliverables will support the Inner West down the path of reconciliation and provide the Aboriginal and Torres Strait Islander communities with support, assistance, and opportunities in meeting challenges into the future.

Council looks forward to working with the Aboriginal and Torres Strait Islander community to advance reconciliation across the Inner West.



A handwritten signature in black ink, appearing to read 'Peter Gainsford'. The signature is stylized and somewhat abstract.

Peter Gainsford
General Manager



Acknowledgement to Country

We the residents of the Inner West acknowledge that Aboriginal and Torres Strait Islander peoples were the first peoples of this land. We greet the living members of the oldest continuing culture on earth and celebrate your wisdom and special connection to these lands and waters. We greet all the Aboriginal and Torres Strait Islander peoples of Australia, especially the Gadigal and Wangal peoples who are the Traditional Custodians of the lands in which Council operates.



Aboriginal and Torres Strait Islander Statement

Inner West Council acknowledges the Gadigal and Wangal peoples, who are the Traditional Custodians of the lands in which the Inner West Local Government Area is situated.

We celebrate the survival of Aboriginal and Torres Strait Islander cultures, heritage, beliefs and their relationship with the land and water. We acknowledge the continuing importance of this relationship to Aboriginal and Torres Strait Islander peoples living today, despite the devastating impacts of European invasion. We express our sorrow for past injustices and support the rights of Aboriginal and Torres Strait Islander peoples to self-determination.

Inner West Council understands our responsibilities and role in working with Aboriginal and Torres Strait Islander communities to promote cultural heritage and history, address areas of disadvantage, and protect and preserve the environment as well as sites of significance to Aboriginal and Torres Strait Islander peoples. In doing so we acknowledge that Aboriginal and Torres Strait Islander cultures continue to strengthen and enrich our community.

Today, diverse groups of Aboriginal and Torres Strait Islander peoples live and work across the Inner West. We admire the resilience displayed in their significant achievements and in making immense contributions to both Council and the broader community.

Inner West Council is committed to embedding the values and perspectives of the Aboriginal and Torres Strait Islander communities to ensure we learn from the mistakes of our past and forge a positive future of long-lasting value built on mutual respect, equality, and opportunity.



Mayor Darcy Byrne, Prime Minister Anthony Albanese and Minister for Indigenous Australians Linda Burney with community members at Council's Voice to Parliament community barbecue, February 2023.

Our Vision for Reconciliation

Our vision for reconciliation is an Inner West where Aboriginal and Torres Strait Islander peoples are valued and recognised as the First Peoples of this land, and where full respect and understanding is extended to Aboriginal and Torres Strait Islander peoples by all in our community.

Inner West Council views reconciliation as core to community development for Aboriginal and Torres Strait Islander peoples and is working to create the Inner West as a place Aboriginal and Torres Strait Islander peoples have equal access and opportunities.

Council's approach to reconciliation is centred in inclusive strategies developed with Aboriginal and Torres Strait Islander peoples. This inclusion is critical to achieving the sustainable, liveable, and connected community identified in Council's Community Strategic Plan.

Our community recognises the importance of Aboriginal and Torres Strait Islander cultures to our heritage and Council seeks to educate all peoples of the Inner West in the cultural histories and spiritualities of Aboriginal and Torres Strait Islander peoples of this land. Our community will protect and honour sites in this area which are of

cultural and spiritual significance to Aboriginal and Torres Strait Islander peoples of this area.

Our community will endeavor to ensure that Aboriginal and Torres Strait Islander peoples receive the same opportunities as that of the broader Australian community. Our Council will provide meaningful and effective programs to address the issues within Aboriginal and Torres Strait Islander communities.

For Aboriginal and Torres Strait Islander community members, the Inner West community grieves for the loss of land, children, health, and lives, and expresses deep regret and sorrow at past practices which have led to the suffering that continues to be experienced. Without justice for all, none of us can walk this land in freedom, therefore Council will uphold the rights of all Aboriginal and Torres Strait Islander peoples. We are committed to redress the wrongs done in the past and embrace a hope for a future where Aboriginal and Torres Strait Islander peoples help guide us to an inclusive society celebrating unity in diversity.

Council commits to Aboriginal and Torres Strait Islander cultures being at the centre of our broad cultural life.

Our Business

The Inner West Local Government Area lies immediately west of the City of Sydney and covers the suburbs of Balmain, Birchgrove, Balmain East, Lilyfield, Rozelle, Leichhardt, Annandale, Haberfield, Croydon, Dulwich Hill, Ashfield Summer Hill, Croydon Park, Petersham, Camperdown, Newtown, Stanmore, Enmore, Lewisham, St Peters Marrickville, Marrickville South, Sydenham, and Tempe; the estimated resident population for 2026 is 250,000.

The elected Councillors and the administration of Council perform functions and exercise powers under the Local Government Act 1993. The Act requires Council to (directly or on behalf of other levels of government) exercise all its functions with due regard to the cultural diversity of the communities within the Local Government Area (LGA).

