

Artwork courtesy of Shareen Clayton



Reconciliation Action Plan 2021 - 2022


FairfieldCity
Celebrating diversity



Acknowledgements

Fairfield City Council acknowledges the Cabrogal people as the traditional custodians of the Fairfield City local government area and pays its respects to its Elders both past and present. The Cabrogal clan takes its name from the 'cobra grub' a staple food for the clan, which can be found in local creeks and estuaries in the area. Deerubbin and Gandangara are the names of the Local Aboriginal Lands Council's (LALCs) within the Fairfield City Council LGA.

Fairfield City Council would like to acknowledge the contributions of the many groups of individuals consulted to develop the Reconciliation Action Plan 2021-2022. The acknowledgements include members of the Council's Aboriginal Advisory Committee, Elders, community members and organisations, government and non-government organisations, local schools, and Fairfield City Council staff. All involved attended and contributed their wisdom and insights in the consultation process.

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Woodville Alliance

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Message from the Mayor



Fairfield City Council's Reconciliation Action Plan (RAP) is our commitment to supporting the reconciliation process and 'closing the gap' between Aboriginal and Torres Strait Islander peoples and other Australians.

The RAP outlines our strategies to provide Aboriginal and Torres Strait Islander peoples with equitable access to our City's facilities and services and to build capacity, support and respond to current and future identified needs.

Council is committed to delivering on these services to bring about prosperity and recognise the strength and resilience of one of the oldest continuing cultures. We respect the special place the Cabrogal people hold within our region and we recognise their unique connection to the land.

The RAP is our guide to progress the building of respectful communities; supporting inclusion and equality and strengthening the ability of where we live to be a safe, connected and dynamic community.

Frank Carbone
Mayor of Fairfield City

Message from the City Manager



In 2005, Fairfield City Council endorsed a Statement of Commitment between Council and the Gandangara Local Aboriginal Land Council to; acknowledge the history that has occurred between Aboriginal people and European settlers in the area; make a commitment to advocate on behalf of Aboriginal community members to implement culturally appropriate service provision; and develop, promote and support Aboriginal involvement in local events and celebrations conducted by Council.

The Reconciliation Action Plan (RAP) articulates our vision for a future where Aboriginal and Torres Strait Islander peoples have equitable access, inclusion and opportunities; and where the diverse cultural backgrounds, experiences and needs of Aboriginal and Torres Strait Islander Peoples are understood and valued.

Our RAP sets purposeful targets to achieve over the coming years as we work toward embedding reconciliation into our business.

I would like to recognise the contribution of our community partners on our reconciliation journey, and applaud them on the leadership they have demonstrated in supporting the aspirations of Aboriginal and Torres Strait Islander peoples.

Alan Young
City Manager of Fairfield City

Executive Summary

The Fairfield City Council Reconciliation Action Plan 2021–2022 sets out the goals and key priority areas for Council's work in promoting reconciliation and inclusion of the local Aboriginal and Torres Strait Islander communities.

Fairfield City is located on land of the Cabrogal clan of the Darug nation and is today called home by a culturally rich and diverse community. Fairfield City's Aboriginal and Torres Strait Islander community is small but a proud, young and active community. Council is committed to see the young members grow up proud of their culture in a community that celebrates diversity and embraces reconciliation.


The Reconciliation Action Plan 2021-2022 not only demonstrates Council's commitment to address local concerns, but also a commitment to national concerns by implementing actions that align with the Commonwealth Government's 'Closing the Gap' Strategy. Council endeavours to reduce the disparities between Australia's Aboriginal and Torres Strait Islander and non-Aboriginal population.

In 2000, Fairfield City Council signed a Local Government Commitment with the local Aboriginal and Torres Strait Islander community and Gandangara Local Aboriginal Land Council. This Commitment continues to underpin Council's work with the local Aboriginal and Torres Strait Islander community. This Reconciliation Plan is the third of its kind and builds on the outcomes and achievements of plans running from 2005–2010 and 2011–2016.

To identify and develop the key priority areas (KPAs) for this plan, consultations were carried out in two workshops and online to provide an insight to Council's work with the Aboriginal and Torres Strait Islander Community.

The consultations were important to understand the community's perspectives which would guide Council's response. Furthermore, the consultations helped identified the goals and actions of the specific KPAs that aim to be achieved in the two years. The three KPAs that are the focus of this plan are:

- Relationships
- Respect
- Opportunities



The Reconciliation Action Plan will be implemented over the next two years and Fairfield City Council will collaborate with a range of organisations to ensure the goals and objectives are met. Continual monitoring and evaluation of this plan will be done to analyse its effectiveness and address any emerging concerns.

Photo courtesy of Woodville Alliance

Our Vision

Fairfield City Council recognises the proud traditions of Aboriginal and Torres Strait Islander peoples, their spiritual relationship with the land and their right to live according to their own beliefs, values and customs. We recognise that Aboriginal and Torres Strait Islander peoples are the first peoples of our country and for thousands of generations they have managed and nurtured its lands and waters. We are proud to acknowledge the survival of Aboriginal and Torres Strait Islander peoples and their ongoing contribution to building and enriching this country today.

An extension of our recognition is our vision in addressing the legacy of our past and bringing Aboriginal and Torres Strait Islander and non-Aboriginal people together to build a community based on equality, respect, acceptance and unity. We envision our diverse community celebrating together our rich and vibrant Aboriginal and Torres Strait Islander culture, history and heritage. We aim to make reconciliation a genuine part of everyone's business in Fairfield City.

