

11.7. 2022-2023 REFLECT RECONCILIATION ACTION PLAN - FOR ADOPTION - ATTACHMENTS

Attachment Titles:

1. First Nation Cultural Protocols - Internal Feedback Implemented
2. Reconciliation Action Plan (RAP) - Snowy Valleys Council
3. 2022 - Community Feedback - Reconciliation Action Plan - Snowy Valleys Council

Attachment 1 - Review First Nation Cultural Protocols - Internal Feedback Implemented

Procedure Title	First Nations Cultural Protocols
Procedure Category	Operational <u>Operational</u>
Number & Version	SVC- ComDevPA-PR0-02100
Procedure Owner	Community Services <u>Place Activation</u>
Approval by	Executive Leadership Team <u>Executive Leadership Team</u>
Effective date	
Date for review	1/1/2026

1 PROCEDURE STATEMENT

Observing cultural protocols of a community demonstrates respect for the cultural traditions, history, diversity and the continued connection to Country of that community. It illustrates a willingness to acknowledge that the processes and procedures of one cultural community are equally valid and worthy of the same respect as one's own cultural protocols.

Learning about the First Nations peoples histories, heritage and cultures is the first step in understanding and respecting each other. Snowy Valleys Council (SVC) will commit to participate in processes and protocols which will enhance the understanding and awareness of First Nations peoples heritage.

2 DEFINITIONS

Memorandum of Understanding (MOU)	Agreement between Snowy Valleys Council (SVC) and the First Nations Community
First Nations Liaison Committee	An Advisory committee to SVC with participation by First Nations community members of the local government area.
Reflect Reconciliation Action Plan (RAP)	Commitment to address the gaps of acknowledgement, learning, understanding of First Nations h Histories and culture.
NAIDOC	National Aboriginal and Islanders Day Observance Committee.
LGA	Local Government Area

3 METHOD

CULTURAL PROTOCOLS

3.1 TERMINOLGY

3.1.1 'ABORIGINAL' AND 'INDIGENOUS'

Locally, Aboriginal is the preferred term when referring to Australia's First Nations people and should always be adjoined to people, community etc. It is also respectful to use a capital letter when using both Aboriginal and Indigenous in the written form. Refer to 'Aboriginal people' and 'Aboriginal community' not 'Aborigines'.

3.1.2 TRADITIONAL CUSTODIANS'

Traditional Custodians' is the preferred term used to describe recognised Aboriginal or Torres Strait Islander people who inhabit an area. Traditional Custodians today are descendants of the original inhabitants and have ongoing spiritual and cultural ties to the land and waterways where their ancestors lived.

3.1.3 SACRED SITES

Sacred sites are places of cultural significance to Aboriginal people. They may be hills, rocks, trees, tracks and springs that are not always spectacular or interesting to the non-Aboriginal eye. They may be places that are significant because they mark a particular act of a creation or being. They also include burial grounds, places where particular ceremonies have been held and songlines.

3.1.4 MEN'S AND WOMEN'S BUSINESS

Matters where the First Nations community view specific knowledge as sacred to either men or women. For example, some sacred sites can only be visited by men or women. Traditional stories may also be gender specific and will only be passed down to those in the appropriate gender.

3.1.5 NAMING THE DECEASED

Following the death of an First Nations -person, it is offensive to show photographic images of the deceased or refer to them by name in publications during the mourning period, unless agreed to by the relevant family. The mourning period is not a set timeframe and may change depending on each family unit.

3.2 CEREMONIES

3.2.1 WELCOME TO COUNTRY

A 'Welcome to Country' is where the Traditional Custodians of the land, in most cases a recognised Elder within the local community, welcomes people to their land and gives blessing to an event. A 'Welcome to Country' should always occur in the opening ceremony of the event in question, preferably as the first item. There is no exact wording for 'Welcome to Country'. It may consist of a single speech or it can also include a performance of some description. Performances may include a traditional welcome song, a traditional dance, a didgeridoo performance or a combination of any of the above.

