



REFLECT

Reconciliation Action Plan

November 2022 - November 2023



Artwork: *Nguyanguya Muri* by Allan Sumner and Sarah Bates of
Aboriginal Contemporary Arts Studios 2023




ACKNOWLEDGEMENT OF COUNTRY

The City of Burnside acknowledges the Kaurna people as the Traditional Owners of the land we work on.

Image: Kensington Wama/Kensington Gardens Reserve

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ARTWORK

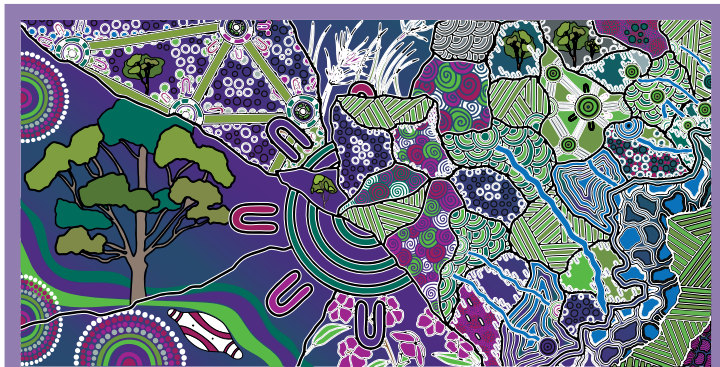
Nguyanguya Muri (Kurna word meaning 'Reconciliation')

By artists Allan Sumner and Sarah Bates of Aboriginal Contemporary Arts Studios 2023

The City of Burnside Reconciliation Action Plan artwork depicts Kurna First Nations People's history which lays beneath the layers of colonisation and urban development. Kurna culture is still strong and seen all around us into the present day. The artwork looks at the City of Burnside from a birds-eye view.

Represented within the artwork are the 28 suburbs which make up the City of Burnside, along with its rivers, creeks and significant cultural sites. The artwork speaks to an area of Kangaroo Grass with an understorey of shrubs and wild orchids. The creeks are surrounded by River Red Gums, Blue Gums, Sheoaks, Native Pines and the beautiful Golden Wattle.

The artwork features the "Kensington Wama Reflection Place and Kurna burial sites". From the right we see the Adelaide foothills and to the left the St Vincent's Gulf. The connections between Kurna community and the City of Burnside are also represented in the artwork. All places of importance, including the Reflection Place, creeks and the Adelaide Hills are geographically accurate within the artwork.



Artist Biographies

Allan Sumner

Allan Sumner is a Ngarrindjeri, Kurna, Yankunytjatjara Artist from South Australia. As an accomplished visual artist and graphic designer Allan is passionate about his cultural artwork and has spent valuable time with his elders retracing ancient art forms and creation stories. Allan communicates these stories, passed down from generation to generation, through his contemporary art pieces. He creates visually arresting landscape works employing earthy tones intertwined with cooler tones to represent rivers, lakes and coastal themes. The artwork he creates provide a sense of movement and convey deep layers of cultural knowledge. Today Allan mostly creates public artworks with various artworks commissioned by local and state government agencies and departments.



Sarah Bates

Born in far west NSW, Barkindji artist Sarah Bates has spent the last 20 years residing on Kurna Country in Adelaide. With ties to both NSW and SA, Sarah's art is a reflection of her connection to country in NSW and the lands she has grown up on in Adelaide.



OUR BUSINESS

The City of Burnside is a local government area in South Australia, located in the Adelaide metropolitan region. The Kaurna people of the Adelaide Plains have lived in this region for thousands of years.

The City is one of Adelaide's oldest residential areas, encompassing 28 suburbs, and is found nestled at the base of the Adelaide foothills, located 10 minutes from the central business district. Known for its leafy green streets and open spaces, coupled with a strong history, community pride and identification, many choose to work, live, visit and play in the City every year.

The City of Burnside's functions include providing services and facilities in the area, providing for the welfare, wellbeing and interest of individuals and groups in the community, providing infrastructure for industry, and establishing services or programs that benefit the community. The tranquil Hazelwood Park, Chambers Gully, heritage buildings, hills face zones and well utilised Kensington Gardens Reserve are just small examples in our network of parks and respected community facilities. Our City has a large range of schools, medical services, sports facilities and community centres, in addition to a Council-run cinema and a library highly utilised and much sought after by patrons for a diverse range of activities and purposes.

Council's boundaries comprise 27.5 square kilometres with an estimated resident population of 45,816 at 30 June 2019 (obtained from the Australian Bureau of Statistics). In the 2016 Australian Census, 0.3 percent (140) of our population identified as Aboriginal and Torres Strait Islander peoples. The Burnside community is diverse with 30.4 percent of the population born overseas.

The total number of full-time equivalent employees at the City of Burnside is 163. No employees have identified as Aboriginal or Torres Strait Islander peoples.