Our Commitment

In July 2000, Fairfield City Council signed a Local Government Commitment that both acknowledges and recognises Aboriginal and Torres Strait Islander peoples as the first peoples of Australia. Council has dedicated itself to developing a partnership approach with Aboriginal and Torres Strait Islander peoples to address local needs and celebrate their culture.

This Commitment acknowledges their loss and grief caused by alienation from traditional lands, loss of lives and freedom, and the forced removal of their children.



Bonnyrigg ELC Aboriginal
Didgeridoo Performance, 2019



Policy Context

Closing the Gap

In November 2008, the Council of Australian Governments (COAG) developed the 'Closing the Gap' strategy, a national reform agreement committed to reducing major socioeconomic disparities between Australia's Aboriginal, Torres Strait Islander and non-Aboriginal population. Closing the Gap represents the Federal Governments key strategic commitment to Aboriginal and Torres Strait Islander communities in Australia.

The Closing the Gap strategy has lifted expectations of what government and local Aboriginal and Torres Strait Islander communities can achieve together. It has harnessed Council's resolve to refocus efforts to improve the lives and livelihoods of Aboriginal and Torres Strait Islander residents.

In 2016 COAG agreed to refresh the Closing the Gap framework, and to work on this with Aboriginal and Torres Strait Islander peoples. 29 national roundtables were hosted by the Australian Government in each state and territory capital city and major regional centres in 2017 and 2018. In 2018 a special gathering of prominent Aboriginal and Torres Strait Islanders presented COAG with statement setting out priorities for a new Close the Gap agenda.

On the 27 July 2020, the National Agreement on Closing the Gap (the National Agreement) came into effect upon signature by First Ministers of all Australian governments, the Lead Convenor of the Coalition of Aboriginal and Torres Strait Islander Peak Organisations (the Coalition of Peaks) and the President of the Australia Local Government Association (ALGA).

Table 1 outlines national strategic policy frameworks that contain key strategies and targets that contribute to the national reconciliation movement and Closing the Gap.

Table 1. Key national strategic policy frameworks relevant to this Plan		
Policy	Purpose	Relevant strategies and targets
Closing the Gap	To reduce major socioeconomic disparities between Australia's Aboriginal and non-Aboriginal population	<ul style="list-style-type: none"> • Close the gap in life expectancy within a generation, by 2031 • By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) early childhood education to 95 per cent. • By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent. • By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.
Closing the Gap Refresh	To renew the 'Closing the Gap' agenda and identify ways of better working towards reaching the targets	<p>To adopt a strength-based approach and follow six implementation principles:</p> <ul style="list-style-type: none"> • Evidence-based programs and policies • Genuine collaboration with Aboriginal communities • Tailor programs and services for local communities • Share decision-making • Prioritise funding to meet targets • Clear roles, responsibilities and accountability
Employment Parity Initiative 2020	To increase the Aboriginal workforce to be consistent with the proportion of Aboriginal Australians in the national population by 2020	<ul style="list-style-type: none"> • Increase Aboriginal employees in the Australian private sector to 3%

Reconciliation Australia and Reconciliation Action Plans

Reconciliation Australia is a non-government organisation established in 2001 as the expert body on reconciliation in Australia. It replaced the government established Council for Aboriginal Reconciliation (CAR). Reconciliation Australia works across Australia with the purpose of inspiring and enabling reconciliation between Aboriginal, Torres Strait Islander and non-Aboriginal Australians.

In 2006, in partnership with the Commonwealth Government, Reconciliation Australia launched the Reconciliation Action Plan (RAP) program. The program supports organisations, including local government, to develop operational plans through a framework with practical actions that contribute to the national reconciliation movement. The RAP Program is built around advancing the five dimensions of reconciliation. The five dimensions of reconciliation are:

- Race relations
- Equality and equity
- Institutional integrity
- Unity
- Historical acceptance

Reconciliation Action Plans play a key role in contributing to the national strategy to close the gap between Aboriginal and Torres Strait Islander and non-Aboriginal Australians, particularly in improving employment and procurement policies and the provision of more culturally appropriate services.



Photo courtesy of Woodville Alliance

Opportunity Choice Healing Responsibility Empowerment (OCHRE)

In 2011 the NSW Government developed a 10 year whole of government strategic plan, NSW 2021, setting priorities for action and guiding resource allocation. Among 32 broad Goals in the plan, Goal 26 specifically refers to 'fostering opportunity and partnership with Aboriginal people'.

On the back of NSW 2021, the Premier established a Ministerial Taskforce to improve education and employment outcomes and service delivery for Aboriginal and Torres Strait Islander people in NSW. The taskforce produced OCHRE (Opportunity, Choice, Healing, Responsibility, Empowerment) in 2013 – a community-focused plan seeking to transform the relationship between Aboriginal and Torres Strait Islander communities and the NSW Government and improve service delivery. OCHRE emphasises increased ownership of policies and programs for Aboriginal and Torres Strait Islander communities and a move to a more collaborative approach with the Government based on partnerships, a strength - based approach and evidence-based solutions



Aboriginal Dance Performance at Cabramatta Moon Festival 2018



Artwork courtesy of Shareen Clayton

The OCHRE plan also identifies the need for healing in Aboriginal and Torres Strait Islander communities to overcome inter-generational trauma and loss and improve social and cultural wellbeing. Aboriginal and Torres Strait Islander communities have identified that community development and empowerment are imperative to this healing process. The process of reconciliation, however, is also the key to creating an environment in which healing and empowerment can be achieved.

Table 2 outlines NSW strategic policy frameworks that contain key strategies and targets that contribute to the national reconciliation movement and 'Closing the Gap'.

