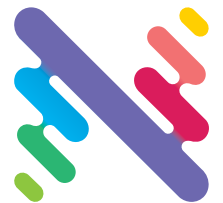


2021-2024

Reconciliation Action Plan

newcastle.nsw.gov.au



City of
Newcastle

Acknowledgment

City of Newcastle acknowledges that we operate on the grounds of the traditional country of the Awabakal and Worimi peoples.

We recognise and respect their cultural heritage, beliefs and continuing relationship with the land, and that they are the proud survivors of more than two hundred years of dispossession.

CN reiterates its commitment to address disadvantages and attain justice for Aboriginal and Torres Strait Islander peoples of this community.

Enquiries

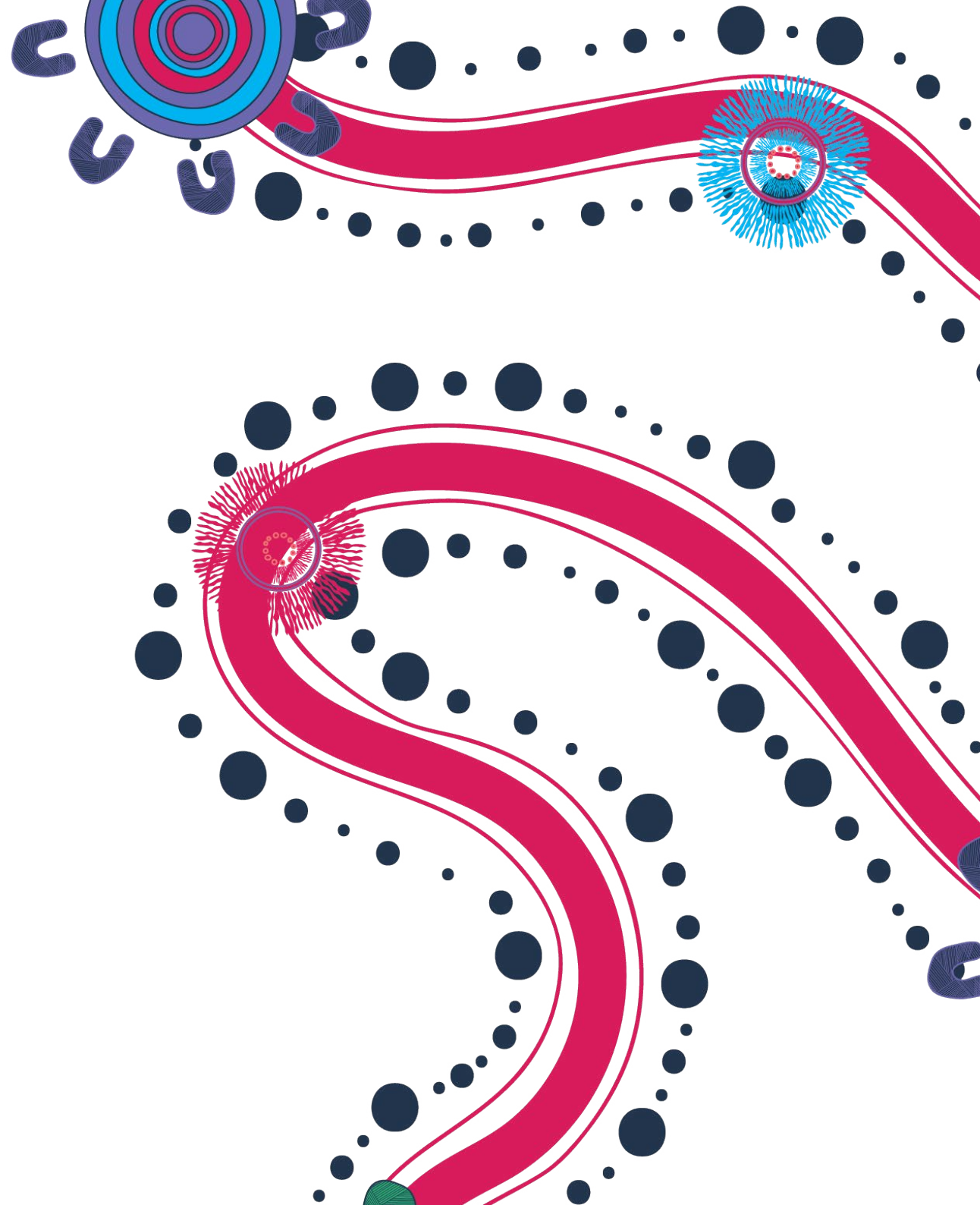
For information contact
**City of Newcastle Aboriginal Engagement
Partner, People & Culture
Phone 4974 2000**

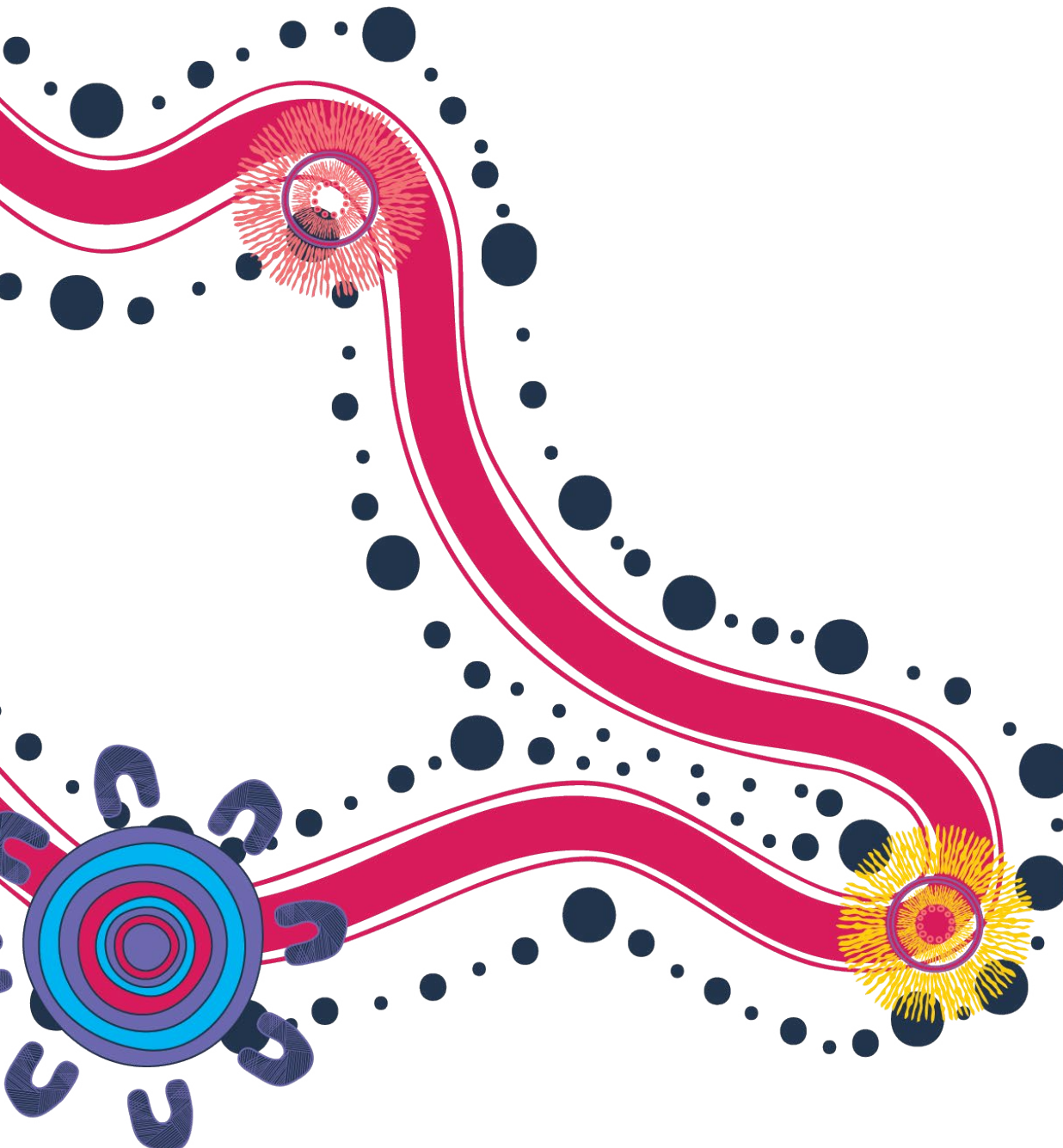
Published by
City of Newcastle
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newcastle.nsw.gov.au

