



**Adelaide Hills**  
COUNCIL

**REFLECT**

**Reconciliation Action Plan**

**2016**

## Acknowledgement of Country

Adelaide Hills Council would like to acknowledge that the land we conduct our business on today is the traditional lands of the Peramangk and Kurna peoples and that we respect their spiritual relationship with their Country. We also acknowledge the Peramangk and Kurna peoples as the traditional custodians of the Adelaide Hills and that their cultural and heritage beliefs are still as important to those living today.

## Reconciliation

Adelaide Hills Council is committed to embarking on this journey in order to build stronger relationships with the Aboriginal and Torres Strait Islander peoples of our district and identify meaningful actions to achieve this goal. Reconciliation is about Aboriginal and non-Aboriginal Australians talking, walking, and working together to overcome the reasons that there is division and inequality between Aboriginal and non-Aboriginal Australians.

Reconciliation has both symbolic and practical elements. A spirit of goodwill, mutual respect and recognition of the effects of colonisation on Australia's first people are the symbolic cornerstones of the reconciliation effort. On the practical side, working towards an improved quality of life for Aboriginal and Torres Strait Islander peoples—particularly in areas such as health, education and employment—is essential for achieving equity for all South Australians. (Reconciliation SA)

## Reconciliation Action Plan (RAP)

Adelaide Hills Council has chosen to develop a **Reflect** RAP as its first step along the journey of Reconciliation. In developing this RAP, our organisation commits to completing the listed actions over the next 24 months to ensure we are well positioned to implement effective and mutually beneficial initiatives. Our RAP will identify relationships, respect, opportunities and actions specific to our business and our sphere of influence. The **Reflect** RAP will also raise awareness internally to ensure there is shared understanding and ownership of our RAP.

Reconciliation Action Plans (RAP's) are becoming best practise in Local Government, with a number of Council's developing a RAP as an ongoing commitment to Reconciliation within their Local Government Area, irrespective of the size of their Aboriginal population.

The RAP is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. A RAP is a business plan that uses an holistic approach to create meaningful relationships, enhance respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander (ATSI) Australians.

The RAP program includes four types of RAPs, each offering a different level of engagement and support. The four types of RAP are:

**Reflect** - allows organisations to build relationships externally and internally to inform and guide future RAP commitments. The focus is on raising awareness within the organisation and building relationships with the Aboriginal community (see <http://reconciliation.org.au/raphub/program/reflect-plan/>)

**Innovate** - this RAP involves building relationships, improving opportunities for the Aboriginal community and building foundations for long-term outcomes. (see <http://reconciliation.org.au/raphub/program/innovate-rap/>)

**Stretch** and **Elevate** RAPs are for organisations that have already completed their Reflect and Innovate RAP and are ready to progress further.

Development of future RAPs will involve building relationships internally and externally, consultation with staff across our organisation including ATSI staff and stakeholders to achieve our vision for reconciliation.

## Our business

Adelaide Hills Council is a local government organisation encompassing lands traditionally occupied by Peramangk and Kurna peoples. The geographic coverage of Adelaide Hills Council extends from the hills face including Rostrevor and Teringie up to Kersbrook and Gumeracha in the north, west to Woodside and Oakbank and South to Scott Creek and Mylor. The main population centre encompasses Stirling/Crafers/Aldgate/Bridgewater. Council has offices at Stirling and Woodside with libraries, council service centres and community centres at Stirling, Woodside, Gumeracha and Norton Summit.

As a keeper of community resources, our core business is to engage, understand and work with, and on behalf of, the people of the Adelaide Hills to improve community well-being. This includes the well-being of Aboriginal people who live in the hills or who have an ongoing and strong connection with the hills area.

Adelaide Hills Council employs approximately 180 individuals in a variety of roles that support the community through:

- Planning for the needs of the community within the context of the Local Government Act
- Providing for community well-being
- Supporting sustainable natural and built environments

Roles with Council include administrative, works crews, management, community development and property development and staff may be mainly office based or mainly out in the field or both.

Adelaide Hills Council does not currently ask staff about their Aboriginal heritage.

## Our action plan

During 2014, Adelaide Hills Council completed extensive consultations across the hills to develop the Adelaide Hills Council strategic framework *Lofty Aspirations Sustainable Actions 2014-18*. For the first time the Adelaide Hills Council strategic plan includes a goal regarding Aboriginal recognition.

Goal 1.4.3 states: Recognise and promote the Aboriginal culture of the Hills area and strategically identify opportunities to engage the community and work in partnership with relevant community groups and agencies. Adelaide Hills Council Strategic Plan 2014-18

The Adelaide Hills Council Community Plan also includes the goal of developing a Reconciliation Action Plan. It is intended that this RAP will underpin and expand Goal 1.4.3 and will lay the foundation for strong and positive relationships with ATSI people with a connection to the hills.

Adelaide Hills Council recognises that there are two Aboriginal Nations that have a connection to the country of the Adelaide Hills, namely the Kurna and the Peramangk peoples. Adelaide Hills Council is a signatory to the Kurna Indigenous Land Use Agreement (ILUA). There is no equivalent Peramangk ILUA.

The development and implementation of the RAP is internally driven by the Director of Community and Customer Services and will be put before Council for formal adoption. There is currently an internal working group comprised of staff and management from Council's Strategy and Development Directorate and Customer and Community Services Directorate. This group has met with Reconciliation SA to better understand the process of developing a RAP. We have also established an internal reference group that comprises staff from all council departments. The role of this reference group is to identify interactions between Aboriginal culture and heritage and Council's responsibilities in a holistic way.