The Inner West Council employs 1,010 staff. 19 staff identify as Aboriginal and/or Torres Strait Islander people, however; Council has only two identified positions including the Cultural Advisor and Aboriginal Community Development Officer.

Council staff are located across several locations within the Inner West including 3 depots in St Peters, Leichhardt, and Balmain: 5 Aquatic Centres – Leichhardt Park, Ashfield, Dawn Fraser Baths, Annette Kellerman, and Fanny Durack. with Leichhardt Park and Ashfield which have a creches; 4 Administration buildings situated in Petersham, Leichhardt, Ashfield, and St Peters.

Council provides 8 libraries located at Marrickville, Leichhardt, Ashfield, Haberfield, Dulwich Hill, Balmain, St Peters, and Stanmore as well as 17 Childhood Centres including long day care and Out of School hours centres. Each of Council's childhood centres have their own Narragunnawali. Council also operates 20 community facilities across the Inner West.

The new Local Government Amendment (Planning and Reporting) Act 2009 – requires Councils to develop a Community Strategic Plan, a Delivery Program and an Operational Plan that reflects the community's priorities and aspirations that are framed within a quadruple bottom line perspective. Our vision is for community and Council to work together to promote and develop the Inner West as a sustainable, liveable, and connected community.

The Inner West is among the top twenty most prosperous communities in Australia based on the Socio-Economic Indexes for Areas measure of the relative level of socio-economic disadvantage and/or advantage. However, some Aboriginal and Torres Strait Islander and non-Indigenous residents live with deep disadvantage, real poverty and housing stress across the Inner West.

The 2021 census revealed the following facts about the Inner West:

- 12% of Aboriginal and Torres Strait Islander households own their own home, compared with 26% of all households.
- 25% of Aboriginal and Torres Strait Islander households live in public housing compared to 4% of all households.
- The average median wage for Aboriginal and Torres Strait Islander peoples was 51% lower than the overall median.
- 8% of the Aboriginal and Torres Strait Islander workforce are unemployed compared with 2% of the wider workforce.
- 24% of Aboriginal and Torres Strait Islander families are lone parent, compared to 9% of all families in the Inner West.
- 8% of Aboriginal & Torres Strait Islander residents are in the older age bracket, whilst a majority (20.1%) of them are aged between 25-34 years.



Buuja Buuja Butterfly Dancers,
Edge Greenway 2019.
Photographer Brent Broadman



Weaving of Light, LPAC Artist
Bronwyn Bancroft

Aboriginal and Torres Strait Islander peoples in the Inner West – Key statistics



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Our Reconciliation Action Plan

Inner West Council, through consultation with Aboriginal and Torres Strait Islander communities, has committed to the delivery of this Reconciliation Action Plan. Council has made this commitment in recognition that the delivery of this key plan provides an opportunity to build stronger relationships with and respect for the contributions of Aboriginal and Torres Strait Islander peoples.

The Reconciliation Action Plan was developed through a process which included:

- United Nations Declaration on the Rights of Indigenous Peoples (March 2009)
- Reconciliation Australia (March 2021) *Guidelines to Producing a RAP*
- Creative Inner West Cultural Strategy 2022–2025
- Community forum with Aboriginal and Torres Strait Islander peoples and other key external stakeholders from the Inner West
- Internal Aboriginal and Torres Strait Islander staff and other employees which included our champions.
- Strategic and Corporate Communications Manager
- Corporate Strategy & Engagement Manager
- Procurement Services Manager
- Strategic Planning Manager
- Workforce and Diversity Manager
- Chief Financial Officer
- Children’s Services Operations Manager
- Events Manager
- Parks & Recreation Planning Manager
- Library Programs & Event Coordinator
- Community History & Heritage Coordinator
- Aboriginal Community Development Officer
- Economic Development Team Leader
- Grants & Engagement Officer
- Principal Designer Public Domain
- Community & Cultural Planning Coordinator
- Community Facilities Coordinator

Council’s internal RAP Working Group is made up of Council employees across a variety of Business Units. The internal RAP Working Group has two Aboriginal & Torres Strait Islander representatives.

- Cultural Advisor – Deborah Lennis (Champion)
- General Manager – Peter Gainsford (Champion)
- Director Community – Ruth Callaghan (Champion)
- General Counsel – Matthew Pearce (Champion)
- Social & Cultural Planning Manager– Simon Watts (Champion)
- Senior Manager People & Culture
- Senior Manager Sport & Recreation
- Community Wellbeing Manager

The Inner West Aboriginal and Torres Strait Islander Advisory Committee is the representative group for the local Aboriginal and Torres Strait Islander communities in the development and implementation of the Reconciliation Action Plan. These Aboriginal and/or Torres Strait Islander peoples contributed to the Plan:

- Uncle Robert (Bob) Webb – deceased
- Uncle Allan Barnes
- Aunty Jennifer Thomsen
- Cathy Craigie
- Ben Bowen
- Pamela Touma



From left to right: Dr Katrina Thorpe, Maddison Gibbs – Artist, Uncle Allan Barnes, Nicole Monks – Artist, Deborah Lennis – Cultural Advisor and Janelle Scott. Photograph by Nick Langley.