Table 2. Key NSW strategic policy frameworks relevant to this Plan		
Plan	Purpose	Goals, strategies and targets
NSW 2021	To set the strategic policy priorities for the decade 2011–2021	<p>Relevant targets for the Aboriginal community include:</p> <ul style="list-style-type: none"> • Fostering opportunity and partnership with Aboriginal people • Reduce the gap in employment outcomes between Aboriginal and non-Aboriginal people within a decade • Reduce the number of Aboriginal people who are homeless • Increase the number of Aboriginal communities the State Government is partnering with to improve local outcomes • Increase access for people to learn Aboriginal languages • Increase the number of hectares of public lands that Aboriginal people are actively involved in managing • Increase the number of Aboriginal culturally significant objects and places protected • Increase the number of opportunities for cultural participation, including Aboriginal cultural activities/events

Table 2. Key NSW strategic policy frameworks relevant to this Plan

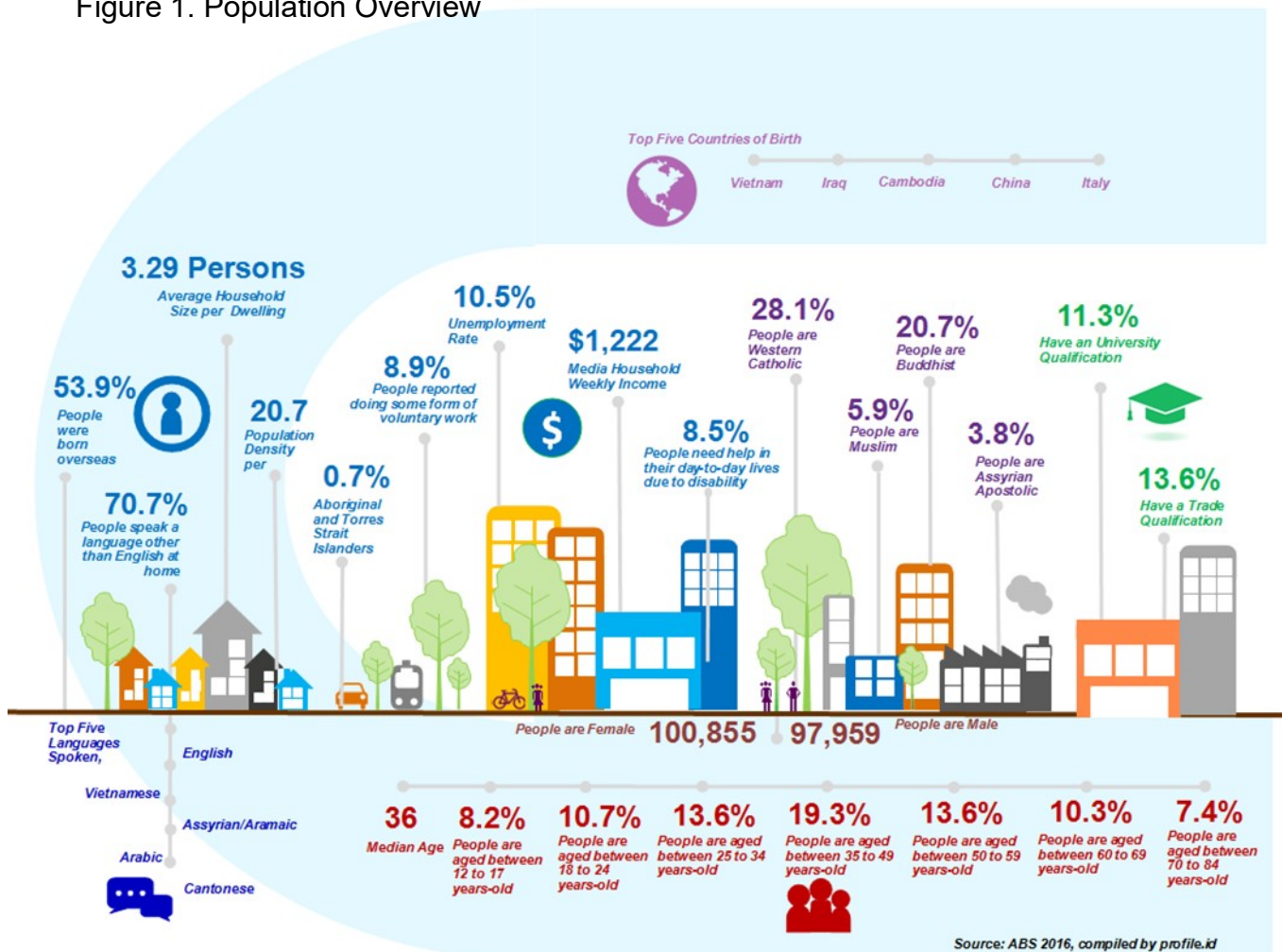
Plan	Purpose	Goals, strategies and targets
OCHRE	To support strong Aboriginal communities in which Aboriginal people actively influence and fully participate in social, economic and cultural life	<p>To adopt a strength-based approach and follow six implementation principles:</p> <ul style="list-style-type: none"> • Teach more Aboriginal languages and culture to build people's pride and identity • Support more Aboriginal students to stay at school • Support more Aboriginal young people to get fulfilling and sustainable jobs • Grow local Aboriginal leaders' and communities' capacity to drive their own solutions • Focus on creating opportunities for economic empowerment • Make both Government and communities more accountable for the money they spend



Profile of Fairfield City - Demographics

Fairfield City is located in South West Sydney, approximately 32 kilometres from the Sydney Central Business District, and covers an area of 102.5 square kilometres. Fairfield City incorporates 27 suburbs with a population of 210,612 in 2018. However, Figure 1 that outlines the population overview is representative of the ABS 2016 data. Furthermore, Fairfield City Council acknowledges the Cabrogal clan of the Darug nation as the traditional custodians of the land.