A Welcome to Country should be performed at all significant/major Council events throughout the calendar year. ~~I~~ This includes openings, launches or where it is appropriate to welcome people into the local community.

3.2.2 ACKNOWLEDGEMENT OF COUNTRY

An 'Acknowledgement of Country' is where other people (in the absence of an Elder) acknowledge and show respect for the ~~I~~ traditional ~~C~~ustodians of the land on which an event is taking place. An 'Acknowledgment of Country' is a way that all people can show respect for Aboriginal culture and heritage and the ongoing relationship the traditional custodians have with the Land.

At the beginning of the meeting or function, the Chair or Speaker begins by acknowledging that the meeting is taking place in the Country of the traditional custodians.

Events which should include an ~~A~~acknowledgement of Country are citizenship ceremonies, formal Council meetings, major launches of Council's programs

~~Snowy Valleys Council's~~ Acknowledgement of Country ~~as agreed in the MOU is:~~
is as follows:

~~"Snowy Valleys Council proudly acknowledges the traditional owners and custodians of this land and water and pay respects to their Elders past and present
"Snowy Valleys Council proudly acknowledges the traditional owners and custodians of this land and water and pay respects to their Elders past and present."~~

3.2.3 SMOKING CEREMONY

Smoking ceremonies are undertaken to cleanse the space in which the ~~ceremony event~~ is taking place. The Smoking Ceremony is a ritual of purification and unity and is always undertaken by an Aboriginal person with specialised cultural knowledge.

This is a very sacred ceremony to be performed only at events deemed appropriate on advice of local Elders with cultural expertise.

3.2.4 FLAG RAISING

Flags represent a country's historical past and signify the important symbols of the ~~countries~~ ~~country's~~ values, people and culture.

SVC will ~~raise~~ ~~have~~ the flag ~~raised~~ at each of the Council offices in the local government area ~~on a daily basis,~~ as well ~~as~~ partake in traditional flag raising ceremonies for events. When Council is notified a local Elder has passed, as a mark of respect, all flags are to be flown at half-mast.

3.3 EVENTS AND SERVICES

3.3.1 SIGNIFICANT EVENTS

Council will celebrate declared First Nations ceremonies and events, including NAIDOC Week, Reconciliation Week and ~~International Indigenous Children's Day and any other~~ events identified in the RAP.

The First Nations community will assist by providing input into the planning and organising of declared Aboriginal ceremonies and events.

First Nations representatives should be contacted either personally or through a formal letter inviting them to perform the 'Welcome to Country' ceremony for these events. To assist in this process the First Nations community Liaison Committee will:

- develop a list of Elders available for conducting 'Welcome to Country' ceremonies that is updated annually and made available for Council and event organisers; and
- on receipt of an invitation to conduct a 'Welcome to Country' will respond and nominate one or more Elders to deliver the Welcome to Country and liaise with the Event Activation Officer events coordinator in relation to specifics of the event.

The primary contacts for the First Nations community in the SVC LGA are the:

- Brungle/Tumut Local Aboriginal Land Council (Tumut Region)
- Toomarombah Kunama Namadgi Indigenous Corporation (Tumbarumba Region)

3.3.2 FEES FOR SERVICE

Community representatives should be appropriately remunerated for their time and commitment. Council should have provision for those performing a 'Welcome to Country' to be paid. Fees for performers should be negotiated prior to the event as not all Elders wish to be reimbursed for their services.