- Derek Wilson, Aboriginal Community Liaison Officer Inner West Police Area Command
- Janelle Scott, Learn to Swim Instructor Inner West Aquatics
- Dr Katrina Thorpe
- Shane Hinton
- Therese Heffernan
- Agnes Ware
- Sue Griffiths
- Nardi Simpson.
- Dr Tarunna Sebastian

Each of these processes had a focus on community ideas for inclusion in the RAP and for Inner West Council to strengthen relationships, respect and opportunities for local Aboriginal and Torres Strait Islander communities which will lead to true reconciliation.

In 2016 Council commissioned research on the Country and waterways at the time of colonisation. In consultation with Metropolitan Local Aboriginal Land Council, and Council's Aboriginal and Torres Strait Islander Advisory Committee Council adopted the following names for its five-ward structure in recognition

of coastal Sydney's Aboriginal history: Baludarri – Balmain / Damun – Stanmore / Gulgadya – Leichhardt / Djarrawunang – Ashfield and Midjuburi – Marrickville.

In 2021, the Inner West had 2,162 Aboriginal and Torres Strait Islander residents (1.2% of the Inner West population) which is an increase of 0.1% from 2016. Aboriginal and Torres Strait Islander peoples, cultures and histories have made a significant contribution to the cultural life of the Inner West.

The Australian Council for the Arts has stated "that supporting Aboriginal and Torres Strait Islander arts and culture is perhaps the single greatest contribution we make to our national and global identity".

Local places are a rich opportunity to share culture and learn from each other, and the desire within the local Aboriginal and Torres Strait Islander communities and non-Aboriginal communities to connect with local Aboriginal places through mapping and understanding local places. The Inner West communities believe this can be achieved through cultural exchange, including language and digital storytelling, and particularly with local Aboriginal Elders, and community.

1 Australian Council for the Arts (2020) – What Next? Discussion Paper, pp.2



M
ERECTED
IN THE
HONOR AND GLORY
OF THE
MEN OF MARRICKVILLE
WHO LAID THEIR LIVES
FOR GOD AND THE CAUSE OF HUMANITY
IN THE
GREAT WAR
1914-1918
THE FORDS THAT WE WOULD LIVE
AND GO FORTH TO LIVE
ALL SPANISH CIVIL
WAR AND WHOLE OF WHO SHOULD FELL
THAT WE WOULD LIVE

- | | | | |
|----------------|----------------|----------------|----------------|
| ALLEN, JAMES | ALLEN, JOHN | ALLEN, JOHN | ALLEN, JOHN |
| ANDERSON, JOHN | ANDERSON, JOHN | ANDERSON, JOHN | ANDERSON, JOHN |
| BROWN, JOHN | BROWN, JOHN | BROWN, JOHN | BROWN, JOHN |
| SMITH, JOHN | SMITH, JOHN | SMITH, JOHN | SMITH, JOHN |
| WILSON, JOHN | WILSON, JOHN | WILSON, JOHN | WILSON, JOHN |
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| EVANS, JOHN | EVANS, JOHN | EVANS, JOHN | EVANS, JOHN |
| GREEN, JOHN | GREEN, JOHN | GREEN, JOHN | GREEN, JOHN |
| HARRIS, JOHN | HARRIS, JOHN | HARRIS, JOHN | HARRIS, JOHN |
| JONES, JOHN | JONES, JOHN | JONES, JOHN | JONES, JOHN |
| KING, JOHN | KING, JOHN | KING, JOHN | KING, JOHN |
| LEE, JOHN | LEE, JOHN | LEE, JOHN | LEE, JOHN |
| MILLER, JOHN | MILLER, JOHN | MILLER, JOHN | MILLER, JOHN |
| MOORE, JOHN | MOORE, JOHN | MOORE, JOHN | MOORE, JOHN |
| NEWMAN, JOHN | NEWMAN, JOHN | NEWMAN, JOHN | NEWMAN, JOHN |
| OLSON, JOHN | OLSON, JOHN | OLSON, JOHN | OLSON, JOHN |
| PERKINS, JOHN | PERKINS, JOHN | PERKINS, JOHN | PERKINS, JOHN |
| ROBERTS, JOHN | ROBERTS, JOHN | ROBERTS, JOHN | ROBERTS, JOHN |
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| TAYLOR, JOHN | TAYLOR, JOHN | TAYLOR, JOHN | TAYLOR, JOHN |
| WALKER, JOHN | WALKER, JOHN | WALKER, JOHN | WALKER, JOHN |
| YOUNG, JOHN | YOUNG, JOHN | YOUNG, JOHN | YOUNG, JOHN |

Inner West Fest
25 Feb - 10 Apr
Our streets
come alive
this autumn

Aunty Marlene Cummings,
Lighting the Town Halls 2022.
Photographer Daniel Kukec





Relationships

Building positive, respectful, and meaningful relationships between Aboriginal and Torres Strait Islander peoples, organisations, communities, professionals, and staff is important to Inner West Council due to the commitment to the Principles of Reconciliation. The Council's core business is to serve the whole community

and relationships that are mutually respectful are the foundation for two-way communication.