Figure 1. Population Overview



Our Aboriginal and Torres Strait Islander Community

The Aboriginal and Torres Strait Islander population of Fairfield City in 2016 was 1,484, living in 685 dwellings. This is 0.7% of the total population (ABS 2016). It is a small but proud and active community that nurtures its culture and heritage. Fairfield City Council, in 2018, employs 670 staff, two of which identify as Aboriginal. Aboriginality is not listed as mandatory for new employees to identify themselves. As such there are no accurate statistics available.

Fairfield has a young community with more Aboriginal or Torres Strait Islander people aged 0–11 years (27.6%) than those 60 years and over (9.9%). This is significantly younger than the general population of Fairfield City, where 15.1% of people are 0–11 years and 17.7% are 60 years and over. However, it is common across New South Wales and Australia that Aboriginal and Torres Strait Islander communities are younger than the general population.

Table 3 highlights the changes in age groups of the Aboriginal and Torres Strait Islander population of Fairfield City in 2016 in comparison to 2011. In 2016, there were 151 more people in Fairfield City identifying as Aboriginal and Torres Strait Islander compared to 2011. The Aboriginal and Torres Strait Islander population increased across all age groups, except for the 12–17 and 65+ year old age groups, in which there was a decrease of 17 and 2 people respectively.

Figure 1. Map of Deerubbin and Gandangara LALC's

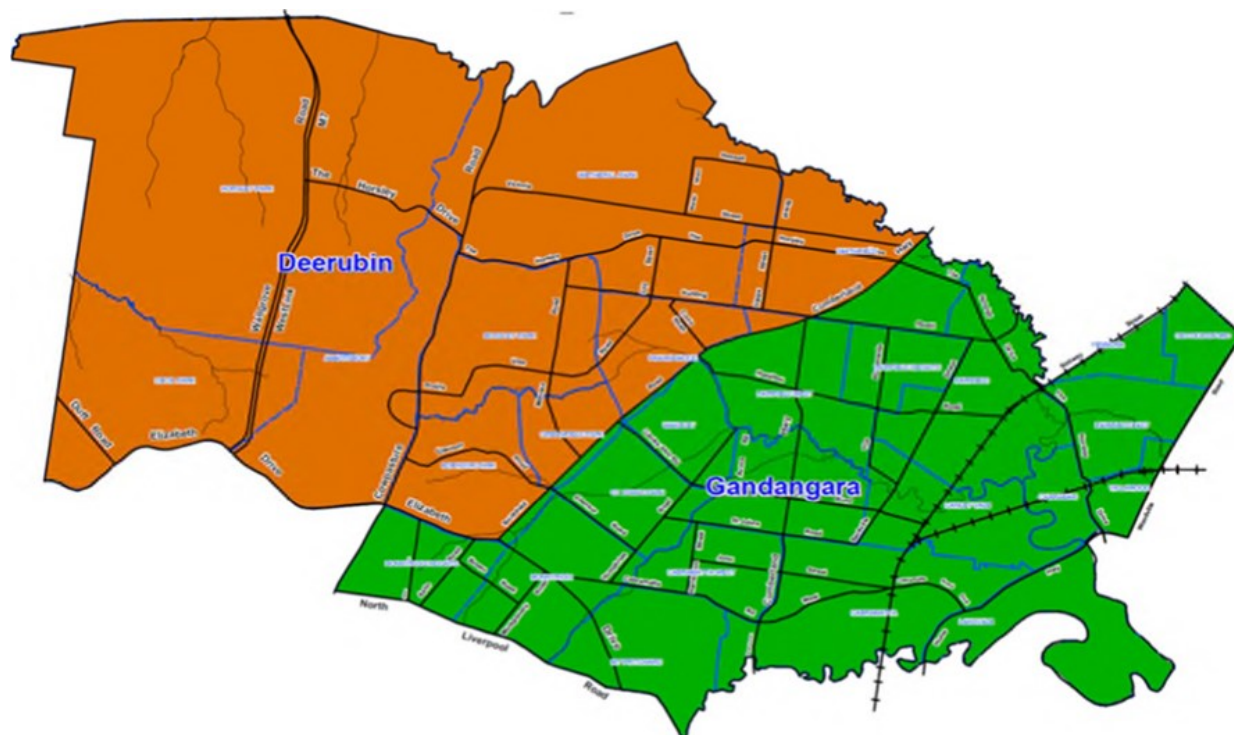




Table 3. Changes in the Aboriginal and Torres Strait Islander population of Fairfield City by age group from 2011 to 2016.

Age group (years)	2016		2011		2011-2016
	No.	%	No.	%	Change (No.)
0-4	179	12.1%	158	11.9%	+21
5-11	230	15.5%	201	15.1%	+29
12-17	166	11.2%	183	13.8%	-17
18-24	208	14.1%	179	13.5%	+29
25-34	183	12.4%	166	12.5%	+17
35-49	223	15.1%	204	15.3%	+19
50-59	144	9.7%	132	9.9%	+12
60-64	48	3.2%	50	3.8%	-2
65+	99	6.7%	56	4.2%	+43
Total	1,480	100.0%	1,329	100.0%	+151

(Source 2016 ABS Census of Population).

Table 4 shows the Aboriginal and Torres Strait Islander population of Fairfield City in comparison to the total population of Fairfield City by age group. Table 4 highlights the relative youth of the Aboriginal and Torres Strait Islander population in comparison to the total population of Fairfield City. The proportion of the Aboriginal and Torres Strait Islander population in age groups 0–4 up to 18–24 is higher than in the total population.