4 RESPONSIBILITIES/ACCOUNTABILITIES

Group/ Officer	Responsibilities
Chair of Committees/Meetings	To ensure that the appropriate Aboriginal Acknowledgement is undertaken at the beginning of the meeting.
CEO General Manager	To ensure encourage the commitment to the ongoing review and reporting of the Reflect Reconciliation Action Plan to Council and Community
Director Community & Corporate Manager Growth & Activation	To ensure encourage participation in Ceremonies and relevant Events of SVC by the First Nations community. To report and champion the Actions within the Reconciliation Action Plan
Community Development Officer	To ensure protocols are updated regularly with any new terminologies and ceremonies

5 ASSOCIATED LEGISLATION

N/A

6 ASSOCIATED COUNCIL DOCUMENTS

Reflect Reconciliation Action Plan SVC-COR-Pln-043
First Nations Committee Terms of Reference SVC-ToFR-009-03

7 HISTORY

Date	Action	Name	Procedure Policy Number	Resolution Date	Resolution Number
	Superseded	Aboriginal Cultural Protocols and Practices Policy	ComDev.07		
21/11/2018	Approval by the Aboriginal Liaison Committee	Aboriginal Cultural Protocols and Practices Policy	SVC- ComDev PA-PO-033-01	21/11/2018	
11/12/2018	Adopted by Council	Aboriginal Cultural Protocols and Practices Policy	SVC-ComDev-PO-033-01	11/12/2018	M351/18
1/12/2021	Review	First Nations Cultural Protocols	<u>SVC-PA-PR-100</u>		

Attachment 2 - Reconciliation Action Plan (RAP) - Snowy Valleys Council



ACKNOWLEDGMENT

Snowy Valleys Council proudly acknowledges the traditional owners and custodians of this land and water and pay respects to their Elders past and present.

Snowy Valleys Council recognises First Nations Peoples as the Traditional Custodians of the land on which we are predominantly located.

The significance of First Nations Peoples in Australian culture is important to our history and identity as a Local Government Area and broader community. Our Reconciliation Action Plan (RAP) is a commitment to address the gaps of acknowledgement, learning and understanding of First Nations histories and cultures to make a genuine contribution to reconciliation through our business and activities.

We commit to working positively both now and into the future with the First Nations community members to foster greater acknowledgment and learning among our broader community. The process is a shared long term journey.

MESSAGE FROM SNOWY VALLEYS COUNCIL

I am proud to release the first Snowy Valleys Council Reflect Reconciliation Action Plan (SVC-RAP). This RAP builds on our understanding, commitment and respect for First Nations cultures, histories, knowledge, and leadership across all sectors of Australian society.

Council has worked with Reconciliation Australia to embed Council's values of Safety, Integrity and Respect into the Snowy Valleys Council RAP framework, enhancing

our commitment to ensuring the Plan's actions in the areas of Relationships, Respect, Opportunities and Governance are meaningful and achieved.

We thank Reconciliation Australia for the guidance and support provided during the development of the SVC-RAP and the Snowy Valleys First Nations Liaison Committee for their input, consideration and comment.

I acknowledge that as an organisation, we must strive to continually improve our knowledge and understanding about the First Nations Peoples represented across Snowy Valleys Council and our efforts to recognise the significance of First Nations Peoples in Australian culture.

This plan is about turning good intentions and talk into real actions to create meaningful relationships with local First Nations Peoples and make a genuine contribution to the national reconciliation effort.

[W](#)we are committed to regularly reviewing and reporting on our actions and working together with the local community to achieve our vision for reconciliation. This is our first important step as Snowy Valleys Council.

[Hamish McNulty](#) [Matthew Hyde](#)

[Interim General Manager](#) [Chief Executive Officer](#)

Snowy Valleys Council

MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Snowy Valleys Council to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Snowy Valleys Council 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 First Nations cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Snowy Valleys Council 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 Snowy Valleys Council, 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

Our Reconciliation Journey

The significance of First Nations Peoples in Australian culture is important to our history and identity as a local government area and broader community.

Snowy Valleys Council has an unwavering commitment to building better communities. Through our interactions with the community and on the advice of the First Nations Liaison Committee, the need for a formal reconciliation journey was identified.

Consistent with Snowy Valleys Community Strategic Plan 2042 and the 2022-2026 Delivery Program, Council is committed to enhancing the knowledge and understanding of our communities about the history, heritage, and cultures of Aboriginal Australians.

Developing this RAP supports Council in recognising the areas where we need to build deeper and more meaningful relationships with First Nations Peoples and peak groups across all areas of our business and community.

