



reflect

Reconciliation Action Plan

Dec 2021 – June 2023



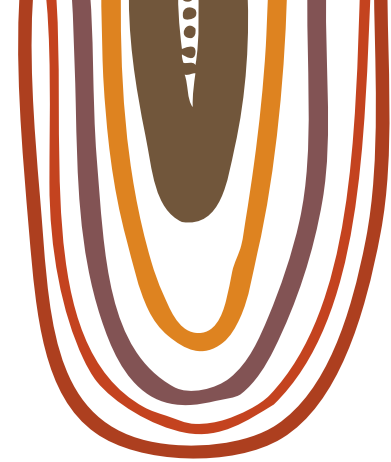
Acknowledgement of Country

The Central Coast Council acknowledges the Traditional Custodians of the land, community, sea and waters where we live and work.

In recognition of the deep history and culture of our community, the Central Coast community, we acknowledge the First Nations Peoples as the original custodians of this land.

Our community acknowledges respectfully the Punniler-Panner tribe of the Northern Country of Tasmania and their continuing relationship to this land and their ongoing living culture.

We recognise that we have much to learn from the First Nations Peoples who represent the world's oldest continuing culture, as we pay our genuine respects to Elders past and present and to all First Nations Peoples living in and around the Central Coast Community.



Past, Present & Future

ARTIST'S STATEMENT - ANNIE HAY

Reconciliation to me is about the past, present and future. Recognising what has happened in the past, what processes and procedures have been put in place in the present, and working towards reconciliation in the future.

This design depicts the past and present journeying toward the future. The beautiful coastline of the Central Coast is depicted showing waves, sand and shells. Gum tree covered mountains feature along the North West Coast and therefore are represented also. There are many community groups featured in the background.

Cover detail and full artwork:

Annie HAY, **Past, Present & Future**, digital art, 2021

BIOGRAPHY

My name is Annie Hay. I was born and raised on the North West Coast and have lived on the Central Coast for more than half my life. I am a proud aboriginal woman, which stems from my matriarchal side, my great grandmother, who unfortunately was part of the stolen generation. My mother and grandmother were born in lutruwita (Tasmania) but my great grandmother was born in Melbourne, Victoria and taken to NSW to work as a servant. My family and I continue to this day to try and find our mob.

Art has always been in my blood. I grew up loving art and creating. I studied art, photography and graphic design in college where all of my works took on an abstract form. My mother is an aboriginal potter, creating beautiful works of art featuring aboriginal designs and has exhibited at the Canberra Museum. My uncle is an Elder out of country, an accomplished aboriginal artist and musician, playing the saxophone and didgeridoo. It was inevitable that I would follow in their footsteps.

When I create my artworks, I feel a strong connection to my aboriginal heritage, to country and the aboriginal culture. I am inspired by the land on which I live and work, tommeginne country, as well as the waterways and mountainous regions of lutruwita (Tasmania). I am an artist member of the Aboriginal Art Association of Australia.

I am also a jewellery maker, creating beautiful and unique hand-painted pieces of wearable art. Having only recently pursued a career in the arts sector (previously it was for fun) I am beyond thankful to have been asked to create artworks for this RAP.



The Central Coast Council

Living our potential - We are a vibrant, thriving community that continues to draw inspiration and opportunities from its natural beauty, land and people and connected by a powerful sense of belonging.

The Central Coast Council region of Tasmania comprises Ulverstone, Penguin, Turners Beach, Forth, and other towns and localities that each have a distinctive character. The character of these places is largely influenced by the relationship between the coastline, the rivers and ranges and fertile agricultural land to the south. The major towns are distinguished by the dominant landforms within which they sit.

The Central Coast Council employs 180 staff, maintains services and programs, community facilities and assets, operates and governs an annual budget of over \$14m.

The exact number of staff identifying as Aboriginal and or Torres Strait Islander is not known, however, In the 2016 Census, the population for the municipal area was 21,938, made up of 48.6% male and 51.4% female. Aboriginal and/or Torres Strait Islander people made up 6.9% of the population, slightly higher than the states population percentage of 4.6%.

THE CENTRAL COAST COUNCIL'S ORGANISATIONAL VALUES

Integrity

we behave ethically.

