



LIVERPOOL  
CITY  
COUNCIL



# LIVERPOOL CITY COUNCIL RECONCILIATION ACTION PLAN (2017-2020)

Adopted: 29 March 2017

Liverpool City Council  
33 Moore Street  
Liverpool NSW 2170

This Reconciliation Action Plan is also available at  
[www.liverpool.nsw.gov.au](http://www.liverpool.nsw.gov.au).

Many thanks go to the groups and individuals who have provided support, encouragement and input into the Reconciliation Action Plan 2017-2020 including the Aboriginal Consultative Committee and community organisations, groups and Council staff.

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# ACKNOWLEDGEMENT

*“Liverpool City Council acknowledges traditional owners of country throughout its government boundaries and recognises the continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders both past and present.*

*Council as acknowledges other Aboriginal and Torres Strait Islander language groups in the city and works closely with Aboriginal and Torres Strait Islander communities to advance reconciliation in the city.*

*Liverpool City Council also acknowledges the cultural knowledge and input of Council’ Aboriginal Consultative Committee members produce this Reconciliation Action Plan (RAP).”*

*Warning: Aboriginal and Torres Strait Islander people are advised that this document may contain images of deceased Aboriginal and/or Torres Strait Islander people.*



# MESSAGE FROM THE MAYOR



We welcome the sharing of the heritage, knowledge and cultures of the Aboriginal and Torres Strait Islander peoples and recognise their rightful position as custodians of this land, Australia, and that of Liverpool City.

The launch of Liverpool City Council's Reconciliation Action Plan, 2017- 2020 is a positive way forward in building respect, promoting social inclusion and equality, upholding rights and bridging the gap to create communities that are healthy and safe, connected and productive for all Australians. I commend the Reconciliation Action Plan and I look forward to working in partnership with all of our local communities and stakeholders in building our new city, our shared future and, together, realising our full potential.

I invite you to read, reflect and support initiatives in the plan as we move towards a unified community that celebrates, and is proud of, the significant Aboriginal cultures that we have within the city of Liverpool.

Mayor Wendy Waller

# MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Council has adopted this Reconciliation Action Plan along with an Aboriginal and Torres Strait Islander Protocol to guide Council staff.

This Reconciliation Action Plan demonstrates an innovative approach focused on working with our Aboriginal and Torres Strait Islander stakeholders to trial new approaches for building relationships, showing respect and improving opportunities for Aboriginal and Torres Strait Islander people.

It also includes a focus on raising internal awareness about our organisation's commitment to reconciliation by providing opportunities for our staff to engage in reconciliation activities. Liverpool City Council is committed to working with local Aboriginal and Torres Strait Islander communities to explore new opportunities, work together and make a difference. I congratulate all of my staff and local Aboriginal community members for their work in championing reconciliation. I urge all staff to learn more about the local Aboriginal and Torres Strait Islander cultures and journey, share ideas and engage in building reconciliation.



A handwritten signature in blue ink, which appears to be 'Kiersten Fishburn'. The signature is fluid and cursive, with a prominent vertical stroke on the left side.

CEO, Kiersten Fishburn

# OUR BUSINESS

The City of Liverpool is experiencing significant change and will continue to do so into the future. Our city is the regional city for South Western Sydney and plans are in place to further develop a high quality, attractive regional city with a full range of business, government, retail, cultural, entertainment and recreational activities. The population has grown and it is predicted to double in the coming decades with new urban development across the city.

Council encompasses 42 suburbs and localities, which Council supports by:

- a) Providing services, facilities, resources and support to the community;
- b) Protecting the community to make sure it is safe and clean;
- c) Preventing harmful influences such as excessive noise and pollution;
- d) Planning services, facilities and developments affecting our future; and
- e) Representing Liverpool to other areas of government.