Our RAP is a commitment to address the gaps of acknowledgement, learning and understanding of First Nations histories and cultures to make a genuine contribution to reconciliation through our business and activities.

The RAP aligns with the Community Strategic Plan 2042 which encompasses the activities Council delivers and supports to improve community wellbeing, build resilience and to bring the community together. It includes programs, services and community infrastructure that Council delivers for cultural, recreational and lifelong learning activities.

We commit to working positively both now and into the future with the First Nations community members to foster greater acknowledgment and learning among our broader community. The process is a shared long-term journey.

Our Region

The Snowy Valleys Council is a local government area located in the ~~South West~~Southwest Slopes region of New South Wales. The region encompasses a total land area of 8,960 square kilometres and is located at the western foothills of the Snowy Mountains, bordered by Kosciuszko National Park in the south. ~~Tumbarumba and Tumut and Tumbarumba~~, the two main industrial and population centres, are both located within a three-hour drive from the nation's capital of Canberra and a five-hour drive from Sydney. The region encompasses the towns and villages of Adelong, Batlow, Brungle, Jingellic, Khancoban, Rosewood, Talbingo and Tooma, and includes the lands, waters and communities of ~~Ngarigo, Wiradjuri and Wolgalu~~ peopleFirst Nations Peoples.

We acknowledge that ~~the~~ First Nations Peoples' histories of this area are significant, due to the movement of First Nations Peoples through this local government area for food availability and abundance, social gatherings, rituals, and seasonal change. Snowy Valleys Council pays tradition to more than one Nation of First Peoples inhabiting the Local Government area. This was furthermore complicated by the inhabitation of land by white settlers.

The Snowy Valleys region is endowed with an abundance of fertile soil, water supply and climatic conditions conducive to agriculture and plantation forestry. The region has a diverse human resource base, a good climate, affordable quality housing, an abundance of water, exceptional community services and facilities, quality physical infrastructure and a supportive business environment. The agricultural and softwood timber industries, including Australia's largest softwood processing mill, underpin the region's economic base.

The softwood timber industry is the Snowy Valleys' largest employer, ~~centred~~centered around the Visy and Carter Holt Harvey softwood processing mills in Tumut and the Hyne mill in Tumbarumba. Beef cattle farming also employs a significant portion of working residents of the Snowy Valleys with other key industries including viticulture, retail, healthcare, hydro-electricity generation, tourism, horticulture and National Parks.

Local Elders from the Toomaroombah Kunama Namadgi Indigenous Corporation and the ~~Tumut~~Brungle Tumut Local Aboriginal Lands Council (Brungle Tumut LALC) have provided the following information regarding the heritage and culture of Country known as Ngarigo and Wiradjuri.

~~The~~ Ngarigo Peoples are the custodians of the region known as the Snowy Mountains. They are the 'Snow People' ~~and~~, song lines were designated for the Ngarigo peoples approximately 7,000 years ago. Colonial settlement, the Snowy Mountains Scheme, State Forests and the establishment of Kosciuszko National Park, has over time seen the displacement of Ngarigo peoples. Cooktown Mission located on the Batlow Road on the outskirts of Tumbarumba was occupied by some of these displaced people, ~~h-~~However, many were taken to places such as Hollywood Mission at Yass and further afield to Moree.

Today, many Indigenous people reside in Tumbarumba. ~~Ngarigo~~-Toomaroombah Kunama Namadgi Indigenous Corporation proudly represents the Ngarigo Indigenous people of the high country.

The Brungle township was originally developed as a station, ~~whereby the uniqueness of Brungle~~ Eestablished in 1887 as a settlement for Wiradjuri and the Wolgalu peoples between Gundagai and Tumut, ~~and~~ the dwellings, are on ground officially described as a station yet known n as a settlement, reserve

or mission. ~~They~~ ~~and~~ ~~were~~ ~~as~~ the responsibility of the Aboriginal Welfare Board of NSW in which a white Manager was in charge of managing the station.