Respectful

we value diversity and appreciate others.

Accountability

we take responsibility for our actions and behaviours.

Initiative

we seek out better ways of doing what we do.

Professional

we provide reliable, quality service in the best interests of the community.

Customer Focus

we consider the needs of the community.



What the People of the Central Coast Value

OUR NATURAL ASSETS

| Coastline, beaches and river foreshore parks | Diversity of flora, fauna and natural features |
| Picturesque and productive rural landscape | Temperate year-round climate and significant
assets in terms of hours of sunshine, water and soils |

OUR BUILT ASSETS

| CBD precincts | Parks, reserves, and playgrounds | Road network, shared pathways/ cycleways |
| Sporting, health and community related facilities | Place and location – proximity to regional
education, ports, airports and health facilities |

OUR SOCIAL AND CULTURAL ASSETS

| Relaxed lifestyle | Richness/variety of opportunities | Strong sense of community | Proud history |
| Community networks/connections and relationships | Friendly and inclusive | A sense of safety
and belonging | High levels of community engagement | Service, sport and community clubs |
| Community service and volunteering | Schools and education | Arts and theatre culture |
| Community and cultural events | Stable local government |

OUR HUMAN ASSETS

Aboriginal custodianship of this country for over 40,000 years	Traditional skills (farming and trades)		
Experienced older generations	Our young people	Leadership and collaboration/ partnerships	
Creative and insightful	Innovative and entrepreneurial spirit	Can do attitude	Resilience



Message from the Mayor on the Reflect RAP Journey for the Council

I would like to acknowledge and thank those involved in the development phase and the consultative process of our Reflect Reconciliation Action Plan, the process for everyone that has participated has been of learning, enlightenment, and improved understanding of our rich cultural history.

In the Council's journey of reconciliation, we recognise this is an incredible opportunity to demonstrate these values through intentional engagement with our community, commit to this 'Reflect' RAP as a part of our broader efforts to recognise the past, understand the present and walk together towards a transformed and healed future.

The Council understands that reconciliation is an ongoing process that acknowledges First Nations Peoples and reframes our current relationships. It is the Council's intention to respect, value and acknowledge the unique cultures, spiritualities, histories and languages of the oldest surviving culture in the world, and to engage in a unified and positive relationship with First Nations Peoples and their communities.

The development and implementation of the Reflect Reconciliation Action Plan (RAP) provides a substantial and genuine way for us to demonstrate our commitment to and the need for the reconciliation process, working to achieve Reconciliation Australia's goals and objectives, alongside and with support from Reconciliation Tasmania.

In presenting this Reflect RAP to the Central Coast community I look forward to walking with all our community members, in implementing all the actions.

Cr Jan Bonde

Mayor, Central Coast Council

December 2021



Our Reconciliation Action Plan (RAP)

The Reflect RAP sets out the Council's commitment and approach to working as an organisation with First Nations Peoples in the Central Coast. The RAP prescribes specific actions, some mandatory, which are to be delivered over the life of the plan. The RAP will be advised, guided, and ultimately endorsed by Reconciliation Australia.

Committing to a Reflect RAP has enabled the Council to explore opportunities to build respectful relationships both within Council and across the broader community with First Nations stakeholders. In this, and future Plans Council aims to establish a positive vision for reconciliation which is meaningful, mutually beneficial, and sustainable.

“Reflect Reconciliation Action Plan (RAP) provides a substantial and genuine way for us to demonstrate our commitment to and the need for the reconciliation process” - Mayor Cr Jan Bonde

Our commitments to First Nations Peoples is documented through the Central Coast RAP and includes:

We will walk alongside First Nations Peoples as equal partners – *‘where respect is shown, it will be returned’* – Auntie Erica Maynard-Short.

Recognise and value the strong, spiritual connection First Nations Peoples have to the land.

Improve the understanding in our community of the rich and deep history of First Nations Peoples.

Learn from the original and continuing custodians of this land, enable respectful sharing opportunities and learnings of diverse stories and views.

Support or initiate projects and programs that educate us all.

Include and make visible the truth of our shared history with our broader non-Indigenous community, including our newly arrived community members.

Commit to leadership in reconciliation in partnership with First Nations Peoples.