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**City of
Newcastle**





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Message from the CEO

I am proud to share with City of Newcastle employees, stakeholders and the broader community the third iteration of our Innovate Reconciliation Action Plan 2021–2024 (RAP). One of the key strategic objectives of the Newcastle 2030 Community Strategic Plan is acknowledgement and respect for local Aboriginal history, cultural heritage and peoples. This RAP delivers on that objective and celebrates the great strides City of Newcastle has made towards reconciliation and embracing cultural diversity, whilst recognising we are on a journey that will never end.

The RAP reinforces the City's ongoing commitment to strengthening and maintaining relationships with the local Aboriginal and Torres Strait Islander community as the traditional custodians of the land on which we live and work, to foster mutual respect, knowledge and understanding. This dates back to the 1998 Commitment by Newcastle City Council to Aboriginal and Torres Strait Islander Peoples of the City of Newcastle. On 1 June 1999, the Guraki Aboriginal Strategic Advisory Committee was established as an important conduit, and in 2012 recommended the City develop a Reconciliation Action Plan to translate this commitment into measurable actions. Our second Innovate Reconciliation Action Plan 2016–2018 led to the adoption

of our Aboriginal Employment Strategy 2018–2021, the implementation of corporate cultural awareness training, and several collaborative creative projects, including the addition of songlines in the City Administration Centre fit-out in Newcastle West, where the Aboriginal and Torres Strait Island flags fly permanently.

Today, we continue to uphold these values as agents of change, and actively seek to identify opportunities for growth and improvement in the delivery of cultural initiatives and community services. Currently, thirty five City of Newcastle staff identify as Aboriginal and/or Torres Strait Islander, some of whom have contributed over the years to City of Newcastle's RAP Working Group established in February 2013. Their input has been a significant voice in the creation of this RAP, the four pillars of which are Relationships, Respect, Opportunities, and Governance.

Local government has a key role to play in setting the agenda and leading by example. This is our commitment as a progressive, inclusive city to build on the work of previous Reconciliation Action Plans to keep the conversation going through meaningful relationships, strategic community partnerships and measurable action.



Jeremy Bath



Message from the Lord Mayor

Reconciliation is for all of us. Strengthening relationships, trust and respect between Aboriginal and Torres Strait Islander peoples and the broader community is a common purpose every Novocastrian – and every Australian – can contribute to.

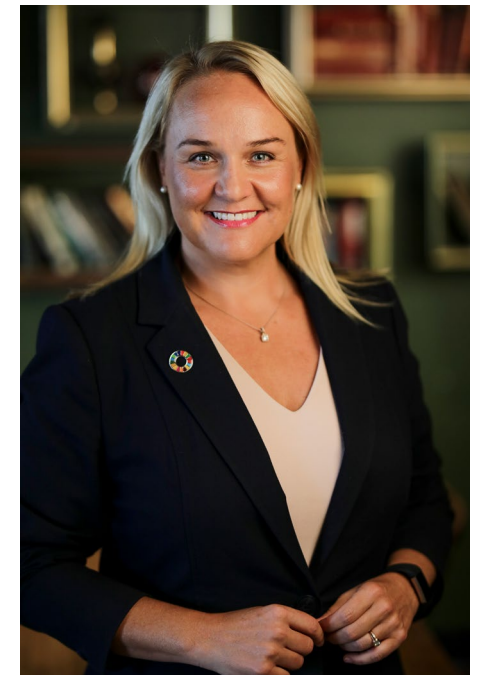
It is incumbent upon every one of us as citizens and residents to recognise our nation's colonial history and its devastating impacts on the Aboriginal and Torres Strait Island community, who are the proud survivors of more than 200 years of dispossession, generational violence and racism. Indigenous Australians are the custodians of the world's oldest continuous living culture, spanning 60,000 years. City of Newcastle acknowledges the Awabakal and Worimi peoples as the traditional custodians of the Newcastle Local Government Area. We respect their cultural heritage, beliefs and continuing relationship with the land on which we live and work.

In recent decades our nation has taken considerable action towards reconciliation and closing the gap in health and

education outcomes between Indigenous and non-Indigenous communities, but reconciliation is an ongoing journey. It is something you and I will work at for the rest of our lives. At a local government level, City of Newcastle is proud to adopt its third Innovate Reconciliation Action Plan (RAP), in recognition of the evolving nature of reconciliation and to map out the important work that still lies ahead of us. Through the four pillars of Relationships, Respect, Opportunities, and Governance, we can continue to foster meaningful relationships and conversation. In particular, I would like to acknowledge the voices of the Guraki Aboriginal Strategic Advisory Committee, which celebrated its 22nd anniversary in 2021, and the staff who form City of Newcastle's internal RAP Working Group, who have contributed to the development and implementation of this and previous RAPs as well as a greater understanding of their significance.

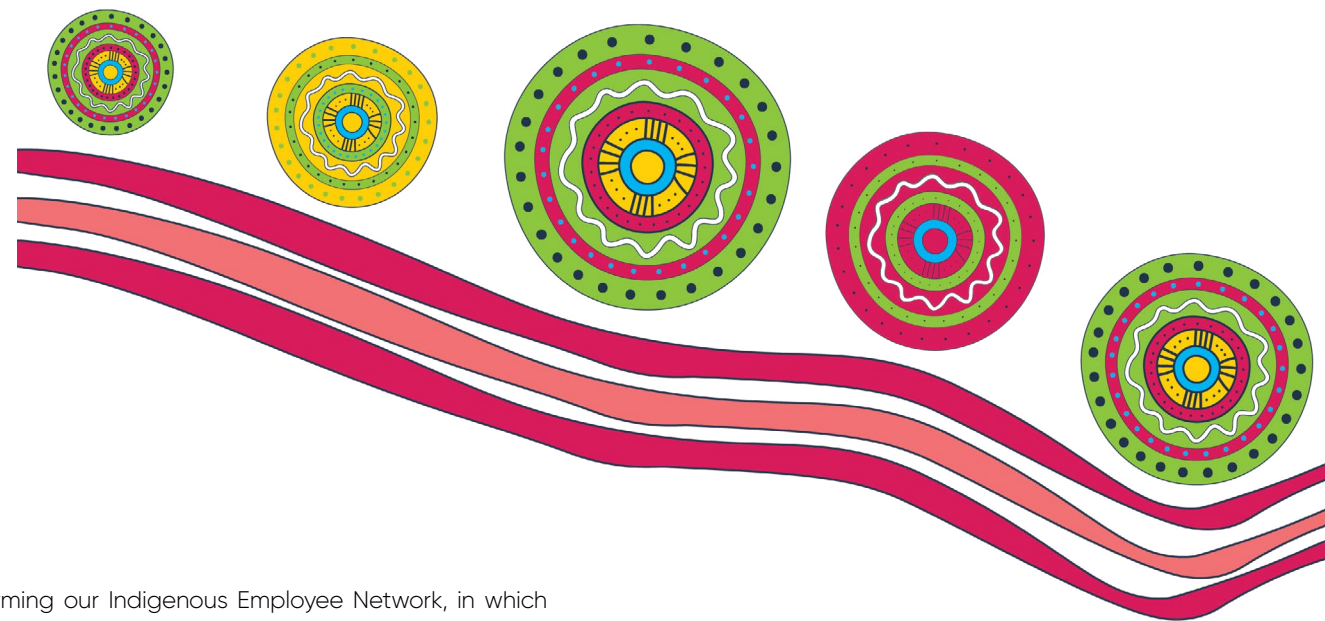
Together, we can make a real difference.