Table 4. Aboriginal and Torres Strait Islander population and total population of Fairfield City by age group, 2016

Aboriginal and Torres Strait Islander population			Total population	
Age group (years)	No.	%	No.	%
0-4	179	12.1%	12,090	6.1%
5-11	230	15.5%	17,901	9.0%
12-17	166	11.2%	16,247	8.2%
18-24	208	14.1%	21,197	10.7%
25-34	183	12.4%	27,090	13.6%
35-49	223	15.1%	38,313	19.3%
50-59	144	9.7%	27,112	13.6%
60-64	48	3.2%	20,503	10.3%
65+	99	6.7%	14,778	7.4%
85+	N/A	N/A	3,585	1.8%
Total	1,480	100.0%	198,816	100.0%

(Source 2016 ABS Census of Population).



Photo courtesy of Ignacio Rojas

Our Reconciliation Journey

In the 1990s, Council ran a series of Aboriginal and Torres Strait Islander specific events and training for families in the Bonnyrigg area. The suburb was a focus of Council for many years due to the numbers of Aboriginal families residing there. Aboriginal experts were engaged to teach children and families about their culture, including arts and dance, and a number of events were organised to showcase Aboriginal culture to the public, including: NAIDOC Week celebrations, Bonnyrigg 'Bigg Rigg' Festival, Youth Week and Children's Week.

During NAIDOC week in 2000, Fairfield City Council signed a Local Government Commitment with the local Aboriginal and Torres Strait Islander community and Gandangara Local Aboriginal Land Council. Council committed to developing partnerships with Aboriginal and Torres Strait Islander people and communities to meet their needs and promote reconciliation in the City. This RAP provides the foundations for our work with the Aboriginal and Torres Strait Islander community.

In August 2001, the Council conducted a needs analysis for the Aboriginal and Torres Strait Islander community. The findings of this analysis led to the development of the Council's first Reconciliation Action Plan 2005–2010. This Plan saw the establishment of the Aboriginal and Torres Strait Islander identified position, Community Project Officer, Aboriginal, as well as the Aboriginal Advisory Committee as a formal Council Committee. It also led to the development of Aboriginal and Torres Strait Islander protocols for Council events, meetings and speeches and laid the foundations for ongoing work to promote reconciliation in Fairfield City.

Under this Plan, Council undertook the 'Bushtucker Trail' project at the Bonnyrigg Town Centre Park in 2005. This included creating an Elders and Aboriginal community garden at the park, as well as giving the park the Aboriginal name, Dungabi Badu Wari (*thick woods near*

water). This was the first dual naming of a park in Fairfield City. The park continues to be a place of significance to the Elders of the Fairfield City community, who regularly visit the garden and have used it as a meeting place.

In February 2008, Council celebrated Prime Minister Kevin Rudd's historic apology to the Stolen Generations with a public screening and barbecue lunch for over 100 Council staff, Aboriginal Elders and community members. Each member of the Aboriginal Advisory Committee was presented with a commemorative scroll of the Apology.

In 2011, Council developed the Fairfield City Dyalgala Reconciliation Action Plan 2011–2016 to promote the inclusion of, and meet the needs of, its Aboriginal and Torres Strait Islander residents. 'Dyalgala' means 'to embrace' and this captures the essence of Council's aim to build, foster and embrace respectful relationships which honour, support and celebrate Fairfield City's Aboriginal heritage.

The Plan was based on the three guiding principles of Respect, Relationship and Opportunities. Actions that were outlined in the Plan included providing Council staff with cultural awareness training, identifying opportunities for Aboriginal and Torres Strait Islander employment with Council and including Aboriginal and Torres Strait Islander events in the Council's events calendar.

Photo: Reconciliation Week 2016

This Plan saw Council run a number of cultural awareness learning sessions with local schools focused on ensuring the next generation understands and embraces reconciliation. The Council's Early Learning Centres have also been including activities and education about Aboriginal and Torres Strait Islander culture. Council engaged an Aboriginal and Torres Strait Islander expert to deliver a cultural awareness staff training program, Ngroo (*'walking together'*). The training was designed to equip staff to better engage with Aboriginal and Torres Strait Islander families to ensure these families are comfortable in placing their children into preschool.

This work follows a proud history of Council and community members supporting young people and schools to learn about and foster pride in Aboriginal and Torres Strait Islander culture. Council has run a number of programs with local schools, particularly in the Bonnyrigg area, since the 1990s.

The Fairfield City Museum and Gallery developed relationships with local Aboriginal and Torres Strait Islander artists and held a number of events and exhibitions showcasing Aboriginal and Torres Strait Islander culture, art and artefacts. In 2011, Council celebrated the artistic talents of Susan Grant, a local Aboriginal artist, who used the gallery as the sight of her first exhibition as an artist. Council proudly made local Elder and long-time Mount Pritchard resident the late Dr Aunty Mavis Robinson the 2013 Fairfield City Citizen of the Year for her contributions to the education and the wellbeing of Aboriginal and Torres Strait Islander peoples.

In 2016, the Aboriginal Advisory Committee adopted an Aboriginal name, Warin Tiati (*'let's talk'*). Community members also established Fairfield engaging Families of Aboriginal Heritage (FeFAH), an Aboriginal community group which comes together to discuss local issues and develop solutions. This group is supported by the Council's Community Project and Partnerships Officer—Aboriginal and Torres Strait Islander.