Image: Kensington Wama/Kensington Gardens Reserve



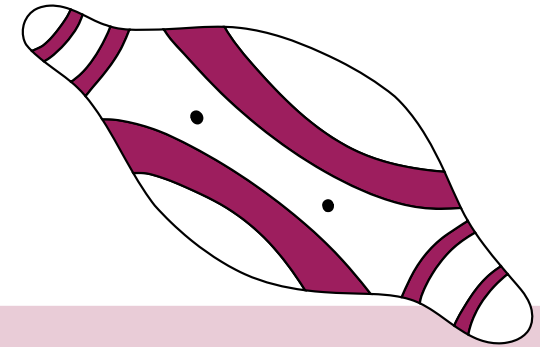
OUR RAP

On 25 February 2020, Council endorsed the preparation of a Reconciliation Action Plan to dedicate time and resources to building positive and meaningful partnerships with Aboriginal and Torres Strait Islander peoples and creating a shared vision for reconciliation. The RAP demonstrates the City of Burnside's commitment to reconciliation and acknowledges the Traditional Owners of the lands on which the City is built.

As part of the process, Council established a Reconciliation Action Plan Working Group (RWG) in February 2021 to oversee and govern the development and implementation of the RAP. The RWG includes representatives from the elected body, the local Aboriginal and Torres Strait Islander community and Council staff. The RWG will work collaboratively to support the implementation of the City of Burnside's first Reconciliation Action Plan. This plan is a pathway home together.

This plan has strong support from the Executive Team, Council Members and staff from across all departments, which will drive a whole-of-organisation response to successfully achieve the proposed actions. The RWG has ensured that consultation and engagement of Aboriginal and Torres Strait Islander stakeholders are at the centre of this plan, which includes identifying resources required.

In recent years, there has been ongoing engagement of Council with Aboriginal and Torres Strait Islander community members. These collaborations are still new and the Council is continually learning about the City's heritage. This plan is effectively the beginning of the City of Burnside's reconciliation journey. For our workplace and the Burnside community, we hope that this plan will turn positive intentions into action, building trust and respect, and increase understanding between Aboriginal and Torres Strait Islander people and non-Indigenous people.

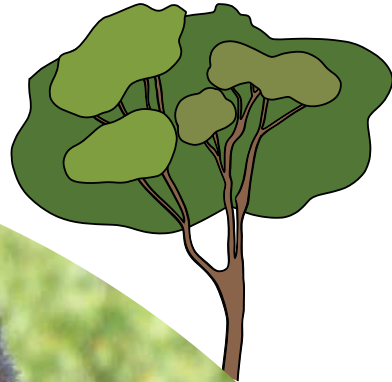


RAP Working Group Members

Mayor Anne Monceaux
Cr Peter Cornish (Rose Park & Toorak Gardens Ward)
Cr Lilian Henschke (Rose Park & Toorak Gardens Ward)
Cr Paul Huebl (Beaumont Ward)
Rayne Simpson (Community Representative)
Merle Simpson (Community Representative)
Lynette Crocker (Community Representative)

RAP Champions

Chris Cowley, Chief Executive Officer (Staff)
Belinda Portelli, Group Manager Community Connections (Staff)
Michelle Toft, Historical and Cultural Officer (Staff)
Karen Muller, Historical and Cultural Officer (Staff)



OUR PARTNERSHIPS/CURRENT ACTIVITIES

All Council meetings and events commence with an Acknowledgement of Country and for significant events a Kurna Elder provides a Welcome to Country. The Aboriginal flag is proudly flown in front of the Council Chambers.

Council currently funds and/or partners with a range of programs, services and projects with the Aboriginal and Torres Strait Islander community, which include:

- Kensington Gardens Reserve Redevelopment and establishing a Place of Reflection
- Co-naming Council owned reserves
- Biodiversity projects
- National Reconciliation Week
- NAIDOC Week
- Koori Kids – financial support towards NAIDOC Week school initiatives.

Mandatory Cultural Awareness training is being held for Council Members and staff across the whole organisation, which commenced in 2020.

The City of Burnside has been a Silver Member of Reconciliation South Australia since February 2020.

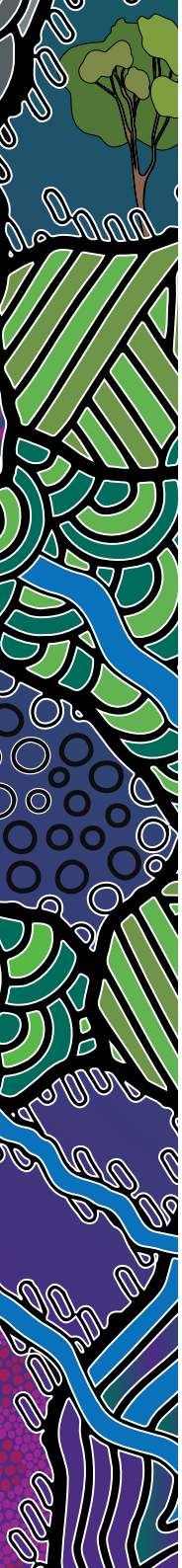
Image: Senior Kurna Man, Mickey Kumatpi O'Brien

RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2023	Team Leader Community Centres & Events
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2023	Team Leader Community Centres & Events
	Incorporate opportunities for joint projects with Aboriginal and Torres Strait Islander stakeholders and organisations into existing project management and event management frameworks.	December 2022	WHS and Risk Management Coordinator Strategic Projects & Planning Manager
	Establish a Kurna Advisory Group. Incorporate Kurna protocols and consult with the Kurna community to determine the roles, responsibilities and expectations of the Advisory Group. Long-term commitment and funding to be provided by the City of Burnside to ensure the longevity and impact the advisory group can have on the Burnside and surrounding district.	November 2023	Group Manager Community Connections
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our Council Members, staff, volunteers, Traditional Owners and community.	May 2023	Chief Executive Officer
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023	RWG Chair
	Encourage and support Council Members, staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2023	Chief Executive Officer
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to Council Members, staff, volunteers, Traditional Owners and community.	July 2023	RWG Chair
	Identify external stakeholders that our organisation can engage with on our reconciliation journey and capture initial interest.	March 2023	Team Leader Community Centres & Events
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2023	Team Leader Community Centres & Events
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	November 2023	Group Manager People & Innovation
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	November 2023	Group Manger People & Innovation
	Develop an anti-racism statement	December 2022	Chief Executive Officer

RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	February 2023	Group Manager Community Connections
	Conduct a review of cultural learning needs within our organisation.	April 2023	Group Manager People & Innovation Group Manager Community Connections
	Conduct cultural awareness training for all Council Members, all staff and volunteers.	Commence by July 2023	Team Leader Community Centres & Events
	Include cultural awareness training as part of all new staff inductions.	July 2023	Group Manager People & Innovation
	Organise cultural awareness training for the community, promoting specifically to local traders and community organisations.	27 May – 3 June 2023 First week in July 2023	Team Leader Community Centres & Events
	Investigate and develop a framework for a city-wide cultural heritage management plan.	November 2023	Strategic Projects & Planning Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Strengthen relationships with local Traditional Owners to develop an understanding of the lands and waters within our organisation’s operational area.	November 2023	Historical & Cultural Officer
	Increase Council Members, volunteers, community groups and staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2022	Chief Executive Officer
	Create repatriation agreement with Kurna and SA Museum.	July 2023	Chief Executive Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our Council Members, staff, volunteers, Traditional Owners, and community about the meaning of NAIDOC Week.	July 2023	Historical & Cultural Officer Chief Executive Officer
	Introduce our Council Members, staff, volunteers, Traditional Owners, and community to NAIDOC Week by promoting external events in our local area. Encourage and support Council Members, staff and senior leaders to participate in NAIDOC Week events.	July 2023	Chief Executive Officer
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	RWG Chair
	Organise a ‘sharing stories/truth telling’ event to interview residents for their stories and contribute to cultural mapping.	First week in July 2023	Team Leader Community Learning



Action	Deliverable	Timeline	Responsibility
8. Visibly promote Aboriginal and Torres Strait Islander cultures and histories within our area and services.	Commission a piece of artwork/sculpture by a local Kurna artist to encapsulate the Reconciliation journey.	July 2023	Group Manager Community Connections
	Include Kurna history, art, language etc. in Council events programming and displays where possible.	November 2023	Group Manager Community Connections
	Review and purchase cultural resources for use the Public Library.	November 2023	Team Leader Community Learning
	Establish the celebration of Heritage Day, an event that highlights all cultures of the City of Burnside.	November 2023	Group Manager Community Connections

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2023	Group Manager People & Innovation
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2023	Group Manager People & Innovation
	Identify Aboriginal and Torres Strait Islander employment pathways and initiatives.	November 2023	Group Manager People & Innovation
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	August 2023	Director Corporate, Finance & Risk
	Investigate Supply Nation membership and other local Aboriginal and Torres Strait Islander business registers.	November 2022	Director Corporate, Finance & Risk

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	July 2023	Group Manager Community Connections
	Draft a Terms of Reference for the RWG.	November 2022	RWG Chair
	Ensure ongoing Aboriginal and Torres Strait Islander Representation on RWG.	July 2023	Group Manager Community Connections
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2022	Chief Executive Officer
	Engage senior leaders in the delivery of RAP commitments.	November 2022	Chief Executive Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2022	RWG Chair Strategic & Corporate Planner
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	RWG Chair
	Include RAP outcomes on internal Council Dashboard.	July 2023	RWG Chair
	Include RAP outcomes in Council Annual Report.	September 2023	Strategic Community Engagement Coordinator
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	August 2023	RWG Chair

RECONCILIATION AUSTRALIA CEO STATEMENT

Reconciliation Australia welcomes the City of Burnside to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The City of Burnside joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables the City of Burnside to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations City of Burnside, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



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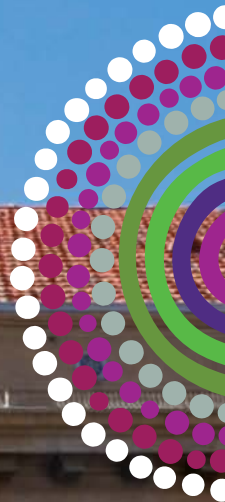


Image: Civic Centre, City of Burnside, Tusmore