Focus area: Expanding networks, advocacy and initiatives that support building relationships with Aboriginal and Torres Strait Islander peoples, communities, services, and corporations.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
1.1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.1.1 Identify Aboriginal and Torres Strait Islander stakeholders, community members, and organisations within our local area.	August 2023	LEAD: Economic Development Team Leader, SUPPORT: Cultural Advisor
	1.1.2 Develop and implement an engagement plan to work with Aboriginal & Torres Strait Islander stakeholders and organisations	November 2023	Corporate Strategy & Engagement Manager
	1.1.3 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	March 2024	LEAD: Corporate Strategy and Engagement Manager, SUPPORT: Cultural Advisor
1.2 Promote positive race relations through anti-discrimination strategies	1.2.1 Identify and promote Council initiatives on 'Closing the Gap' that contribute to achieving these targets	November 2023	Community Wellbeing Manager
	1.2.2 Develop an Anti-Racism Strategy, which encompasses the LGA.	June 2024	LEAD: Social & Cultural Planning Manager, SUPPORT: Community Projects Officer
	1.2.3 Educate senior leader on the effects of racism	September 2024	Director Community
	1.2.4 Develop resources and educate the Inner West residents on the effects of racism	October 2024	Community Wellbeing Manager
	1.2.5 Engage with Aboriginal and Torres Strait Islander staff, evaluate and improve People and Culture policies and procedures to strengthen anti-discrimination outcomes	October 2023	Senior Manager People and Culture
	1.2.6 Implement and communicate a new anti-discrimination policy for the organisation	December 2024	Senior Manager People and Culture

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
1.3 Promote positive race relations through social justice strategies	1.3.1 Engage with Aboriginal and Torres Strait Islander staff to create and adopt a social justice statement for Council	August 2023	Community & Cultural Planning Coordinator
	1.3.2 Evaluate and provide advice on how major Council strategies, policies, action plans and planning proposals can strengthen social justice outcomes for Aboriginal and Torres Strait Islander peoples.	January & June annually	Community & Cultural Planning Coordinator
	1.3.3 Continue to encourage senior staff and Councillors to advocate and educate on the Uluru Statement from the Heart and its principles - Voice, Treaty and Truth	September 2023	LEAD: Social & Cultural Planning Manager, SUPPORT: Director Community
	1.3.4 Develop civic education programs to build awareness of the Uluru Statement from the Heart	October 2023	LEAD: Director Community, SUPPORT: Social & Cultural Planning Manager
	1.3.5 Provide guidelines to establishing an Aboriginal and Torres Strait Islander Voice to Council	September 2023	LEAD: Director Community, SUPPORT: Social & Cultural Planning Manager
1.4 Build relationships through celebrating National Reconciliation Week.	1.4.1 Promote and circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and internal stakeholders.	April 2024	Aboriginal Community Development Officer
	1.4.2 RAP Working Group members to participate in an external NRW event	May annually	Workforce & Diversity Manager
	1.4.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	May annually	General Manager
	1.4.4 Organise at least one NRW event for the community each year	April annually	Aboriginal Community Development Officer
	1.4.5 Register all our NRW events on Reconciliation Australia's website and our website.	May annually	Strategic & Corporate Communication Manager
1.5 Promote reconciliation and social justice through our sphere of influence	1.5.1 Create three Aboriginal Survival Memorials, as culturally safe spaces, and sites for education, understanding, and reconciliation.	December 2023 to March 2025	LEAD: Social & Cultural Planning Manager, SUPPORT: Cultural Advisor
	1.5.2. Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	April annually from 2024	Senior Manager People & Culture
	1.5.3 Communicate our commitment to reconciliation publicly.	July annually	Strategic & Corporate Communication Manager
	1.5.4 Explore opportunities to positively influence our external stakeholders to drive reconciliation and 'Closing the Gap' outcomes.	Sept annually	Community Wellbeing Manager
	1.5.5 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	July annually	LEAD: Director Community, SUPPORT: Cultural Advisor
	1.5.6 Identify opportunities with Inner West events for local Aboriginal and Torres Strait Islander creatives and businesses to engage with residents.	April annually	LEAD: Events Manager, SUPPORT: Aboriginal Community Development Officer
	1.5.7 Identify opportunities to hang Aboriginal and Torres Strait Islander information including Language Maps and Uluru Statements from the Heart within Council owned and operated facilities.	August 2023 April 2024	Community Facilities Coordinator
	1.5.8 Install Welcome to Country Statements in all Council meeting rooms, including in community facilities.	May 2023 & April 2024	LEAD: Community Facilities Coordinator, SUPPORT: Cultural Advisor