## Our partnerships and current activities

Adelaide Hills Council has supported joint activities with the Mount Barker District Council and Alexandrina Council for Reconciliation Week and NAIDOC Week and has also organised its own activities. Council is also a significant supporter of the Just Too Deadly Awards and the Adelaide Hills Aboriginal Services and Community Initiatives Network.

AHC has installed flagpoles at Council civic centres so that the Aboriginal flag can be flown alongside the national flag and Council's flag and, with input from Aboriginal Elders, The Summit Community Centre has recently created a Welcome Garden which includes sculpture and symbols inspired by Aboriginal culture.

Adelaide Hills Council recently undertook training conducted by Aboriginal Affairs for all council departments on Legislative Awareness of Aboriginal Culture and Heritage. Cultural awareness training has commenced with Council Members and senior staff.

## Our future opportunities

Adelaide Hills Council is committed to building opportunities to broaden the level of participation by Aboriginal and Torres Strait Islander people in Council run services and programs. Council will encourage and support engagement by Aboriginal and Torres Strait Islander people in the Hills community at all levels. The actions that could be pursued in this area include:

- Engage with staff and volunteers who identify as Aboriginal or Torres Strait Islander to contribute to strategies or activities
- Consider ATSI employment and / or work experience
- Consider supplier diversity
- Recognise the contribution of Aboriginal and Torres Strait Islander artists, writers and performers
- Council recognises Peramangk and Kurna history, culture and stories
- Recognise and share aboriginal plants and horticulture
- Encourage Aboriginal and Torres Strait Islander projects through Council's Community Grants Program

## Relationships

Adelaide Hills Council is committed to working with Peramangk and Kurna peoples towards building positive partnerships that recognise and celebrate the Aboriginal heritage, history and ongoing contribution to the Adelaide Hills.

Action	Responsibility	Timeline	Deliverables
Establish a RAP Working Group	Manager Community Development	December 2016	<ol style="list-style-type: none"> <li>1. A RAP Working Group is formed and operational to support the development of our RAP, comprising of Aboriginal people, Council Members and local residents.</li> </ol>
Identify, develop and expand partnerships with agencies supporting Aboriginal people and communities across the Hills	Manager Community Development	ongoing	<ol style="list-style-type: none"> <li>2. ATSI communities, organisations and stakeholders within our local area or sphere of influence are approached to assist us in our understanding of potential activities for our RAP.</li> <li>3. Council establishes inclusive relationships with Peramangk and Kurna communities and organisations.</li> <li>4. A partnership with Mt Barker District Council is established to jointly recognise shared Aboriginal culture and heritage.</li> <li>5. Adelaide Hills Council participates in information sharing regarding RAP plans with LGA and other councils.</li> </ol>
Raise internal awareness of the RAP and increase staff understanding of its development and implementation	Manager Community Development	March 2017	<ol style="list-style-type: none"> <li>6. A plan is developed and executed to raise awareness across the organisation about the RAP commitment, particularly with key internal stakeholders.</li> <li>7. A presentation on our RAP commitment is given to all relevant areas of our business to ensure they have an understanding of how their area can contribute to our RAP.</li> <li>8. Council identifies how Aboriginal culture and heritage impacts across all of Council activities.</li> </ol>

## Respect

Adelaide Hills Council recognises and respects the relationship that Peramangk and Kurna people have with this country as their traditional lands. As community leaders we will recognise and respect the contribution that Aboriginal and Torres Strait Islander people make to our community.

Action	Responsibility	Timeline	Deliverables
Investigate cultural development	Manager Community Development	December 2016. (commenced 2015.)  ongoing	<p>9. Cultural awareness, capability and development training based on our core business is delivered to Council Members, senior staff and relevant personnel within Council.</p> <p>10. Council collaborates with community groups to acknowledge Aboriginal history, culture and heritage (e.g. information on Aboriginal history is included in Onkaparinga Valley Lions information bay at north entrance to Woodside.)</p>
Continue to support regional events.	Manager Community Development	Annually as scheduled	<p>11. Council representatives and members of our RAP Working Group support and contribute to regional Hills community events including Reconciliation Week, NAIDOC events and the regional Just Too Deadly awards.</p>
Raise internal understanding of cultural protocols	Manager Community Development  Manager Governance and Risk	March 2017  Ongoing  Undertaken 2015. Repeated as needed	<p>12. Raise understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country and Acknowledgement of Country, to our employees.</p> <p>13. Council knows and complies with its legislative obligations under the Aboriginal Heritage Act</p> <p>14. Aboriginal Affairs training on recognising and responding to sites/objects of cultural significance is implemented across works crews.</p>

## Tracking Progress

Adelaide Hills Council is committed to developing performance measures to authentically assess the impact that our RAP is having on our ATSI community

Action	Responsibility	Timeline	Deliverables
Build support for the RAP	Manager Community Development	Ongoing	15. We have defined available resourcing for our RAP.  16. Our data collection is able to measure our progress and successes.
Review and reflect on the RAP	Manager Community Development	September 2017  December 2017	17. We have reviewed the learnings, challenges and achievements of the RAP  18. We have submitted our annual report on our achievements to Reconciliation Australia.

Adelaide Hills Council Reconciliation Action Plan

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