In 2017, Council commissioned an Aboriginal Heritage Study, documenting the cultural heritage and history in the area. The study aimed to identify and record places and items of Aboriginal cultural significance and archaeological potential, explain why those places and items identified were significant and recommend ways of managing and conserving them. Based on carbon dating of collected evidence, it is believed that Aboriginal people are likely to have resided in Fairfield for many thousands of years (*Fairfield Aboriginal Heritage Study 2017*). A piece of wood found submerged in a layer of sediment along Prospect Creek at Carramar was identified as coming from a stone axe from around 1,700–2,050 years ago (*Richard Gillespie, Centre for Archaeological Science, University of Wollongong*). The study developed a list of sites identified as having cultural significance.



Aboriginal Dance Performance at
Cabramatta Moon Festival 2018

Development of Our Reconciliation Action Plan

Consultation Process

In developing the Reconciliation Action Plan 2021-2022, Council worked closely with Aboriginal and Torres Strait Islander people, communities and non-government agencies including Gandangara Local Aboriginal Land Council. Council held an initial inception meeting with the Aboriginal Advisory Committee in April 2018 to determine the consultation process and development of this Plan.

In May 2018, Council held two consultation workshops with relevant internal Council staff, non-government agencies and community members. It was also an opportunity to reflect on the successes of the previous plan and set new priorities for this new Plan. The consultations focused on:

- Perceptions on access to Council services for the Aboriginal and Torres Strait Islander community
- Ideas where changes in Council work practices could promote inclusiveness for the Aboriginal and Torres Strait Islander community
- Perceptions on the strengths and weaknesses of the existing RAP
- Perceptions on the strengths and weaknesses of the existing Aboriginal and Torres Strait Islander activities and services undertaken by the Council
- The current concerns and priorities of the Aboriginal and Torres Strait Islander community and key stakeholders
- Ideas about new strategies and initiatives to promote reconciliation and inclusiveness.

Council distributed an online survey to Council staff and key informants from local community and interagency networks to collect further feedback and provide those who were unable to attend the workshops with an opportunity to provide input to this Plan.

Consultation Findings

Several themes emerged from the consultations. In regards to relationships, the consultations made it clear of the need to foster and deepen relationships with the Aboriginal and Torres Strait Islander community. The community members commented that building genuine working partnerships with Aboriginal and Torres Strait Islander community groups, organisations and businesses can help strengthen Council relationships. It can also help improve the ways in which Council works and interacts with Aboriginal and Torres Strait Islander communities. In reference to employment, the community emphasised that Council needs to provide support or partnerships to address the Aboriginal and Torres Strait Islander unemployment and employment rates.

Additionally, it was evident that the Aboriginal and Torres Strait Islander community is very proud of their rich cultural heritage. As a result, this Plan renews the Council's commitment to respecting and celebrating Aboriginal and Torres Strait Islander culture, days of significance, arts and crafts and history. Opportunities were also identified to improve internal and external communications to promote Aboriginal and Torres Strait Islander activities and events.

Identification of Key Priority Areas

The findings from the consultations and the online survey were analysed and used to inform the development of this Plan. In response to the consultation findings, three key priority areas (KPAs) were developed for our Reconciliation Action Plan 2021-2022. They are:

- Relationships
- Respect
- Opportunities

This Plan will be championed by the Warin Tiati Aboriginal Advisory Committee with a permanent Agenda item to report on the progress of the Plan. The Reconciliation Action Plan Working Group was established to monitor progress of the Plan and will be supported by Fairfield City Council who will monitor and report on the overall Plan.



*Aboriginal Dance Performance at
Cabramatta Moon Festival 2018*

Key Priority Area One: Relationships

Relationships: <i>To build, foster and embrace respectful relationships which honour, support, develop and celebrate Fairfield City's Aboriginal and Torres Strait Islander Heritage</i>				
Goals	Actions	Responsibility	Time Frame	Resources
Develop and implement RAP actions through a Working Group.	<ul style="list-style-type: none"> Establish a RAP Working Group (RWG) made up of FCC Council staff across a diversity of areas. Develop a terms of reference and goals for the RAP Working Group. Meet on a quarterly basis to monitor and report on RAP implementation 	Social Planning and Community Development (SPCD) RWG/ SPCD	2021	Within existing resources
			2021	Within existing resources
			Ongoing	Within existing resources
Support for the Aboriginal Advisory Committee	<ul style="list-style-type: none"> Continue formal communication procedures and protocols between the Aboriginal Advisory Committee and Fairfield City Council. The Aboriginal Advisory Committee to meet quarterly 	SPCD SPCD	Ongoing	Within existing resources
			Ongoing	Within existing resources

Goals	Actions	Responsibility	Time Frame	Resources
Build genuine relationships between Council, Aboriginal and Torres Strait Islander community members and organisations	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations in Fairfield City to explore relationships and opportunities for promoting reconciliation and inclusion. 	SPCD	2021	Within existing resources
	<ul style="list-style-type: none"> Liaise with relevant community organisations and service providers that work (or are interested in working) with Aboriginal and Torres Strait Islander people and communities, and develop opportunities and partnerships. 	SPCD	2021 - ongoing	Within existing resources
	<ul style="list-style-type: none"> Investigate developing a formal partnership with Gandangara and Derrubin LALCs to promote cultural inclusiveness, training, skill development, job readiness and services for local Aboriginal and Torres Strait Islander people and communities. 	SPCD	2021 - ongoing	Within existing resources