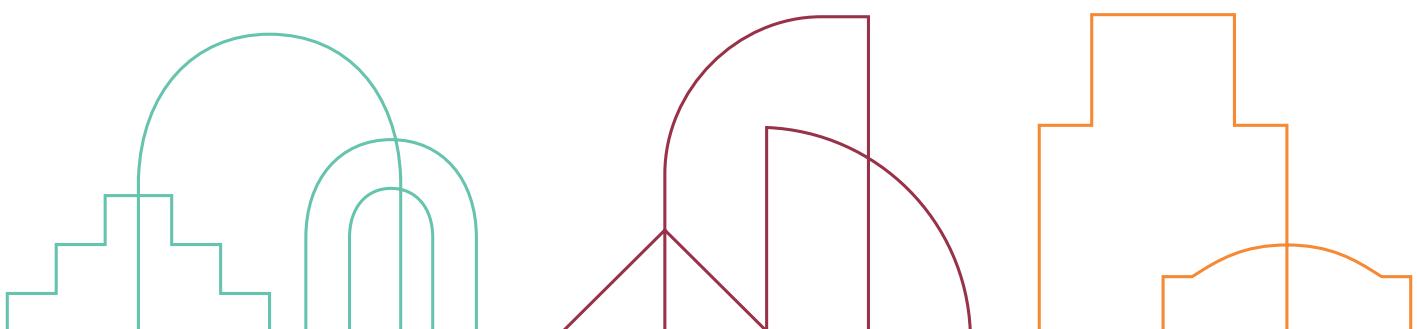
Respect

Council acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this land. In respecting this unique status Council undertakes to instill a culture of mutual communication and education between Aboriginal and Torres Strait Islander peoples, Council and community members of the Inner West. The Council will adapt practices and processes to reflect this relationship, and actively promote

reconciliation and respect for Aboriginal and Torres Strait Islander culture and heritage throughout the Inner West.

Focus area: Refine existing practices and protocols to guide the Council’s dealings with Aboriginal and Torres Strait Islander peoples. Promote leadership and participation in public, Aboriginal and Torres Strait Islander celebrations, programs and events.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
2.1 Increase understanding, value, and recognition of Aboriginal & Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning	2.1.1 Conduct a review of cultural learning needs within our organisation.	July 2023 June 2024	LEAD: Senior Manager People & Culture, SUPPORT: Cultural Advisor,
	2.1.2 Consult with local Traditional Custodians and Advisory Committee on the development and implementation of a cultural learning strategy	Sept & March annually	LEAD: Cultural Advisor, SUPPORT: Social & Cultural Planning Manager
	2.1.3 Develop, implement, and communicate a cultural learning strategy for all our staff	Jan & July annually	LEAD: Workforce & Diversity Manager, SUPPORT: Cultural Advisor
	2.1.4 Provide opportunities for RAP Working Group members, People & Culture managers, and any other key leaders to participate in formal and structured cultural learning, including during induction	February, May, August & November annually	LEAD: Workforce & Diversity Manager, SUPPORT: Senior Manager People & Culture
	2.1.5 Utilise local cultural heritage and history to deepen Inner West creative projects and public art	July & Jan annually	LEAD: Community History & Heritage Coordinator, SUPPORT: Cultural Advisor
	2.1.6 Explore ways to share culture as a method for local community development, belonging, and connection to place.	February, May, August & November annually	LEAD: Communications & Engagement Manager, SUPPORT: RAP Working Group





Cadi – The Clansman, Blak Douglas (2020). Gadigal/Wangal Wayfinding Project – Hawthorn Canal, Lilyfield. Photographer David Malloy

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
2.2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	2.2.1 Increase employee understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country protocols	February annually	LEAD: Cultural Advisor, SUPPORT: Senior Manager People & Culture
	2.2.2 Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country protocols	July 2023 & December 2024	LEAD: Manager Social & Cultural Planning, SUPPORT: Cultural Advisor
	2.2.3 Invite a local Traditional Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year	January & June annually	Cultural Advisor
	2.2.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	January & July annually	General Manager
2.3 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	2.3.1 RAP Working Group to participate in an external NAIDOC Week event	July annually	Workforce & Diversity Manager
	2.3.2 Inform senior management of People & Culture policies and procedures for staff participating in NAIDOC Week.	May annually	Senior Manager People & Culture
	2.3.3 Promote and encourage participation in external and internal NAIDOC events to all staff	June 2024 & June 2025	LEAD: Community Wellbeing Manager, SUPPORT: Strategic & Corporate Communications Manager
2.4 Partner with neighbouring Councils and local stakeholders to host Aboriginal archaeological induction for public domain and project management	2.4.1 Maintain membership in the Council partnerships of the Cooks River Alliance and Parramatta River Catchment Group	Sept & June annually	LEAD: Cultural Advisor, SUPPORT: Councillors, relevant Council staff
	2.4.2 Develop and maintain stakeholder engagement on the future of Callan Park with Greater Sydney Parklands	January & June annually	LEAD: Parks & Recreation Planning Manager, SUPPORT: Community Cultural Planning Coordinator
	2.4.3 Develop a long-term strategy to preserve Aboriginal sites of significance in collaboration with Aboriginal and Torres Strait Islander community stakeholders and key experts.	Dec annually	LEAD: Social & Cultural Planning Manager, SUPPORT: Cultural Advisor