Nuatali Nelmes





Testimonials



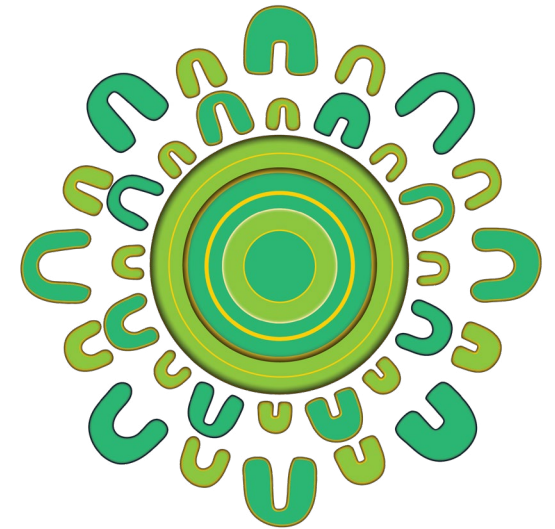
Yvonne Edwards

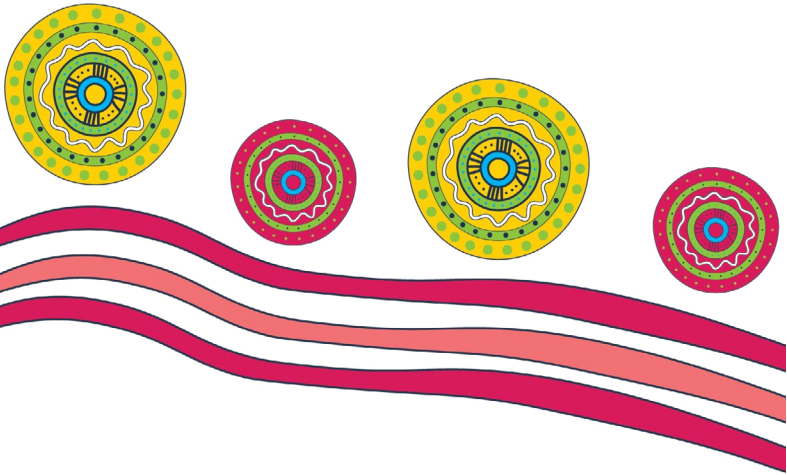
**Administration Officer,
City Wide Services,
City of Newcastle**

My name is Yvonne Illume (Edwards), my people are from North East Arnhem Land in the N.T. I am a Yolngu woman, a long way from home. But I have found Awabakal country has taken me in and provided many opportunities. I joined City of Newcastle in July 2019 as an Arts Administration Trainee. With culture and the Arts being at the forefront of my passions and my way of life, it was the start of a dream turning into reality. I was based out of the Civic Theatre. Live Performance and Events Management on such a grand scale gave me great experience and learned knowledge of the industry. Over my two-year contract I branched out across the organisation to broaden my networks and skillset. I sit on CN's Reconciliation Action Plan (RAP) Committee, for me this a very important part of my role and of my contribution to our internal and external, Indigenous and non-indigenous communities. I contributed to



forming our Indigenous Employee Network, in which we've been able to achieve some beautiful things for our mob here in CN. In March 2021, my friend Garry and I received the C.R.E.W Award for our contribution to our Indigenous communities from Jeremy Bath our CEO. I've been very blessed to have so many incredible experiences but some that really stand out for me were working alongside Kate Britton - Project Manager for the New Annual Festival - assisting with programming. And I was lucky enough to assist curate and project manage an exhibition 'Sea, Space & Beyond' held at Newcastle Museum early 2021. I now sit in a secondment position as Newcastle Museum Administration Officer, and I could not be happier! I feel so grateful to City of Newcastle and all the wonderful people I've worked with in this organisation. Thank you.





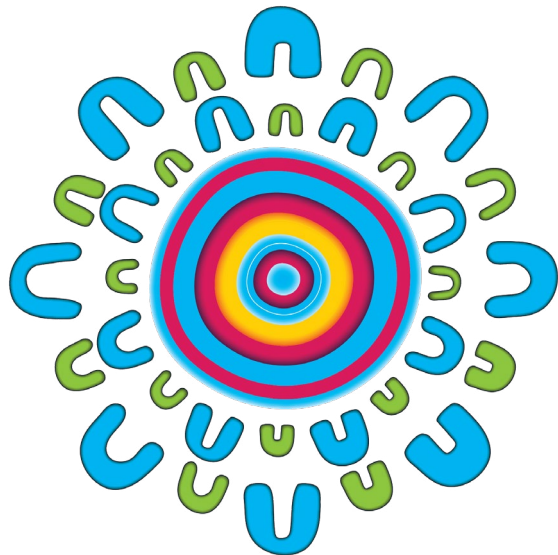
Georgia Osland

**Civic Event & Communications Officer,
Chief Executive Office,
City of Newcastle**

Yaama, my name is Georgia. I am Gamilaroi mob from Moree, but I've lived in Newcastle all my life. I proudly represent Aboriginal and Torres Strait Islander peoples in the City of Newcastle executive offices. I'm still learning about my history and culture, and it's likely something I'll work at for the rest of my life. Knowledge and education is power so we can pass it on to future generations and maintain that all-important connection to Country. I feel supported and empowered at City of Newcastle



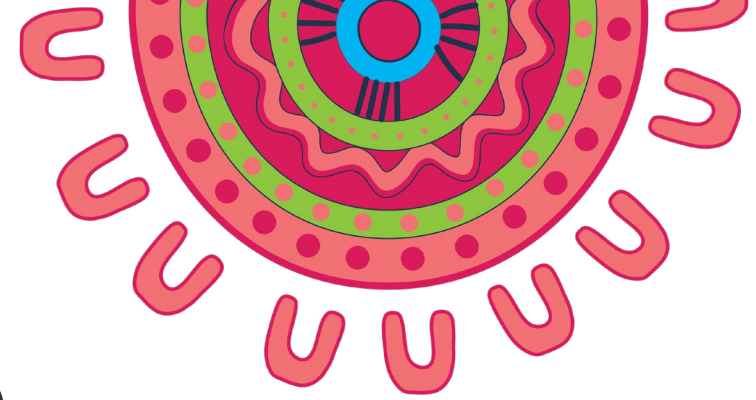
to embrace my cultural background and connect with other like-minded staff and allies who are part of our Indigenous Employee Network. CN affords Indigenous and non-Indigenous staff so many opportunities to get involved in cultural initiatives and activities. Sometimes all it takes to create meaningful change is a conversation. I firmly believe we can all take ownership of reconciliation.