Council is committed to strengthening and celebrating Liverpool's unique community identity by:

- a) Engaging and consulting with the community to enhance opportunities for communication and involvement;
- b) Delivering a range of stimulating and vibrant cultural events, programs and festivals;
- c) Providing first-class and iconic facilities and places; and
- d) Protecting and preserving Liverpool's heritage, including its rural landscape and cultural history.

Council recognises and respects the connection between the land and waterways in our city, and appreciates the important role that Council plays in maintaining and strengthening the identity and culture of its local Aboriginal and Torres Strait Islander residents.

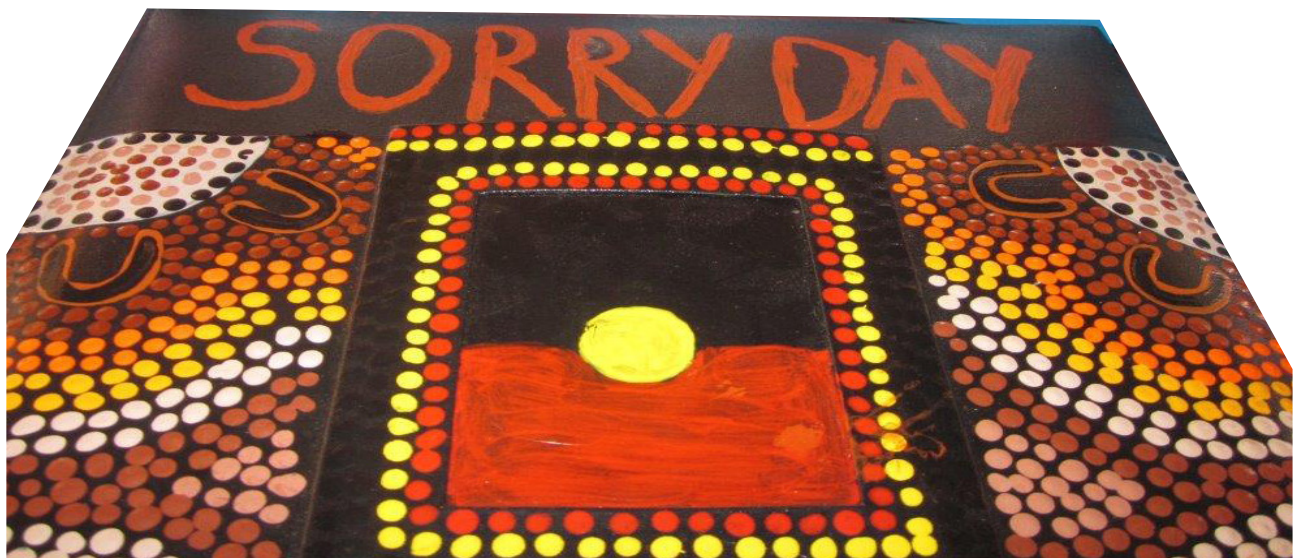


# OUR VISION FOR RECONCILIATION

Council appreciates the importance of partnering with the local Aboriginal and Torres Strait Islander communities and key industry stakeholders to deliver the actions identified in this Reconciliation Action Plan (RAP).

Council respects the rights of all Aboriginal and Torres Strait Islander people to retain a strong relationship with their people, their culture, values, customs and land, and we acknowledge our role in supporting them to achieve better social outcomes. Council also recognises that much of the land within the Liverpool LGA is of heritage significance to Aboriginal people.

Council acknowledges and values the contributions made to our community by our local Aboriginal and Torres Strait Islander community and values their rich cultural identity. Council recognises the serious social, health, economic, educational and employment disadvantages facing many Indigenous people. Our vision for reconciliation is to consult, negotiate and work with our Aboriginal and Torres Strait Islander community to support positive change. Council will maintain positive community partnerships for reconciliation that enable local people to actively participate in reconciliation activities. Council will also support the sustainable development of Aboriginal and Torres Strait Islander driven projects, events, venues and services within our community.