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
2.5 Explore opportunities for the recognition and commemoration of Aboriginal and Torres Strait Islander culture and heritage	2.5.1 Explore and support opportunities for participation in LG Conferences by staff, and RAP Working Group	September annually	LEAD: Workforce & Diversity Manager, SUPPORT: Senior Manager People & Culture
	2.5.2 Explore and support opportunities for participation in LG Conferences by Advisory Committee and local Aboriginal & Torres Strait Islander peoples.	September annually	LEAD: Director Community, SUPPORT: Cultural Advisor
	2.5. Explore opportunities for local Aboriginal and Torres Strait Islander civic reception – Pauline McLeod Awards	March annually	LEAD: Community Wellbeing Manager, SUPPORT: Events Manager
	2.5.4 Explore opportunity for an Aboriginal and Torres Strait Islander Community Hub	December 2023	LEAD: Social & Cultural Planning Manager, SUPPORT: Strategic Investments & Property
	2.5.5 Explore opportunities for mapping sites of significance to local Aboriginal and Torres Strait Islander communities, including current/new sites	July annually	Strategic Planning Manager
	2.5.6 Build a suite of culturally appropriate images to promote, document and recognise Aboriginal and Torres Strait Islander cultural heritage across the Council.	February annually	LEAD: Aboriginal Community Development Officer, SUPPORT: Corporate Strategy & Engagement Manager
2.6 Create connections to Aboriginal and Torres Strait Islander histories and cultures through Aboriginal led activities including public art, performance and placemaking	2.6.1 Create culturally safe places, for promotion and education through a healing lens governed by Aboriginal curation, that honours Aboriginal survival and culture	December 2023 to March 2025	LEAD: Public Arts & Placemaking Leader, SUPPORT: Cultural Advisor
	2.6.2 Create public artworks and cultural activations which governed by Aboriginal curation and are promoted through a reconciliation lens	September 2023	LEAD: Public Arts & Placemaking Leader, SUPPORT: Cultural Advisor
	2.6.3 Investigate how Aboriginal history, storytelling of place can be incorporated into Council activities	Oct, Jan April & July annually	LEAD: Library Programs & Event Coordinator, SUPPORT: Aboriginal Community Development Officer.
2.7 Develop a suite of guides for staff to help understand and promote reconciliation, Aboriginal and Torres Strait Islander cultures, and heritage	2.7.1 Review and update the Welcome to Country/ Acknowledgement to Country Staff guide	August 2023 & June 2025	Community Wellbeing Manager
	2.7.2. Develop and implement a Flag Policy for all Council's flagpoles	Nov 2023 & April 2025	LEAD: Social & Cultural Planning Manager, SUPPORT: Cultural Advisor
	2.7.3 Create a Signage Policy, which includes and allows for Aboriginal and Torres Strait Islander histories, cultures and interpretational outcomes which connects peoples to place	December 2023	LEAD: Social & Cultural Planning Manager, SUPPORT: Principal Designer Public Domain
	2.7.4 Create a Cultural Protocols Guide/policy in-conjunction with Terri Janki's 10 True Track Principles	June 2024	LEAD: Social & Cultural Planning Manager, SUPPORT: Community & Social Planning Coordinator
	2.7.5 Create and review an Aboriginal Naming Policy to guide direction for dual naming across Inner West	December 2023	Manager Social & Cultural Planning
	2.7.6 Develop guidance on memorialising and respecting the lives and passing of Aboriginal and Torres Strait Islander peoples	October 2023	Cultural Advisor



Cadigal Mural, Tim Phibbs, PJ Simpson, Kevin May, and Joanne Cassady (2019). Gadigal/Wangal Wayfinding Project Cadigal Reserve, Lamport St Wall, Summer Hill.



Opportunities

Since the time of European colonisation Aboriginal and Torres Strait Islander peoples have had to face marginalisation, disadvantage, and exploitation. By providing opportunities for Aboriginal and Torres Strait Islander peoples it will contribute to ‘Closing the Gap’ in the many areas of disadvantage and for greater self-determination for all Aboriginal and Torres Strait Islander

peoples, communities and stakeholders within the Inner West LGA.

Focus area: Increasing the employment, equal participation and retention of Aboriginal and Torres Strait Islander staff, community groups and organisations within the Inner West LGA.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
3.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development	3.1.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	July 2023	LEAD: Workforce & Diversity Manager, SUPPORT: Cultural Advisor
	3.1.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy	November 2023	LEAD: Senior Manager People & Culture, SUPPORT: Cultural Advisor
	3.1.3 Develop and implement Aboriginal and Torres Strait Islander recruitment, retention, and development strategy	January 2024	LEAD Workforce & Diversity Manager, SUPPORT: Senior Manager People & Culture
	3.1.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	February & July annually	Senior Manager People & Culture
	3.1.5 Review People & Culture and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	Dec annually	LEAD: Workforce & Diversity Manager, SUPPORT: Senior Manger People & Culture
	3.1.6 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	January annually	Senior Manager People & Culture