Ensure transparent accountability on the progress and achievement of this plan.

Empower a respectful and culturally safe organisation.

Embrace and showcase artistic and cultural expression as valuable communication methods, especially with our young people and in our cultural spaces.

Celebrate and recognise the importance of young people’s voices, to enable our community to learn from our First Nations community.

Relationships, Respect, and Opportunities

Following an expression of interest to Reconciliation Tasmania in 2020, the Central Coast Council committed to the development of a RAP. A Reconciliation Action Plan Working Group (RAPWG) has been formed.

Important partnerships and relationships have been forged between Council's staff and the staff from No. 34 Aboriginal Health Service (Rural Health Tasmania), the Ulverstone Secondary College – Aboriginal Studies teacher and students and our local Aboriginal Elder, Auntie Erica Maynard-Short. Auntie Erica shared essential and invaluable insights drawn from her personal stories and teachings as a local First Nations Elder.

Members of the Working group include – Cr. Amanda Diprose, NRM Officer, Construction Group Leader, Customer Services Officer Works, WHS officer, Community Services Group Leader, and the Community Wellbeing Officer/RAP Project Officer. First Nations Peoples from No. 34 Aboriginal Health Service (Rural Health Tasmania) have actively worked along the Council in the

development of this RAP. Aboriginal and Torres Strait Islanders student representatives from Ulverstone Secondary School students have also contributed to the Working Group discussions and continue to be involved in this process.

The RAP journey commenced with a participatory session that 'set the scene' with open and honest communication that granted opportunities to yarn and explore the meanings and worth behind the reconciliation process. The Reconciliation Action Plan Working Group (RAPWG) are here to embrace the views of staff and Councillors whilst working in accordance with the requirements, templates, guidelines, and support from Reconciliation Tasmania.

The Mayor of the Central Coast Council, Cr Jan Bonde, will take the lead in the Councils reconciliation journey and will be an ambassador and advocate for reconciliation both internally and publicly to ensure this remains high on the agenda across senior leadership and raise the awareness in our broader community.

The Working Group will continue to guide the development and implementation of the RAP and ensure the ongoing progress of the RAP deliverables with a commitment to help 'turn good intentions into measurable actions' that will be impactful at a local level.

Community leadership shall provide avenues to influence the broader community and result in greater awareness, respect and participation in active reconciliation in our region. Using the three RAP pillars of reconciliation - Relationships, Respect, and Opportunities, this Reflect RAP has been developed to identify and implement actions towards a real commitment to reconciliation.

'Where respect is shown, it will be returned'

– Auntie Erica Maynard-Short.



**Through the Working Group's
yarning and exploration, an
understanding of this land's
rich and deep history has
been realised.**

The Future

Through the Working Group's yarning and exploration, an understanding of this land's rich and deep history has been realised. Young Aboriginal people have been important collaborators, helping to form part of the next phase in reconciliation, their input acknowledged for on-going inclusion. Their voice is in strong support for the 'Cultural Precinct' and other public buildings and spaces to become platforms that highlight and reference the First Nations Peoples of this country and provide opportunities for the exploration, promotion and learning of traditional First Nations Peoples art and cultures.

This powerful reflection process delivered some key themes and initiatives that will be a focus of the next stage in the reconciliation process for the Council.

These opportunities have been noted here, to demonstrate collaboration and commitment that is to be continued as the Council moves through the RAP process.

Recognition of First Nations Peoples through art or sculpture at the entrance of the new Cultural Precinct, will provide an appropriate welcome to this new community resource. Edible native plant gardens will add relevant cultural character to the space, along with sculptures that depict local traditions such as fish traps will explain technologies developed by First Nations Peoples.