## Cultural Diversity Banner Project

The project was an example of Council's ongoing commitment in celebrating Liverpool City's rich cultural diversity. Council commissioned local artist David Capra, winner of the Blake Prize 2013 - Emerging Artist Award, to engage with local community groups to identify what uniquely represents the cultural diversity of Liverpool.



Cultural Diversity Banner Project

# OUR RECONCILIATION ACTION PLAN

2017-2020

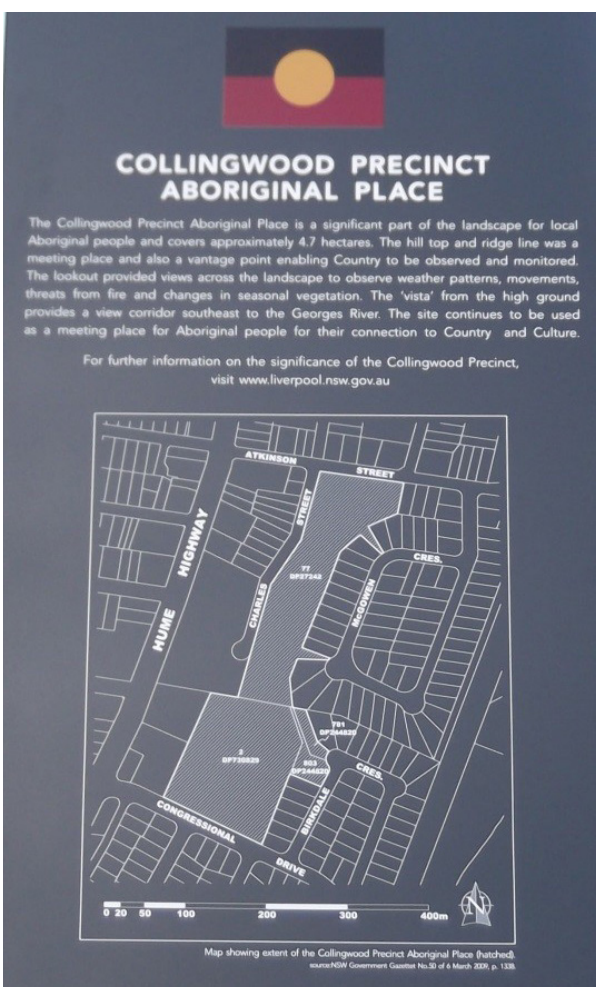


In July 2000, Liverpool City Council developed a Statement of Commitment in consultation with local Aboriginal and Torres Strait Islander community members of Liverpool, which is proudly displayed in the Liverpool Council Chambers.

This Reconciliation Action Plan is the next stage in ensuring Council's commitment to working alongside our local Aboriginal and Torres Strait Islander communities to improve the lives of our fellow Australians and to celebrate the rich Aboriginal culture in the area. This Reconciliation Action Plan is based upon the framework provided by Reconciliation Australia. It is a nationally endorsed action plan that reflects key national, state and local priorities.

**Our Reconciliation Action Plan has been developed as a result of a process of negotiation and consultation with members of the local Aboriginal Torres Strait Islander community. The Plan is divided into three key strategic themes, being Respect, Relationships and Opportunities. Each of these themes has a number of focus areas accompanied by a set of measurable actions.**

To achieve the desired outcomes, key Indigenous stakeholders and departments within Council will continue to work together collaboratively. An example of this collaboration was Council's decision to undertake a Cultural Diversity Banner Project on 9 October 2013 (see page 10).



# ACTION PLAN

This Action Plan supports Council's Community Strategic Plan, and also supports Council's mission, vision and values.

## RESPECT, RELATIONSHIPS and OPPORTUNITY

Council will monitor and report on the outcomes of the actions within this Action Plan through Council's Aboriginal Consultative Committee and, where appropriate, by way of media release.

Key actions are set out over the following pages.

# 1. RESPECT

Respect for Aboriginal and Torres Strait Islander peoples and Australia’s many cultures, lands and histories is important for Council.