Aboriginal Dance Performance at Cabramatta Moon Festival 2018

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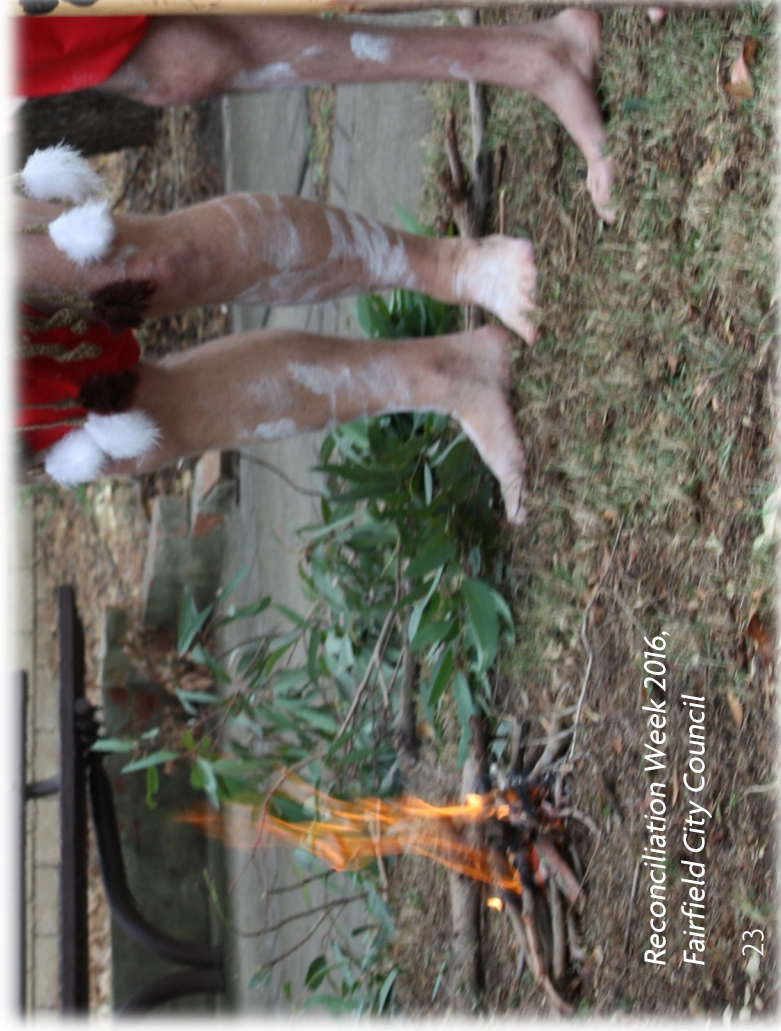


Reconciliation Week 2018, Fairfield City Council

Reconciliation Action Plan 2021-2022

Goals	Actions	Responsibility	Time Frame	Resources
Organise National Reconciliation Week (NRW) celebrations that actively promote reconciliation in Fairfield City	<ul style="list-style-type: none"> Organise and host an annual NRW event that articulates the significance of reconciliation. 	SPCD	Annually	Within existing resources
	<ul style="list-style-type: none"> Aboriginal Elders present at NRW events, play a significant role and their time and efforts are acknowledged. 	SPCD	Annually	Within existing resources
	<ul style="list-style-type: none"> Identify opportunities to partner with Aboriginal and Torres Strait Islander organisations to support NRW activities. 	SPCD	Ongoing	Within existing resources
Promote National Reconciliation Week (NRW) to all Council employees encouraging staff to participate in NRW	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff utilising a range of internal communications. 	SPCD	Ongoing	Within existing resources
Raise internal awareness of our RAP	<ul style="list-style-type: none"> Make the RAP available on Council intranet and publicise through Council publications and newsletters. 	SPCD	2021	Within existing resources
	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness among all staff across the organisation about our RAP commitments. 	RWG	2021-2022	Within existing resources

Goals	Actions	Responsibility	Time Frame	Resources
Raise external awareness of the RAP in the Fairfield City community	<ul style="list-style-type: none"> • Make RAP publicly available on Council website. • Share RAP with community members, groups, organisations and service providers as an outreach initiative for developing relationships. 	SPCD	2021	Within existing resources
		SPCD	Ongoing	Within existing resources
Support for community groups	<ul style="list-style-type: none"> • Support community organisations and networks who work with First Nations People 	SPCD	2021 - 2022	Within existing resources



Reconciliation Week 2016,
Fairfield City Council



Aboriginal Dance Performance at
Cabramatta Moon Festival



Photo courtesy of Woodville Alliance

Key Priority Area Two: Respect

Respect: Fairfield City Council demonstrates respect and understanding for Aboriginal and Torres Strait Islander peoples, communities, culture and history.				
Goals	Actions	Responsibility	Time Frame	Resources
Incorporate Aboriginal and Torres Strait Islander cultural learning into the formal induction process	<ul style="list-style-type: none"> Investigate a session as part of staff induction on cultural awareness and information about the local Aboriginal and Torres Strait Islander community, heritage, traditional owners and their ongoing significance. 	SPCD	Ongoing	Within existing resources
	<ul style="list-style-type: none"> Explore resources for cultural learning within Council's training programs. 	SPCD	Ongoing	Within existing resources
	<ul style="list-style-type: none"> Communicate and encourage all staff to complete the 'Share Our Pride' online learning 	SPCD	Ongoing	Within existing resources
Build the capacity of Council Childrens services staff to share learnings about Aboriginal and Torres Strait Islander culture and customs	<ul style="list-style-type: none"> Staff who have training from the Ngroo cultural awareness program share skills and knowledge with other staff. 	Children and Family Services (CFS)	Ongoing	Within existing resources
	<ul style="list-style-type: none"> Continue training of staff 	CFS	Ongoing	Within existing resources
		CFS	As required	Within existing resources