In 1945 the manager was removed and in 1955 the Aboriginal Welfare Board decided that the land was of no further use. ~~and~~ ~~the~~ housing is either owned privately or is now managed by the ~~Brungle Tumut LALC-Brungle/Tumut Local Aboriginal Land Council~~. The land at Brungle remains very important to these Wiradjuri and the Wolgalu (Walgalo) peoples, as a site of shared memories and links with past traditions.

Our Community

Snowy Valleys Council has a population of around 14,000, of which 4.46.3% identify as Aboriginal and/or Torres Strait Islander People. We live a primarily rural lifestyle with major town centres in Tumbarumba and Tumut, and smaller towns and villages across the council area including Adelong, Batlow, Brungle, Cabramurra, Jingellic, Khancoban, Rosewood, Talbingo and Tooma.

We are proud of our region, its history and culture. We recognise there is a need for growth and innovation and strive for new and broader education and employment opportunities.

We welcome visitors and tourists to enjoy our diverse landscapes and the rich Indigenous history of our community and are invested in showcasing the unique and beautiful offerings of our region. Our events and festivals attract people from all across Australia and are a fantastic way of highlighting our local industry, heritage and culture.

The Snowy Valleys region has a long history of welcoming people from all cultural backgrounds and is proud of embracing multiculturalism. This welcome extends to the refugee community, many of whom have already made a new beginning in the local area.

Our Vision

The Snowy Valleys Community Strategic Plan 2042 sets our future community vision as:

We enjoy and are proud of our beautiful scenery, clean waterways and natural landscape and recognise and respect the environment and First Nations people of the country. We value community, encourage belonging, and support one another. We have an excellent standard of living with infrastructure and services that support us through all stages of life. We are free to enjoy the peace and quiet of regional life and remain well-connected through technology and high-quality transport accessibility. Our communities enjoy diverse employment and education opportunities, and we continue to innovate and promote our area to ensure we prosper in the future.

This vision seeks to ensure that the following strategic objectives are achieved:

Our Community: Our communities are connected and inclusive, supported by services that nurture health, wellbeing and identity.

Our Economy: Our diverse economy supports community longevity, vibrancy and a sustainable future.

Our Environment: Our natural environment is cared for and protected to ensure future generations can experience and enjoy its beauty.

Our Infrastructure: Our local infrastructure is sustainable and facilitates our way of life.

Our Civic Leadership: Our civic leadership and organisational governance foster open and transparent partnership with our community.

About Council

Snowy Valleys Council is committed to our vision ~~of leading, engaging and supporting strong and vibrant communities~~. This vision is built into our everyday activities, actions and the extensive suite of services we deliver across the Snowy Valleys ~~L~~local ~~G~~governments ~~A~~area.

Snowy Valleys Council is a major employer in the local government area, employing 313 people, of which four (4) people identify as Aboriginal or Torres Strait Islander people. The main Council chambers ~~are located in~~ ~~are in~~ the towns of ~~Tumbarumba and~~ Tumut ~~and Tumbarumba~~. Council depots, libraries and community services are located right across the region.

Council's [2022-2026](#) Delivery Program details the principal activities that will guide Council to prioritise resource allocation and actions to achieve the community's priorities and goals as set out in the Community Strategic Plan [2042](#).

~~All of Council's services, programs and projects are aligned to these outcomes.~~

Our Reconciliation Journey

~~Igar Snowy Valleys Council has an unwavering commitment to building better communities, and through our interactions with community and on the advice of the First Nations Liaison Committee, the need for a formal reconciliation journey was identified.~~

~~Consistent with Snowy Valleys Community Strategic Plan 2042 and the 2022-2026 Delivery Program, Council is committed to enhancing the knowledge and understanding of our communities about the history, heritage, and cultures of Aboriginal Australians.~~

~~The Reflect Reconciliation Action Plan (RAP) aligns with the Community Strategic Plan 2042. Our Community strategic direction which encompasses the activities Council delivers and supports to improve community wellbeing, build resilience and to bring the community together. It includes programs, services and community infrastructure that Council delivers for cultural, recreational and lifelong learning activities.~~

~~Developing this Reflect RAP supports Council in recognising the areas where we need to build deeper and more meaningful relationships with First Nations Peoples and peak groups across all areas of our business and community. [long term](#)~~

Our Partnerships and Activities

Snowy Valleys Council values the current relationships it has with First Nations Peoples in our communities and workplace.