Respect should underpin Council decisions and actions concerning heritage issues, community planning, environmental planning, cultural development, community programs and governance. Respect must be the foundation for any positive, successful interaction between peoples irrespective of their ethnicity, culture, politics or religious beliefs.

## 1.1

**1.1.1**  
Where possible, fly the Aboriginal flag and Torres Strait Islander flag alongside the Australian flag.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Ongoing	Aboriginal and Torres Strait Islander flags to be flown outside the administration building/s and where possible across Council’s facilities.

**1.1.2**  
Ensure that flags are replaced when required.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	As required	All flags are replaced as required.

**1.1.3**  
At significant calendar events such as Memories in the Mall, Reconciliation Week, National Sorry Day and National Aborigines and Islanders Day Observance Committee (NAIDOC Week), all flags must be placed at half-mast on the day of these significant events, and also after being notified of the passing of a local Aboriginal and Torres Strait Islander person and/or on the day of their funeral.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI) City Presentation	As required	Protocol in place with City Presentation team about how to implement half-mast flag flying.  Record the number of times that flags are flown at half-mast.

## 1.2

### 1.2.1

Develop culturally appropriate information sessions which will include information about Liverpool's Aboriginal history, significant sites, annual events and Council services for new and existing residents of Liverpool.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Ongoing	Deliver four (4) information sessions annually to local groups in the community.

## 1.3

### 1.3.1

Investigate opportunities to employ Aboriginal artists for project work, and where possible apply for funding to assist. (Community Development Worker (ATSI))

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
	Ongoing	Record the number of times an Aboriginal artist has been employed to deliver a project.

## 1.4

### 1.4.1

Conduct two annual internal workshops on local Aboriginal History to educate staff and Councillors.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Ongoing	Increased staff awareness of local Aboriginal heritage.  Record the number of attendees.

### 1.4.2

Provide Aboriginal Cultural awareness information at Induction sessions for new Council staff.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI) Manager People and Organisational Development	Jan 2018	Record the number of attendees receiving information.

## 1.5

### 1.5.1

Conduct an Acknowledgement to Country at formal events and meetings (including Council meetings), and encourage the use of Darug or Dhurawal language where possible.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
All staff	As required	Acknowledgement to Country is conducted at meetings and events in accordance with Council's Aboriginal Protocols.

### 1.5.2

Investigate the costs associated with displaying dual naming signs in the Darug or Dhurawal language at all gateways in the Liverpool LGA.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Dec 2017	Prepare cost estimate and proposal for signage design and installation.

## 2. RELATIONSHIPS

Council's core business activities should be guided and strengthened by effective community engagement. Council is committed to ensuring a respectful relationship is continued with local Aboriginal and Torres Strait Islander peoples and their Elders and other representatives.

This plan can be achieved especially through consultation with Council's Aboriginal Consultative Committee.

### 2.1

#### 2.1.1 Establish a RAP Working Group (the working group will be made up of Council staff members and Aboriginal Consultative Committee members).

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Coordinator Community Development	By the end March 2017	Two (2) working group meetings conducted annually.
Community Development Worker (ATSI)		Representatives from key Council directorates. Two members from the Aboriginal Consultative Committee.

#### 2.1.2 Implement actions and track progress of the RAP.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	12 months after endorsement of RAP	Annual summary report of Action Plan progress is prepared.

### 2.2

#### 2.2.1 Conduct cultural awareness training for all RAP committee members.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Manager People and Organisational Development	Within three months of RAP term	Record the number of attendees at training.
External facilitator		Qualitative response on effectiveness of training.

#### 2.2.2 Conduct cultural awareness training for People and Organisational Development staff.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Manager People and Organisational Development	Annually	Record the number of staff members that attend training.
External facilitator		Qualitative response on effectiveness of training.



## 2.3

### 2.3.1

#### Encourage Aboriginal people to participate in Council committees/networks.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	As required	Record the increase of members of Council's Aboriginal Consultative Committee participating in committees/networks.  Record the number of Aboriginal stakeholders that participate in Council Committees.