Lynelle Elliot

Lynelle Elliot was a recipient of the City of Newcastle Aboriginal and Torres Strait Islander Scholarship. Lynelle is studying a Diploma of Visual Arts at TAFE NSW Newcastle. Lynelle Elliott says, "I want to pass my knowledge on to others. I find visual arts a great avenue for self-expression, culture and creative freedom. This scholarship will enable me to engage arts institutions, communities and businesses in the cross pollination of cultures, ideas, inspiration and collaboration, thank you City of Newcastle."





Our City of Newcastle

Newcastle is one of Australia's oldest cities. Containing a quirky blend of new and old, a rich Aboriginal history, a working harbour and fabulous beaches, Newcastle is known as a unique and eclectic place.

City of Newcastle was formed in April 1938 with the merger of Adamstown, Carrington, Hamilton, Lambton, Merewether, Newcastle, New Lambton, Stockton, Wallsend, Waratah and Wickham Councils. The local government area currently covers 187 km².

City of Newcastle has two main parts:

The elected Council, with a popularly elected Lord Mayor and 12 Councillors. Councillors are elected to represent the interests of residents and ratepayers and provide leadership and guidance to the community.

The administrative arm of CN is responsible for the efficient and effective operation of the organisation and for ensuring that the decisions of the Council are implemented.

The principals of social justice, ecological sustainability, and local democracy underpin our Community Strategic Plan, Newcastle 2030. **CN provides approximately 70 community services to the resident population of 155, 411 people.**

The Aboriginal and Torres Strait Islander population in Newcastle was 5,479 persons in 2016, an increase of 1,555 people from 2011 (3,924 persons). Within this community, 51% are aged 24 years and under.

Some of the services provided include:

Urban and community planning

Construction and maintenance of local roads, streets and bridges

Planning and management of heritage places

Food and public health services

Waste management and recycling

Development assessment and supervision of building and development control

Parking control

Maintenance of parks, sporting fields, pools and beach facilities

Provision and servicing of libraries, community centres, theatres and art galleries

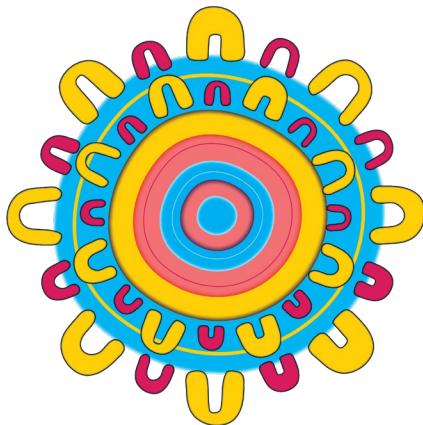
Pet registration and control

Tourism services

Promotion of economic development

CN employs over 1400 staff including apprentices, trainees, casual team members and partners in service delivery. There are approximately 300 volunteers across a range of programs including bush care, community and sporting facilities management, culture and heritage interpretation and place activation.

There are currently 35 staff members at CN that identify as an Aboriginal and/or Torres Strait Islander person (July 2021). Our Enterprise Award includes a provision for cultural leave for Aboriginal and/or Torres Strait Islander employees.



Our CREW Values:

Cooperation

We work together as an organisation, helping and supporting each other

Respect

We respect diverse views and opinions and act with integrity

Excellence

We strive for quality and improvement in everything we do

Wellbeing

We develop a safe and supportive environment

Our vision for Reconciliation



We recognise and acknowledge that the land and waters of the Newcastle Local Government Area (LGA) are the traditional country of the Awabakal and Worimi peoples.

We celebrate and respect the cultures, histories and rights of the Awabakal and Worimi peoples. We pride ourselves on building meaningful relationships and partnerships based on mutual respect, knowledge and understanding. We actively value the contribution of the Aboriginal and Torres Strait Islander peoples to our community.

The Newcastle community is thriving, where reconciliation is embraced, diversity is valued and everyone has the opportunity to contribute and belong to our smart, liveable and sustainable global City.

City of Newcastle (CN) acknowledges the Awabakal and Worimi peoples as the Traditional Custodians of the Newcastle Local Government Area (LGA). We respect their cultural heritage, beliefs and continuing relationship with the land, and recognise that they are the proud survivors of more than two hundred years of dispossession.

We reiterate our commitment to attaining a fair and truthful relationship between all the Newcastle communities and the Aboriginal and Torres Strait Islander peoples who live and work here. We recognise that past injustices need to be openly acknowledged to allow the healing processes of reconciliation to advance.

Guided by our CREW values (cooperation, respect, excellence and wellbeing), CN will actively work towards closing the gap in employment, economic participation, health and education outcomes between Aboriginal and Torres Strait Islander peoples and the wider community by supporting a diverse and inclusive workplace that celebrates their culture and knowledge. By placing a high value on this knowledge, the whole community will better understand the meaning of our unique landscape which, in turn, will inform CN's decision making and actions for a sustainable future.

As we enter into our third Reconciliation Action Plan, City of Newcastle remains committed to the principles and actions outlined in our 1998 Commitment for Aboriginal and Torres Strait Islander People of Newcastle. The Commitment, based on respect, forms the foundation upon which we have built relationships within our local communities and will continue to build stronger ties.

National Reconciliation Week

National Reconciliation Week (NRW) is celebrated across Australia each year between 27 May and 3 June. The dates commemorate two significant milestones in the reconciliation journey—the anniversaries of the successful 1967 referendum and the High Court Mabo decision.

27 May 1967 – Marks the anniversary of Australia’s most successful referendum and a defining event in our nation’s history. The 1967 referendum saw over 90 per cent of Australians vote to give the Commonwealth the power to make laws for Aboriginal and Torres Strait Islander peoples and recognise them in the national census.

3 June 1992 – The High Court of Australia delivered its landmark Mabo decision which legally recognised that Aboriginal and Torres Strait Islander peoples have a special relationship to the land—that existed prior to colonisation and still exists today. This recognition paved the way for land rights called Native Title.