The Aboriginal flags are flown at our main administration buildings, Welcome to Country is performed at key civic events and an Acknowledgment of Country is given at all council meetings and gatherings.

The ~~Chief Executive Officer~~ **General Manager** of Snowy Valleys Council champions the ~~Reflect~~-RAP. Two ~~C~~ouncillors are active members of the First Nations Liaison Committee ~~and~~ ~~t~~he Place Activation team facilitates the delivery of initiatives.

Partnerships and activities that are inclusive and foster a sense of pride, belonging and community ~~harmony, underpin~~ **harmony, underpin** the start of our reconciliation journey and this ~~Reflect~~-RAP.

These partnerships and activities have included:

First Nations Liaison Committee

The First Nations Liaison Committee was formed as an advisory committee of Council to provide communication between Council and the Aboriginal Community.

The main objectives of this committee are to raise the profile of Aboriginal issues within the Council, to facilitate and support objectives to create and enhance the quality of life for Aboriginal people; and to work with Aboriginal people to obtain common goals.

The First Nations Liaison Committee has been instrumental in identifying the needs of the Aboriginal community across the Snowy Valleys and has provided support for a number of projects and activities including:

- **Collaboration and Recognition** - NAIDOC week activities, Welcome to Country and opening of events are collaborated through Council's relationship with the First Nations Liaison Committee. As per Council's *First Nations Cultural Protocols*, Elders who deliver 'Welcome to Country' at Council civic ceremonies are provided with the option of payment up to the value of \$100 in appreciation for their time and service.
- **Bila Park** - The ~~"~~"Bila Park – Gathering Place~~"~~" project of a parkland sculpture aims to revere and respect the local Aboriginal history and culture, by telling the traditional story in artistic elements within the landscape site. The 'Gathering Place' is located in parkland acquired by Council in 2002 adjacent to the Tumut River and is bounded by Fitzroy, Merivale and Wynyard Streets in Tumut. The Gathering Place has a local and regional level of significance.
- **Brungle Health Facility** - The Brungle Health Facility was officially opened in June 2005. The Management Committee are citizens from the Aboriginal Community in Brungle.

- **Shared Responsibility Agreement** - Council has supported a Shared Responsibility Agreement between Tumut and Brungle First Nations communities and the Commonwealth of Australia through the Wagga Wagga Indigenous Coordination Centre. Council was the host employer for a [Community Development Employment Projects \(CDEP\)](#) training program that involved between three and seven workers at different times over a ~~six~~6-month period.
- **Feasibility Study for Aboriginal Cultural Centre** - A feasibility study for the proposed Aboriginal Cultural Centre, to be situated at the corner of the Snowy Mountains Highway and Capper Street, was carried out in early 2005 by the Riverina Business Enterprise Centre. The project will require considerable finance to become a reality.
- **Memorandum of Understanding (MoOU)** - In March 2010, ~~the Tumut Shire~~ Council adopted the MoOU with the Aboriginal ~~Ce~~community. During 2021 and 2022, extensive consultation was undertaken between Council and the Aboriginal Community regarding the MoOU and its effectiveness. Since its inception in ~~2011-2010~~, the document and more importantly the Council has evolved into demonstrating its commitment via a plan of action, that being the [RAPReflect Reconciliation Action Plan](#). ~~The~~ MoOU has no clear entity into which ~~Snowy Valleys Council VC~~ can enter an understanding with and doesn't demonstrate inclusivity with all ~~the~~ First Nations [Peoples within the of the LGA Local Government Area](#). ~~As a result, the~~ Council and the Aboriginal ~~Ce~~community agree to retire and not renew the MoOU on adoption of the [DRAFT RAPReflect Reconciliation Action Plan](#) given the MoOU is no longer suitable to meet the requirements of the commitment required to bridge the gaps with the First Nations Peoples. ~~It was agreed to.~~