## 2.4

### 2.4.1

#### Encourage Council staff to utilise the Aboriginal Consultative Committee (ACC) as a consultative mechanism.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	As required	Educate staff about the ACC through internal workshops as in points 1.4.1 and 1.4.2.  Record findings from Council's Committees back to members of Council's ACC.

## 2.5

### 2.5.1

#### Commemorate the National Apology with the event 'Memories in the Mall'.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Annual early February	Record the number of Aboriginal and Torres Strait Islander participants and number of management and Council staff that attend.  Qualitative response data collected and included in annual RAP report.

## 2.6

### 2.6.1

#### Deliver a National Sorry Day Event.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Annual 26 May	Record the number of local Aboriginal Qualitative response data collected.
Cultural Services and Community Sector		
RAP Working Group		
Community Partners		

## 2.7

### 2.7.1

In collaboration with project partners, celebrate National Aborigines and Islanders Day Observance Committee (NAIDOC) Week.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)  Cultural Services and Community Sector	Annual-early July RAP Working Group Community Partners	An annual project is developed to recognise NAIDOC Week in partnership with key stakeholders.  Qualitative response data collected. Record the number of local Aboriginal services that participate and/or deliver activities within NAIDOC Week annually.

## 2.8

### 2.8.1

Council will support local Aboriginal community services by continuing to facilitate, inform and provide guidance to networks to encourage and improve the lives of local Aboriginal and Torres Strait Islander people.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Annual early July	Record number of Aboriginal and Torres Strait Islander participants that attend.  Qualitative response data collected and included in annual RAP report.

### 2.8.2

Develop, update and disseminate Council fact sheet to provide information on Aboriginal culture and heritage to the broader community.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Annual early July	Provide copies of fact sheet to local community services and schools.  Publish on Council's website.

## 2.9

### 2.9.1

Support Council's Community Development Worker (ATSI) and Aboriginal Consultative Committee delegates to attend the annual Local Government Aboriginal Network (LGAN) Conference.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)  Aboriginal Consultative Committee	Nov 2017	Delegates to provide a participation report to Council and the network.

### 2.9.2

Investigate feasibility of hosting the annual Local Government Aboriginal Network Conference.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Nov 2017	Report on feasibility of Council hosting the LGAN Conference – 2020, including key requirements and cost.

## 2.10

### 2.10.1

#### Investigate the feasibility of conducting an Aboriginal art program.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Dec 2017 Actions Cultural Services and Community Sector	Explore program options and develop a project brief with costing.  Collaborate with internal partners ie. Casula Powerhouse Arts Centre (CPAC)/Libraries  Investigate grant and funding

## 2.11

### 2.11.1

#### Investigate opportunities for incorporating Aboriginal themes and public art into newly planned community hubs and social infrastructure.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)  Cultural Services and Community Sector  RAP Working Group  Community Partners  Internal and external partners	Where appropriate	Record the number of Aboriginal artists engaged in community hub/social infrastructure projects.

### 2.11.2

#### Include Aboriginal content in Council's event listings, marketing and publications and work with internal and external partners to ensure information and cross promotion of events is achieved.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)  Communications Team	Aug 2017	Significant calendar events such as Memories in the Mall, Reconciliation Week, National Sorry Day and NAIDOC Week are included in all Council event marketing activities.

### 2.11.3

#### Investigate sporting opportunities for young Aboriginal and Torres Islander residents.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)  Cultural Services and Community Sector  RAP Working Group  Community Partners  Internal and external partners.	Ongoing	Explore program options and develop a project brief with costing.  Investigate grant and funding opportunities. Explore collaboration projects with cultural services and the community sector.

## 3. OPPORTUNITIES

Opportunities for Aboriginal and Torres Strait Islander peoples and all Australians are important to Council. In order to support equitable employment opportunities for Aboriginal and Torres Strait Islander peoples, Council will seek to provide mentoring opportunities for Aboriginal and Torres Strait Islander staff through cadetships and traineeships at Council. Council will also examine means to ensure that Council's Aboriginal and Torres Strait Islander staff ratio is not less than the ratio of Aboriginal and Torres Strait Islander persons within the Liverpool local government area.