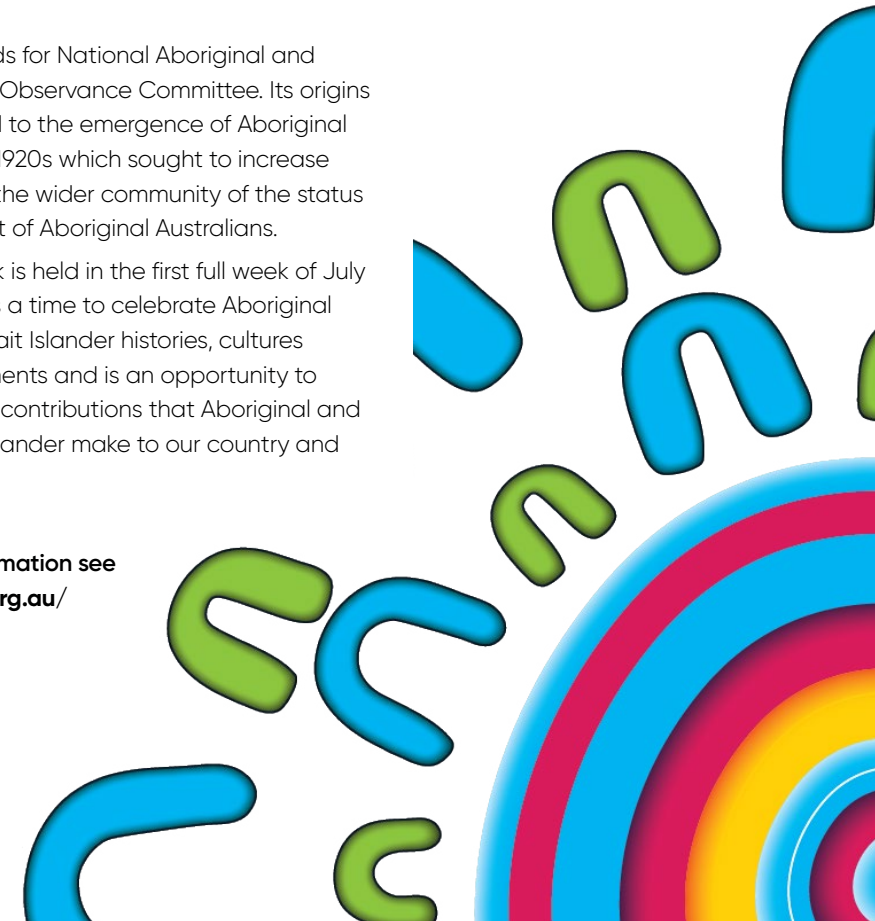
For more information see
www.reconciliation.org.au/national-reconciliation-week/

NAIDOC Week

NAIDOC stands for National Aboriginal and Islanders Day Observance Committee. Its origins can be traced to the emergence of Aboriginal groups in the 1920s which sought to increase awareness in the wider community of the status and treatment of Aboriginal Australians.

NAIDOC Week is held in the first full week of July each year. It is a time to celebrate Aboriginal and Torres Strait Islander histories, cultures and achievements and is an opportunity to recognise the contributions that Aboriginal and Torres Strait Islander make to our country and our society.

For more information see
www.naidoc.org.au/



Our RAP

In March 2011, CN endorsed its first Community Strategic Plan (CSP) Newcastle 2030 under the NSW Government's Integrated Planning and Reporting framework.

Newcastle 2030 is based on significant community engagement and input as it is the Newcastle community's vision for the next 25 years. One of the key strategic objectives listed in the Newcastle 2030 is acknowledgement and respect for local Aboriginal history, cultural heritage and peoples.

The Guraki Aboriginal Strategic Advisory Committee of CN was established on 1st June 1999. Guraki has broad terms of reference that underpin its role as a strategic advisory committee of Council and has a well-established history in supporting and promoting reconciliation and social justice outcomes for Aboriginal and Torres Strait Islander people in the Newcastle area. This includes Council adopting the permanent flying of the Aboriginal flag alongside the Australian flag at City Hall and in the Council Chambers in December 2003. The Guraki Committee celebrated its 20th anniversary in 2019.

In 2003 Council adopted an Acknowledgement Statement that recognised the dispossession of Traditional Custodians. This statement is embedded in our current Guidelines for Acknowledgment of Aboriginal Custodians and Welcome to Country protocols.

In June 2012, Guraki recommended that Council develop a Reconciliation Action Plan (RAP), based on the program provided by Reconciliation Australia, to ensure that Council's reconciliation intentions are translated into measurable actions. The CN Executive Leadership Team (ELT) endorsed Guraki's recommendation in December 2012. A RAP Working Group was formed in February 2013 comprising of Aboriginal and Torres Strait Islander staff and other Council staff. An external partner, Yarnteen Ltd, offered to guide the RAP Working Group in the development of our first RAP which was launched during National Reconciliation Week in 2013.

Our second Innovate RAP August 2016- 2018 had several achievements. These included:

Aboriginal Employment Strategy 2018-2021

Serving Country Exhibition (collaborative project lead by the Libraries)

Because of her we can - collaborative project with Awabakal Co-op (banners designed by Aboriginal graphic designer, photography exhibition)

Voice Treaty Truth – banners and flags designed by Aboriginal graphic designer

Muluubinba Map launch

Implementation of face to face cultural awareness training

Embedding of 'songlines' with the fit out of the new City Administration Building at 12 Stewart Avenue, Newcastle West

In this third RAP, we are seeking to build on the work of the previous RAPs to work further towards reconciliation outcomes under the RAP pillars of relationships, respect, opportunities and governance. Within each of these pillars, key actions for Council are outlined below.

Relationships	Respect	Opportunities	Governance
Strengthen partnerships	Cultural awareness training and protocols	Employment, recruitment and professional development	Developing and delivering our RAP
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	Building respect and knowledge within our organisation	Procurement	Link to Guraki (partner)
Celebrate National Reconciliation Week	Celebrate our living culture	Supporting the community	

Our RAP Working Group (RWG)

An internal RWG assists with our RAP implementation across CN services and activities. The RWG is developed through a regular EOI process open to all staff and specifically encourages membership from Aboriginal and Torres Strait Islander staff. Several Aboriginal and Torres Strait Islander staff have contributed to the development of the RAP and currently participate in the RWG which is currently comprised of:

Director People & Culture

Director Governance

Strategic Partnering Manager, People & Culture

Talent Diversity & Inclusion Lead, People & Culture

Manager Community, Strategy & Innovation

Manager Community Programs & Partnership, City Wide Services

Manager Civic Theatre, City Wide Service

Community Planning & Development Manager

People & Culture Advisor, People & Culture

Business Support Officer, Governance

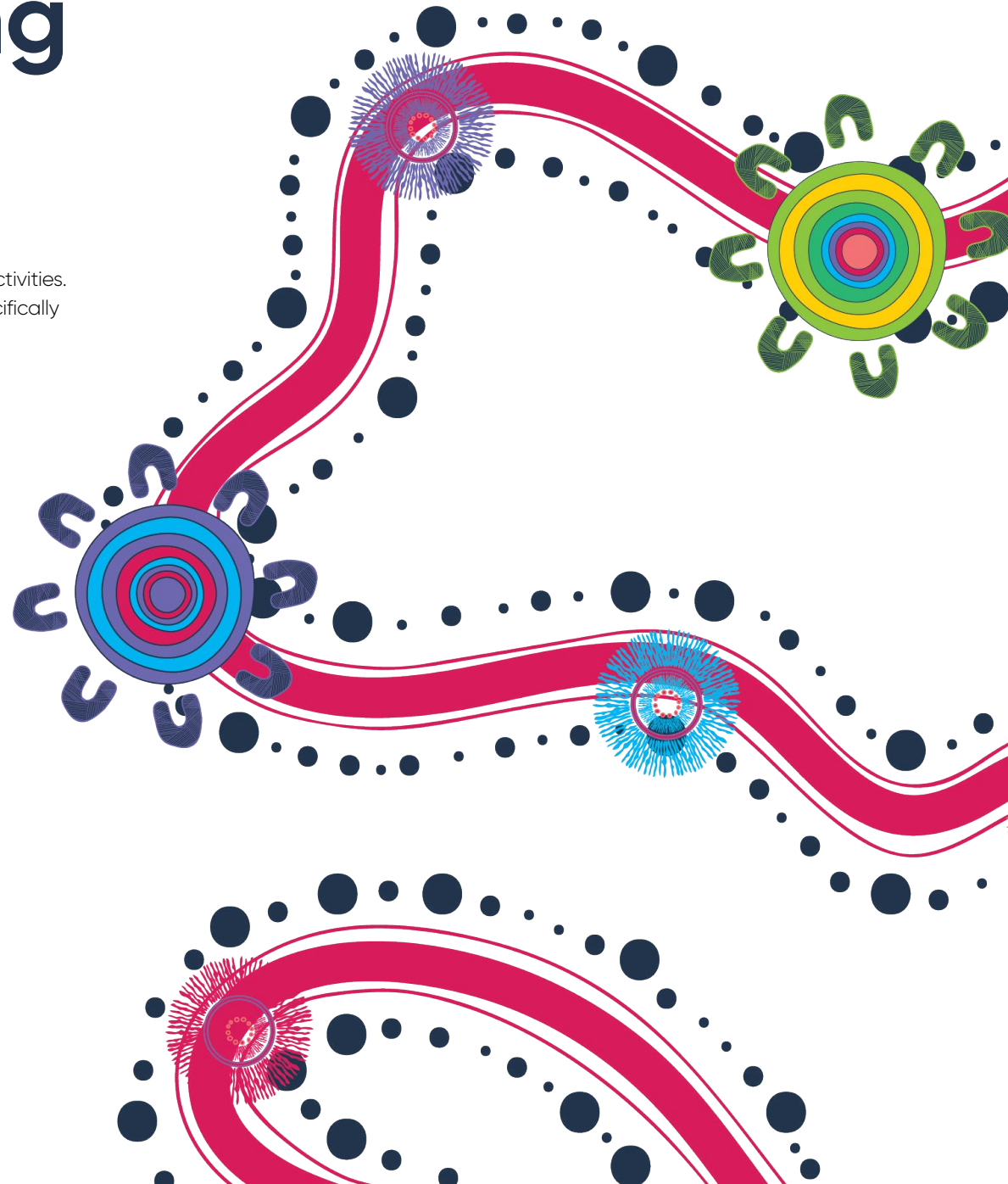
Painting & Decorating Tradesperson, Infrastructure & Property

Outreach Services Specialist, City Wide Services

Administration Officer, City Wide Services

Visitor Services Officer, City Wide Services

Aboriginal Engagement Partner, People & Culture

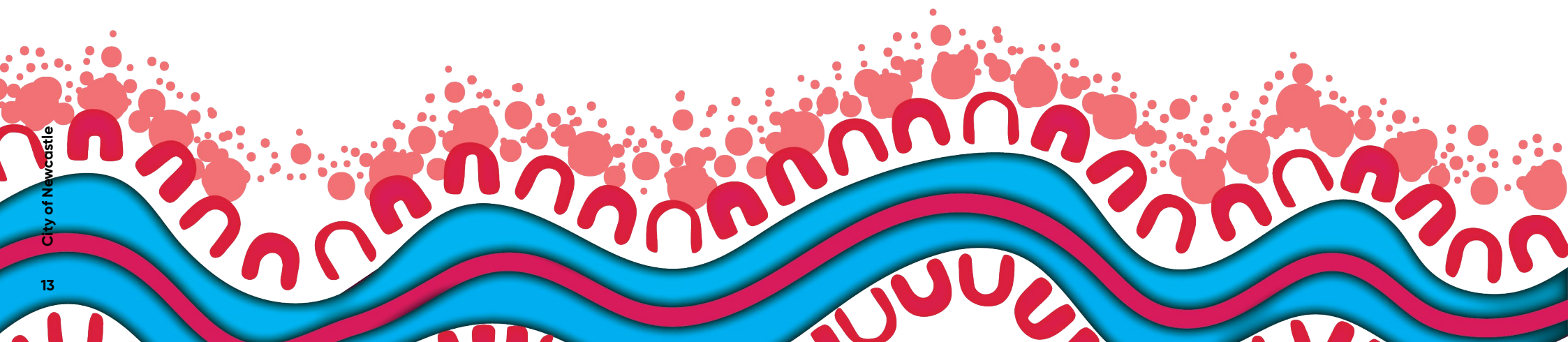


Relationships

During the development and review of the Community Strategic Plan (Newcastle 2030), the Newcastle community placed a high value on the need for this city to be recognised as a caring and inclusive place. The community also recognised the fact that there are positive community outcomes for all when we embrace the leadership, knowledge and cultures of Aboriginal and Torres Strait Islander peoples.

The provision of effective CN services relies on the development and maintenance of meaningful relationships with individuals, communities, stakeholders and partners. Our RAP will strengthen our commitment to building respectful relationships with Aboriginal and/or Torres Strait Islander individuals and communities.

By strengthening relationships with Aboriginal and/or Torres Strait Islander peoples we can explore opportunities to strengthen economic development outcomes, whilst empowering Aboriginal and Torres Strait Islander voices to be part of civic processes at a local government level. Guraki continues to be a key strategic advisory committee of Council where local Aboriginal and Torres Strait Islander organisations, including community sector, private sector and local Aboriginal land councils contribute and provide advice and guidance to our organisation in relation to Aboriginal matters.



Action	Responsibility	Timeline	Deliverable
Strengthen partnerships			
Strong relationship with the Guraki Aboriginal Advisory Committee.	Aboriginal Engagement Partner / RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	1. Continue to engage with Guraki to provide advice on strategic matters of importance to local Aboriginal and Torres Strait Islander communities, including implementation of this RAP.
Continue to improve our engagement with local Aboriginal and Torres Strait Islander peoples, communities and organisations.	Aboriginal Engagement Partner/ RAP working lead.	Current AES will be reviewed and will be implemented for a period of 3 years until 2024.	2. Develop and implement an Aboriginal Engagement Strategy in consultation with Council's Guraki Committee to engage with Aboriginal & Torres Strait Islander peoples in the LGA. 3. Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector			
Contribute to and strengthen networks within the local government sector to promote reconciliation.	Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	4. Development and implement a communication strategy to promote awareness of our RAP to all internal and external stakeholders. 5. Promote reconciliation through ongoing active engagement with all stakeholders. 6. Participate in and strengthen relationships with the Aboriginal Employment Network. 7. Explore opportunities to support access to early childhood Aboriginal resources within the early childhood services supported by Council. 8. Establish a network of Aboriginal & Torres Strait Islander peoples employed by CN.
	Aboriginal Engagement Partner/ RAP working lead.	September 2021, 2022, 2023, 2024.	9. Participate in the annual NSW Local Government Aboriginal Network conference.
Celebrate National Reconciliation Week (NRW)			
Raise external awareness of reconciliation by supporting NRW.	Aboriginal Engagement Partner/ RAP working lead.	May 2022, 2023, 2024. Annual events to be identified between 2021 – 2024 pending COVID restrictions and limitations.	10. Host an event annually celebrating NRW in partnership with local Aboriginal and/or Torres Strait Islander organisations. 11. Register our events during NRW on Reconciliation Australia's website to capture support and participation.
Increase knowledge of reconciliation among CN employees by providing opportunities for employees to participate in National Reconciliation week.	Aboriginal Engagement Partner/ RAP working lead.	May 2022, 2023, 2024.	12. Organise at least one internal NRW activity targeted to employees and promote local NRW events. 13. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.