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
3.2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	3.2.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy	December 2023	LEAD: Procurement Service Manager, SUPPORT: Economic Development Team Leader
	3.2.2 Maintain Supply Nation membership	June annually	Chief Financial Officer
	3.2.3 Conduct a quarterly report on procurement of goods and services from Aboriginal & Torres Strait Islander businesses to be submitted to Council	Nov, Feb, May, Aug annually	Director Corporate
	3.2.4 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses using the Supply Nation notice board	June annually	LEAD: Chief Financial Officer, SUPPORT: All Business Partners
	3.2.5 Review and update procurement practices which must comply with the Local Government Act to help remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses	July annually	LEAD: Chief Financial Officer, SUPPORT: Procurement Services Manager
	3.2.6 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses	October & April annually	Economic Development Team Leader
	3.2.7 Increase representation of Aboriginal and/or Torres Strait Islander peoples from diverse backgrounds in Council Grants, including emerging cultures	September annually	Grants & Engagement Officer
	3.2.8 Review and develop a support package for Aboriginal and/or Torres Strait Islander families from diverse backgrounds in Council's Early Child Services	October annually	Operations Manager, Children's Services
	3.2.9 Develop and communicate and Aboriginal and Torres Strait Islander Economic Development plan	November annually	Economic Development Team Leader
3.3 Provide precinct and neighbourhood based cultural programming including activations and tours to showcase our distinctive creatives and town centres	3.3.1 Review Councils' events and cultural programs to ensure alignment with leading principles of neighbourhood and precinct activation including Aboriginal histories and cultural knowledge	August annually	LEAD: Events Manager, SUPPORT: Aboriginal Community Development Officer
	3.3.2 Measure the impact and success of local cultural activations	March, June, Sept, Dec annually	LEAD: Events Manager, Culture Counts
	3.3.3 Deliver cultural and creative tours and showcasing opportunities for development	February, May, July, October annually	LEAD: Aboriginal Community Development Officer, SUPPORT: Community Wellbeing Manager
3.4 Increase access for Aboriginal & Torres Strait Islander peoples of all ages and abilities to participate in the broad cultural life of the Inner West	3.4.1 Provide opportunities that attract, engage, and increase Aboriginal and Torres Strait Islander participation in the full suite of our programs and services, especially those that promote physical and mental activities to achieve health and wellbeing.	Dec & July annually	LEAD: Senior Manager Sports & Recreation, SUPPORT: Community Wellbeing Manager
	3.4.2 Pilot and evaluate creative Healthy Aging projects for Aboriginal and Torres Strait Islander communities.	July annually	Community Wellbeing Manager
	3.4.3 Pilot and evaluate creative children and youth projects for Aboriginal and Torres Strait Islander communities	July annually	Community Wellbeing Manager
	3.4.4 Support local sharing of Aboriginal and Torres Strait Islander cultures through place-based/learning on Country initiatives including in early child services.	July annually	LEAD: Aboriginal Community Development Officer, SUPPORT: Children's Services Operations Manager