Goals	Actions	Responsibility	Time Frame	Resources
Identify cultural learning opportunities to increase staff and community understanding and appreciation of Aboriginal and Torres Strait Islander culture, history and achievements	<ul style="list-style-type: none"> Undertake a cultural awareness assessment/survey of all staff and identify needs, priorities and interests of staff. Implement and promote a cultural awareness program for Council staff and the community sector to increase awareness of Aboriginal and Torres Strait Islander culture and history. 	<p>SPCD</p> <p>SPCD + Learning and Development</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Within existing resources</p> <p>Within existing resources</p>
Develop partnerships to deliver a NAIDOC week event where local Aboriginal and Torres Strait Islander Elders take on a significant role.	<ul style="list-style-type: none"> Promote NAIDOC week in a range of local media – intranet, local newspaper, Council bulletin, email, and social media. Celebrate NAIDOC week and encourage staff to participate in NAIDOC Week activities Promote NAIDOC events to staff. Raise awareness and share information among our staff of the meaning of NAIDOC Week. 	<p>SPCD</p> <p>SPCD</p> <p>SPCD</p> <p>SPCD</p>	<p>Annually</p> <p>Annually</p> <p>Annually</p> <p>Annually</p>	<p>Within existing resources</p> <p>Within existing resources</p> <p>Within existing resources</p> <p>Within existing resources</p>

Goals	Actions	Responsibility	Time Frame	Resources
Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> Investigate the social history of the local Aboriginal and Torres Strait Islander community that can be used in induction and shared more broadly (e.g. through website). Develop and distribute information with a focus on the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	SPCD SPCD/Elders	2021-2022 Ongoing	Within existing resources Within existing resources
	<ul style="list-style-type: none"> Investigate creating an exhibition space or signage in the foyer area of the Council Administration Centre to respect and acknowledge the traditional owners and to show Aboriginal and Torres Strait Islander people that Council is a welcoming space. Include relevant event dates in our events calendar online for staff and the community to access. Celebrate and promote other Aboriginal and Torres Strait Islander dates of significance Incorporate images of Aboriginal and Torres Strait Islander peoples to our stock image library, to reflect the diversity of Fairfield City. Explore opportunities to use arts as an empowerment and engagement tool 	SPCD / Fairfield City Open Libraries SPCD SPCD SPCD/ Communications / Fairfield City Open Libraries SPCD / FCMG	2022 Annually Annually Annually 2021-2022	Within existing resources Within existing resources Within existing resources Within existing resources Within existing resources
Celebrate Fairfield City's rich Aboriginal and Torres Strait Islander culture, heritage and cultural life				



Artwork courtesy of Shareen Clayton

Key Priority Area Three: Opportunities

Opportunities: Fairfield City Council provides opportunities for Aboriginal and Torres Strait Islander people to participate and be actively involved in the rich community, culture and creative life				
Goals	Actions	Responsibility	Time Frame	Resources
Create opportunities for Aboriginal and Torres Strait Islander people involved in arts, culture and history to develop exhibitions, community engagement programs and events	<ul style="list-style-type: none"> Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment Include the statement in all job advertisements that 'Aboriginal and Torres Strait Islander people are encouraged to apply for Council positions'. 	SPCD SPCD	Ongoing Ongoing	Within existing resources Within existing resources
	<ul style="list-style-type: none"> Investigate external and internal funding for Aboriginal and Torres Strait Islander internships, cadetships and traineeships. Identify internship, cadetship, traineeship and/or volunteer opportunities across Council. Develop a partnership with key Aboriginal and Torres Strait Islander employment providers, including Gandangara and Derrubin LALCs, to encourage Aboriginal and Torres Strait Islander people into internships, cadetships and traineeships across a range of roles and experience in Council. 	SPCD SPCD SPCD	Ongoing Ongoing Ongoing	Within existing resources Within existing resources Within existing resources

Goals	Actions	Responsibility	Time Frame	Resources
Include Aboriginal and Torres Strait Islander suppliers in procurement where possible	<ul style="list-style-type: none"> Investigate the use of Supply Nation for procurement of products and Council services. Investigate Aboriginal and Torres Strait Islander supplier diversity 	<p>Council</p> <p>SPCD</p>	<p>2021-2022</p> <p>2021-2022</p>	<p>Within existing resources</p> <p>Within existing resources</p>
	<ul style="list-style-type: none"> Conduct a needs analysis for Fairfield City's Aboriginal and Torres Strait Islander community. Conduct a needs analysis of programs and services for Aboriginal and Torres Strait Islander children and young people. 	SPCD	Ongoing	Within existing resources



Conclusion - monitoring process

The Reconciliation Action Plan 2021-2022 will be implemented over the next two years. Fairfield City Council will collaborate with a range of organisations to ensure the goals and objectives of this Reconciliation Action Plan are met. The Plan will be monitored through Council processes and within the relevant frameworks, specifically the Integrated Planning and Reporting Framework (IPR). Moreover, the Reconciliation Action Plan 2021-2022 will link with Fairfield City Council's Delivery and Operational Plans.

The Community Project and Partnerships Officer—Aboriginal and Torres Strait Islander, as well as the Social Planning and Community Development Division, will adhere to regular reporting requirements where reports will be developed quarterly and monthly. The achievements associated with specific KPAs will be reported in the outlined reports and plans.

The Community Project and Partnerships Officer—Aboriginal and Torres Strait Islander, will also seek feedback on the implementation of this Plan from the Aboriginal and Torres Strait Islander community. This feedback is important to modify actions accordingly and address any emerging Aboriginal and Torres Strait Islander concerns which may have not been previously identified.





Aboriginal Dance Performance at
Cabramatta Moon Festival 2018