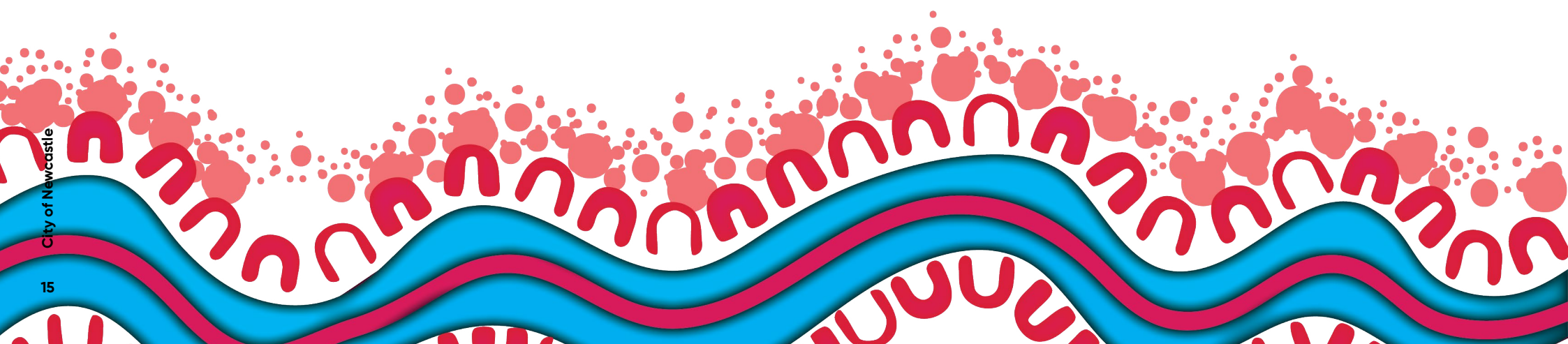
Respect

For 60,000 years the Awabakal and Worimi peoples have been and continue to be the Custodians of the Newcastle Local Government Area. At CN we believe we share an ongoing custodial role with the Awabakal and Worimi peoples across the Newcastle LGA.

CN believes in walking the journey together and empowering Aboriginal and Torres Strait Islander peoples to revive and reclaim their cultural traditions creating greater community understanding and shared learning. Through this we can build

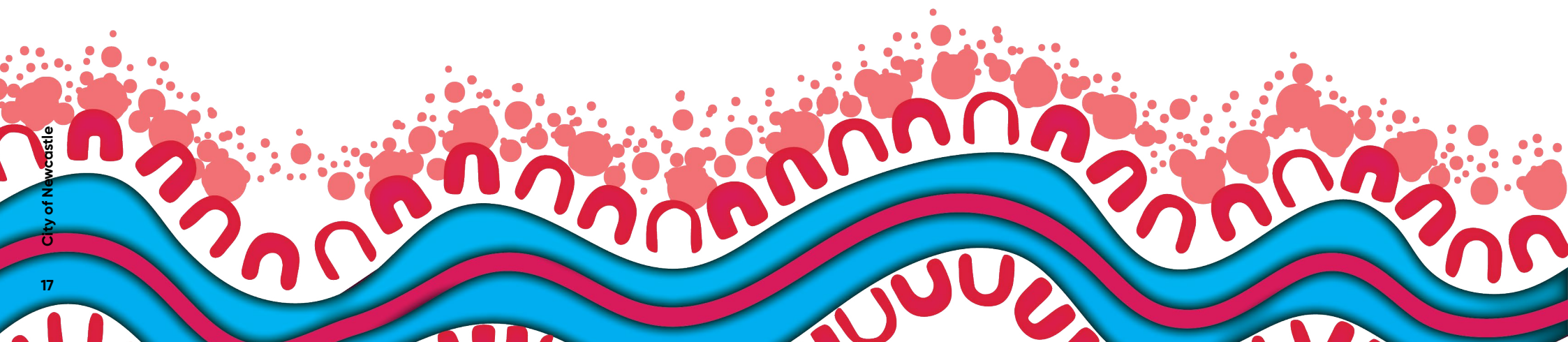
sustainable communities that incorporates and respects the values and cultures of Aboriginal and Torres Strait Islander peoples in supporting culturally safe spaces.

This includes the invitation of Traditional Custodians and Elders to provide a Welcome to Country at major civic events, the inclusion of the CN Statement of Acknowledgement in all public documents and the ongoing provision of cultural awareness training by Aboriginal and Torres Strait Islander consultants to our staff across the organisation.



Action	Responsibility	Timeline	Deliverable
Cultural awareness training and protocols			
Promote an understanding of the significance of Aboriginal and Torres Strait Islander cultural protocols.	Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	14. Implement a communications strategy to increase knowledge of the City's Aboriginal and Torres Strait Islander cultural protocols among employees and collaborative partners. 15. Review our cultural protocols to ensure respect and consistency for all members of staff and the community. 16. Continue to invite Traditional Custodians and Elders to provide a Welcome to Country at significant City events. 17. Display Acknowledgement of Country statements in key meeting rooms, customer service areas, in all our sponsorships and grants collateral.
	ELT	Ongoing until 2024 with key measurements in place to track progress.	18. Support leadership and staff to provide an Acknowledgement of Country at meetings and events in local language.
Building respect and knowledge within our organisation			
Strengthen our employees understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Talent, Diversity & Inclusion Lead/ Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	19. Develop, implement and review an Aboriginal and Torres Strait Islander cultural awareness training for our staff which identifies continuous cultural learning needs of employees and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion). 20. Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training. 21. Provide opportunities for RWG members, RAP Champions, People and Culture Business Partners to participate in cultural training. 22. Ensure that CN new starters are aware of our reconciliation approach and respect for local knowledge and culture by including the RAP and cultural protocols within our staff induction processes. 23. Raise awareness of Aboriginal culture embedded within the fit-out of new Council facilities whenever cultural awareness training is undertaken.
Promote anti-discrimination strategies.	Manager Strategic Partnering/ Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	24. Review HR policies to identify and promote anti-discrimination needs, in consultation with Aboriginal and Torres Strait Islander stakeholders. 25. Continue to implement and communicate our anti-discriminatory policy to our organisation. 26. Educate ELT on the effects of racism and discrimination.