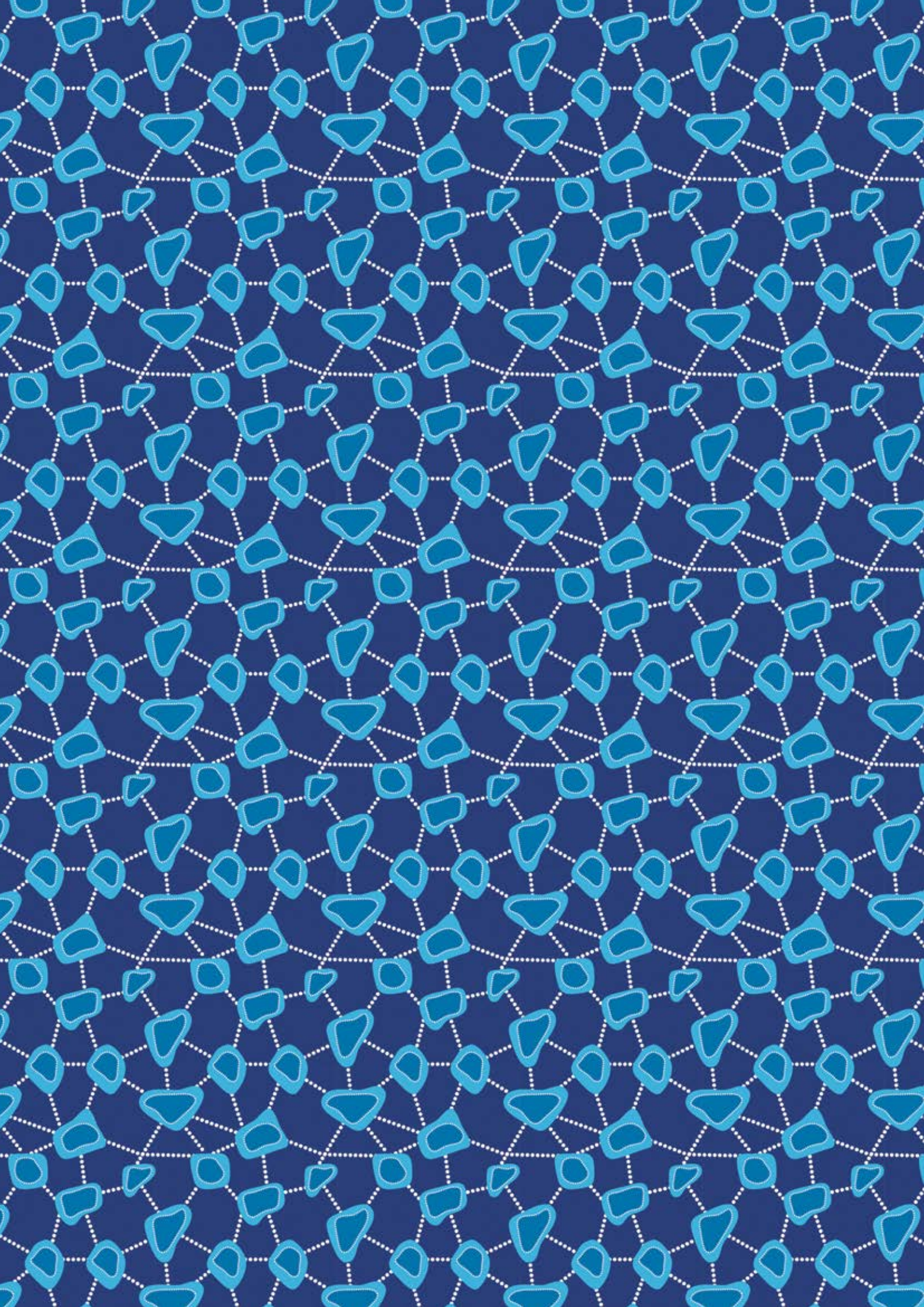
Nawi, Joe Hurst (2020). Steel Park, Cooks River, Marrickville South.



Governance

Reporting and Assessing

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
4.1 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	4.1.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG	June, October, Feb, May annually	Cultural Advisor
	4.1.2 Establish and apply a Terms of Reference for the RWG	July annually	Social & Cultural Planning Manager
	4.1.3 Meet at least four time per year to drive and monitor RAP implementation	June, October, Feb, May annually	LEAD: Director Community, SUPPORT: Cultural Advisor
4.2 Provide appropriate support for effective implementation of RAP commitments	4.2.1 Define resource needs for RAP implementation	Jan & July annually	LEAD: Director Community, SUPPORT: General Manager
	4.2.2 RAP actions to be embedded in Council's Corporate Planning documents	Jan annually	Social & Cultural Planning Manager,
	4.2.3 Engage our senior leaders and other staff in the delivery of RAP commitments	January annually	General Manager
	4.2.4 Define and maintain appropriate systems to track, measure and report on RAP commitments	June annually	Community & Cultural Planning Coordinator
	4.2.5 Appoint and maintain an internal RAP Champion from Senior Management	July annually	General Manager
4.3 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	4.3.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence	June annually	Cultural Advisor
	4.3.2 Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire	July annually	Cultural Advisor
	4.3.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sept Annually	Social & Cultural Planning Manager
	4.3.4 Report RAP progress to all staff and senior leaders quarterly including Councillor update	Nov, Feb, May, Aug annually	Director Community
	4.3.5 Publicly report our RAP achievements, challenges, and learnings annually	October annually	Corporate Strategy & Engagement Manager
	4.3.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	May 2024	Community & Cultural Planning Coordinator
	4.3.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	Oct 2024	Cultural Advisor
4.4 Continue our reconciliation journey by developing our next RAP	4.4.1 Register via Reconciliation Australia's website to begin developing our next RAP	Feb 2025	Cultural Advisor



Contact

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Cultural Advisor

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Community Languages

Talk free with an interpreter call 131 450

Chinese Simplified	我们说普通话。如需免费传译服务，请致电131 450，然后请传译员致电02 9392 5000 接通 Inner West市政府。
Traditional Chinese	我們能說您的語言。如需免費傳譯服務，請致電131 450，然後請傳譯員致電02 9392 5000 接通 Inner West市政府。
Greek	Μιλάμε τη γλώσσα σας. Για να μιλήσετε δωρεάν σε διερμηνέα καλέστε το 131 450. Ζητήστε τους να καλέσουν το Δήμο Inner West Council στο 02 9392 5000.
Italian	Parliamo la vostra lingua. Per parlare gratuitamente con un interprete chiamate il numero 131 450. Chiedetegli di chiamare il Comune di Inner West al numero 02 9392 5000.
Vietnamese	Chúng tôi nói ngôn ngữ của quý vị. Muốn nói chuyện có thông dịch viên miễn phí, hãy gọi số 131 450. Yêu cầu họ gọi cho Hội đồng Thành phố Inner West qua số 02 9392 5000.