Other concepts for consideration in our future RAP include:

- ▶ That consideration be for the new Cultural Centre to include a workable space – supporting Aboriginal artistry (stone tools, basket weaving, shell work, etc.).
- ▶ Suggested that naming of the Cultural Centre as The Hive also be translated into the Palawa Kani language to become a joint brand name.
- ▶ Acknowledgement of Country at sporting activities, encouraging the development of Aboriginal specific sporting teams, cultural exchange with other states (ie. Football), signage at sports grounds and facilities. (Ulverstone, Dial, Athletics, Stadiums)
- ▶ Our Civic spaces (Civic Centre) – display relevant First Nations Peoples art – include a section for First Nations Peoples art in the annual art exhibition each year.
- ▶ Art and interpretation projects to reflect First Nations Peoples history and cultures.
- ▶ Invite local students in activities that are relevant and respectful, to participate in Welcome to Country.
 - Ulverstone Secondary College students from the Aboriginal Studies class have created a poster style “Acknowledgement of Country” that is suitable to be prominently displayed at the entry point of community spaces, like recreation facilities, civic centre, meeting spaces and parkland gathering spaces.
- ▶ Embrace the visions of young people, maintain relationships to ensure their voices are included.
- ▶ Engage with First Nations Peoples on projects of significance in our community.
- ▶ Provide cultural awareness training to staff.
- ▶ Fund a Council staff member to support First Nations Peoples Community Development.
- ▶ Improved Story Telling (increase awareness across the generations in our communities, align relevance, local stories) :
 - Story telling through dance.
 - AFL – story telling, about its origin.
 - Display to include ideas of an interactive cave setting, consider the target audience, younger open minds.
 - Utilise varying mediums to showcase and share stories – ie. virtual tours of some of the amazing local places like fish traps use film to tell stories.
- ▶ Include of an Acknowledgement of Country or invite a Welcome to Country at all major events in our community.
- ▶ Encourage and support First Nations Peoples to make application for grants programs that enhance cultural activity.

RAP Commitments

Central Coast Council - List of Actions

ACTION	DELIVERABLE	TIMELINE (COMPLETION)	RESPONSIBILITY
1. Relationships			
1.1 Establish and strengthen mutually beneficial relationships with First Nations Peoples stakeholders and organisations.	1.1.1 Identify First Nation Peoples stakeholders and organisations in the Central Coast area. (Annually)	Feb 2022	Community Wellbeing Officer
	1.1.2 Research best practice and principles that support partnerships with First Nation Peoples stakeholders and organisations.	March 2022	Community Wellbeing Officer
1.2 Build relationships through celebrating National Reconciliation Week (NRW).	1.2.1 Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to staff.	April 2022	Community Wellbeing Officer
	1.2.2 RAP Working Group members to participate in an external National Reconciliation Week event.	June 2022	General Manager
	1.2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	June 2022	Community Wellbeing Officer
1.3 Promote reconciliation through our sphere of influence.	1.3.1 Communicate Council's commitment to reconciliation to staff.	Feb 2022	Community Wellbeing Officer
	1.3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2022	Community Wellbeing Officer
	1.3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey – including in the arts, sports, veteran, aged, and education sectors.	Aug 2022 & April 2023	Community Wellbeing Officer
	1.3.4 Promote opportunities for genuine consultation and collaboration on relevant programs and projects to include the views and feedback from First Nations Peoples.	March 2022 & Sept 2022	Community Services Manager
1.4 Promote positive race relations through anti-discrimination strategies.	1.4.1 Research best practices and policies in areas of race relations and anti-discrimination.	June 2022	General Manager
	1.4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	Nov 2022	General Manager

ACTION	DELIVERABLE	TIMELINE (COMPLETION)	RESPONSIBILITY
2. Respect			
2.1 Increase understanding, value and recognition of First Nation cultures, histories, knowledge and rights through cultural learning.	2.1.1 Develop a business case for increasing understanding, value and recognition of First Nation cultures, histories, knowledge, and rights.	Nov 2022	Community Services Manager
	2.1.2 Conduct a review of the cultural learning needs of staff.	April 2022	HR Officer
	2.1.3 Create opportunities for staff to participate in cultural education workshops such as 'Come Walk With Us'. (Annually)	Oct 2022	HR Officer
2.2 Demonstrate respect to First Nations Peoples by observing cultural protocols.	2.2.1 Develop an understanding of First Nations Peoples of the lands and waters in the Central Coast area.	April 2022	Community Wellbeing Officer
	2.2.2 Increase staff's understanding of the purpose and significance behind cultural protocols, including 'Acknowledgement of Country' and 'Welcome to Country' protocols.	April 2022	Community Wellbeing Officer
	2.2.3 Develop guidelines regarding relevant cultural protocols in collaboration with First Nations Peoples.	April 2022	Community Wellbeing Officer
	2.2.4 Design and display an acknowledgement of Country 'poster/card' for meeting spaces and Council venues.	July 2022	Community Wellbeing Officer
2.3 Build respect for First Nation cultures and histories by celebrating NAIDOC Week.	2.3.1 Raise awareness and share information amongst all staff and Councillors about the meaning of NAIDOC Week.	July 2022	Community Wellbeing Officer
	2.3.2 Introduce staff and Councillors to participate in NAIDOC Week by promoting external events in our local area.	July 2022	Community Wellbeing Officer
	2.3.3 Provide an opportunity for RAPWG to participate and encourage staff and Councillors to be involved in an external NAIDOC Week event.	July 2023	Community Wellbeing Officer
	2.3.4 Partner with No.34 Aboriginal Health Service to deliver a joint NAIDOC Week event.	July 2022	Community Wellbeing Officer