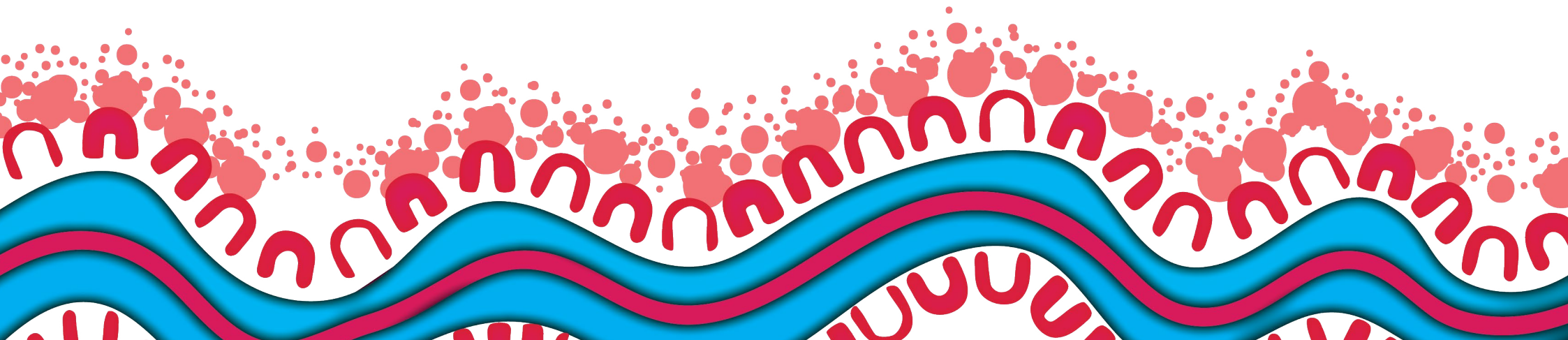
Action	Responsibility	Timeline	Deliverable
Celebrate our living culture			
Celebrate and share NAIDOC Week.	Aboriginal Engagement Partner/ RAP working lead.	July 2022, 2023, 2024.	27. Support NAIDOC with our participation in external NAIDOC Week events. 28. In consultation with Aboriginal and Torres Strait Islander peoples, support NAIDOC Week by hosting a NAIDOC Week event within our cultural facilities.
	Aboriginal Engagement Partner/ RAP working lead.	Ongoing awareness and education through 2021 – 2024 will take place as new starters are joining CN.	29. Ensure Aboriginal and Torres Strait Islander staff are aware of their cultural leave availability for NAIDOC cultural and community activities and events and encourage their participation.
Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance (apart from NRW and NAIDOC Week).	Aboriginal Engagement Partner/ RAP working lead.	Annual celebrations (2021 – 2024).	30. Commemorate and celebrate that Newcastle was the first Council to raise (9.12.2003) and has continuously flown the Aboriginal Flag beside the Australian Flag at City Hall.
	Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	31. Update the CN Events Calendar to promote significant dates such as the Anniversary of the Apology (13.2.2010) and National Sorry Day (26 May).



Opportunities

City of Newcastle recognises that sustainable, welcoming communities find strength in diversity. We remain committed to working with Aboriginal and Torres Strait Islander peoples, organisations and communities to identify opportunities that will further contribute to the development of a smart and innovative city that attracts people to live, invest and visit. The Innovate RAP will facilitate opportunities for CN to engage with Aboriginal and Torres Strait Islander peoples in the areas of procurement, development, access to services and building of the successes from the previous Reconciliation Action Plan.

The CN Aboriginal Employment Strategies 2018 - 2021 & 2021 - 2024 seek to strengthen recruitment and employment pathways through training, apprenticeships, cadetships and graduate programs, including professional and leadership development opportunities.

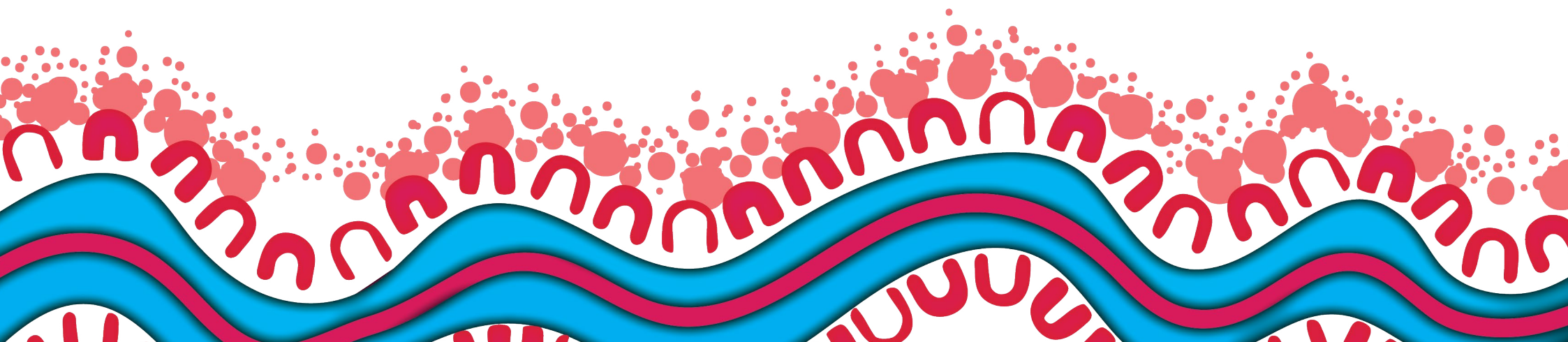


Action	Responsibility	Timeline	Deliverable
Employment, recruitment and professional development			
Increase the recruitment and retention of Aboriginal and Torres Strait Islander people within the organisation.	Talent & Diversity Inclusion Lead/ Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress through the AES.	<p>32. Implement our Aboriginal Employment Strategy Plan for 2021 – 2024</p> <p>33. Strengthen recruitment pathways for Aboriginal and Torres Strait Islander peoples including training pathways, apprenticeships, cadetships, graduate programs or work experience.</p> <p>34. Continue to engage with Aboriginal and Torres Strait Islander staff on employment strategies, including professional and leadership development.</p> <p>35. Continue to advertise all job vacancies in Aboriginal and Torres Strait Islander media.</p> <p>36. Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.</p> <p>37. Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.</p>
Procurement			
Provide opportunities for Aboriginal and Torres Strait Islander businesses to develop the knowledge and capabilities required to effectively tender for contracts.	Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	<p>38. Promote supplier diversity in accordance with our adopted.</p> <p>39. Procurement Policy, including promoting procurement opportunities for CN contracts through the NSW Indigenous Chambers of Commerce.</p>
Supporting community			
Increase the effectiveness of the City's grant and sponsorship program for Aboriginal and Torres Strait Islander groups, organisations and businesses.	Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	40. Raise awareness within Aboriginal and Torres Strait Islander communities of CN grant and sponsorship opportunities by advertising in local Aboriginal and Torres Strait Islander media and promoting through networks.
Encourage and foster the representation of Aboriginal and Torres Strait Islander representation on CN advisory committees and working parties.	Aboriginal Engagement Partner/ RAP working lead.	Bi -annually 2021-2024	41. Engage with local schools and community organisations and groups to encourage Aboriginal and Torres Strait Islander people to join CN advisory committees and working parties.

Governance

Action	Responsibility	Timeline	Deliverable
Developing and delivering our RAP			
The RAP Working Group (RWG) continues to support and monitor RAP development and implementation.	Aboriginal Engagement Partner/ RAP working lead.	December 2021, 2022, 2023.	42. Report RAP progress to all staff and senior leaders annually. 43. Publicly report our RAP achievements, challenges and learnings annually.
	Aboriginal Engagement Partner/ RAP working lead.	Ongoing until 2024 with key measurements in place to track progress.	44. Ensure Aboriginal and Torres Strait Islander staff participate on and contribute to the RWG. 45. RWG to meet at least four times per year to monitor, plan and report on RAP implementation.
	Aboriginal Engagement Partner/ RAP working lead.	December 2021.	46. Review the established Terms of Reference (2016) for the RWG.
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Aboriginal Engagement Partner/ RAP working lead.	September 2021, 2022, 2023.	47. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
	Aboriginal Engagement Partner/ RAP working lead.	May 2022, 2023, 2024.	48. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.
Continue our reconciliation journey by developing our next RAP.	Aboriginal Engagement Partner/ RAP working lead.	September 2021.	49. Oversee the development, endorsement and launch of the City of Newcastle's RAP 2021–2024.

For public enquires about our RAP, please contact the City of Newcastle Aboriginal Engagement Partner, People & Culture.



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