### 3.1

#### 3.1.1

Develop a draft Aboriginal Employment Strategy that includes a number of key actions and investigate areas as follows:

- Career skills development workshops for Aboriginal and Torres Strait Islander staff;
- Targeted traineeships and cadetships for Aboriginal staff;
- Potential funding opportunities and industry partnerships and collaborations; and
- Potential opportunities to increase the ratio of Aboriginal and Torres Strait Islander staff at Council.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)  People and Organisational Development (POD)  Economic Development	Dec 2018	Initial discussions with POD and Economic Development held.  Feasibility of potential Draft Employment Strategy assessed by key internal departments endorsed by Executive Management.

### 3.2

#### 3.2.1

Actively investigate Aboriginal and Torres Strait Islander cultural tourism activities and develop a cultural tourism brochure. Investigate the feasibility and possibility of an Aboriginal and Torres Strait Islander Arts and Cultural facility to service visitors.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)  RAP Working Group  Communications Team	Jan 2018	Tourism opportunities assessed.  Internal and external consultation sessions as part of the development of the brochure. Cultural tourism brochure published.

### 3.3

#### 3.3.1

Apply for funding to support key actions in this RAP.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)	Ongoing	Number of funding applications prepared and submitted.  Total amount of funding secured.

### 3.4

#### 3.4.1

Investigate potential to include new criteria which support Aboriginal and Torres Strait Islander businesses and employment into Council's Procurement Resources.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
Community Development Worker (ATSI)  Procurement	Dec 2018	Record the number of partnerships between Council and the Aboriginal and Torres Strait Islander businesses and employment outcomes.  Record the financial and social value of the collaboration.

# 4. MONITORING PROGRESS AND REPORTING

In order to promote the effective implementation of the Reconciliation Action Plan across all areas of council, the internal working group will meet on a quarterly basis to monitor and review. Outcomes will be made available through annual reports back to Council. The RAP will be comprehensively reviewed in 2020 to ensure it remains relevant and reflects the changing needs of the local Aboriginal and Torres Strait Islander community.

## 4.1

### 4.1.1 Evaluate actions and prepare a Council Report.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
RAP Working Group  Internal and external partners.	Complete all actions by the end of 2020.	Report on actions and outcomes to Council.

## 4.2

### 4.2.1 Celebrate achievements.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
RAP Working Group  Internal and external partners.	Annual (where applicable)	Where appropriate post media releases on outcomes to media outlets including Aboriginal media outlets.

## 4.3

### 4.3.1 Annual RAP Impact Measurement questionnaire (Survey) is distributed to the broader community.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
RAP Working Group  Internal and external partners.	Annual	Report findings to Council's ACC meeting and provide an annual report to Council and partners.

## 4.4

### 4.4.1 RAP made available to the public.

RESPONSIBILITY	TIMELINE	MEASUREABLE TARGET
RAP Working Group  Internal and external partners.	Annual	Report findings to the public and to the Reconciliation Council.  Post achievements to the public on Council website.



Note: A Welcome to Country is an important traditional Aboriginal cultural practice. It is conducted prior to official meetings, events or activities, where an Aboriginal person welcomes the community to their country.

Welcome to Country can only be conducted by an approved Aboriginal representative of the country in which the event is being held. For example if there was an event being held in the Gandangara boundaries (see above map), a representative must be sourced from that tribal group or from the traditional custodians (Darug Nation or Dhurawal Nation).

If an Aboriginal representative is not available, an Acknowledgement to Country should be conducted. This can be performed by a senior person from the organisation hosting the event. It is protocol that if a Welcome or Acknowledgement to Country is already performed, the senior person from the organisation should also conduct an Acknowledgement to Country.



Georges River, Liverpool NSW.