ACTION	DELIVERABLE	TIMELINE (COMPLETION)	RESPONSIBILITY
2.4 Acknowledge the Aboriginal flag as a key symbol of reconciliation.	2.4.1 Fly the Aboriginal flag permanently at Council Chambers.	May 2022	Community Services Director
	2.4.2 Enable the appropriate display of the Aboriginal flag by staff at their workstation	Feb 2022	Community Wellbeing Officer
2.5 Consult and explore how to support First Nations Peoples' voices about Australia Day.	2.5.1 Work with the Australia Day Council on opportunities that support the 'Reflect, Respect, Celebrate' initiative.	Jan 2022	The Mayor
	2.5.2 Commit to acknowledging the loss and impacts to First Nations Peoples on Australia Day.	Jan 2022	The Mayor
2.6 Support opportunities for truth telling to improve our understanding of the history and cultures from all perspectives.	2.6.1 Support opportunities to provide experiences for the public regarding First Nations Peoples history and culture across the Central Coast community. Eg. HIVE – new cultural precinct.	Aug 2022	Community Development Manager
	2.6.2 Seek external funding to develop local resources about First Nation Peoples languages, stories, and history relevant to specific sites and the (Northern Country) region. Eg. HIVE – new Cultural Precinct.	June 2023	Community Development Manager

3. Opportunities

3.1 Improve employment outcomes by increasing First Nations recruitment, retention, and professional development.	3.1.1 Develop a business case for increasing understanding, value and recognition of First Nations Peoples cultures, histories, knowledge and rights within our organisation.	June 2022	General Manager
	3.1.2 Build understanding of current First Nations Peoples staffing to inform future employment and professional development opportunities.	June 2022	General Manager
3.2 Increase First Nation supplier diversity to support improved economic and social outcomes.	3.2.1 Develop a business case for procurement from First Nations Peoples owned businesses.	Feb 2023	Senior Leadership Team
	3.2.2 Investigate Supply Nation membership.	Feb 2023	Director Organisational Services

ACTION	DELIVERABLE	TIMELINE (COMPLETION)	RESPONSIBILITY
4. Governance			
4.1 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	4.1.1 RWG to meet regularly to govern RAP implementation.	Nov 2022	Community Wellbeing Officer
	4.1.2 Review the Terms of Reference for the RWG.	Nov 2022 & July 2023	Community Wellbeing Officer
	4.1.3 Maintain First Nations Peoples representation on the RWG.	Feb 2022 & Feb 2023	Community Wellbeing Officer
4.2 Provide appropriate support for effective implementation of RAP commitments	4.2.1 Define resource needs for RAP implementation.	April 2022	Community Wellbeing Officer
	4.2.2 Engage senior leaders in the delivery of RAP commitments.	Jan 2022	Community Wellbeing Officer
	4.2.3 Define appropriate systems and capability to track, measure and report on RAP commitments.	Jan 2022	Community Service Manager
	4.2.4 Review the Central Coast Strategic Plan to incorporate the emerging priorities that will impact future strategic direction.	March 2023	General Manager
4.3 Build accountability and transparency through reporting RAP achievements, challenges and learning both internally and externally.	4.3.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September annually	Community Wellbeing Officer
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.	May 2023	General Manager



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