~~**Leo Kelly Arts and Culture Award for NAIDOC Week Celebrations**—The Tumut Library, on behalf of Snowy Valleys Council, partnered with the local Wiradjuri community and National Parks and Wildlife Service to deliver events during NAIDOC week 2018. The events included a talk from Nova Peris OAM, the first Aboriginal Australian to win Olympic Gold and Australia's first indigenous female to be elected to federal parliament. The celebrations saw the Snowy Valleys Council efforts recognised through receipt of the Leo Kelly OAM Arts and Culture Award at the NSW Local Government Awards. The Leo Kelly OAM Arts and Culture Award celebrates outstanding achievement by local government organisations in strategic planning for arts and culture.~~

- **Cultural Education for High School Students** - Snowy Valleys Council are working with Petaurus Education Group and Tumut High School to develop a cultural education program aimed at high school students, enabling them to act as leaders in their own learning regarding appreciating and protecting cultural and environmental Meeting Places. The program has been funded by the NSW State Government under their 2020 Stronger Country Community Program.
- **Eastern Riverina Arts Cultural Programs** – Snowy Valleys Council regularly works ~~s~~ with Eastern Riverina Arts supporting cultural art programs and initiatives within the region such as the [2020 Lagoon Project](#).

• ~~—~~

- **Gudja Gudja Mura'** – In 2019m the Toomaroombah Kunama Namadgi Indigenous Corporation contacted Snowy Valleys Council with a proposal for Council's consideration and support for the development of a significant interpretative Indigenous Culture walk, located in Tumbarumba on an area known as Murrays Crossing. The Toomaroombah Kunama Namadgi Indigenous Corporation have since scoped the project and in 2022 provided input into the Snowy Valleys Council Tracks and Trails Masterplan. Council is Snowy Valleys Council supports the development of a significant cultural heritage walking trail Gudja Gudja Mura' located at Murray's Crossing in Tumbarumba and is actively seeking to help the Toomaroombah Kunama Namadgi Indigenous Corporation reconise a formal meeting ~~venue place~~ on Country for the Ngarigo peoples ~~within~~ in the southern region of the Local Government Area.

SNOWY VALLEYS ~~COUNCIL~~ ~~COUNCIL – REFLECT~~ RECONCILIATION ACTION PLAN – ~~REFLECT~~ – 2022-2023

RELATIONSHIPS

	Action	Deliverable	Timeline/ Target	Responsibility
1	Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations	Identify First Nations peoples, communities, stakeholders and organisations within our local area or sphere of influence, with the intent of connecting with on our reconciliation journey.	June 2023	Community Development Officer
		Research best practice and principles that support partnerships with First Nations stakeholders and organisations to inform future activities	June 2023	Community Development Officer
		Review the Community Engagement Strategy to ensure inclusion of Aboriginal stakeholders in council led engagement	December 2022	Community Development Officer
		Continue to facilitate the First Nations Liaison Committee, as a forum for discussion and a source of information for protocols and key information.	Ongoing	Community Development Officer
2	National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	Ongoing	Community Development Officer
		Investigate funding to support the appropriate council staff participation in an external NRW event.	June 2023	Co-ordinator Place Activation Co-ordinator People and Culture
3	Promote reconciliation through	Communicate our commitment to reconciliation to all staff through:	Ongoing	Chief Executive Officer

	Action	Deliverable	Timeline/ Target	Responsibility
	our sphere of influence	<ul style="list-style-type: none"> ○ Council and committees of council minutes (Acknowledgement of Country) ○ Staff gatherings (Acknowledgement of Country) ○ Provide an understanding and reminder of significant Aboriginal days e.g. NAIDOC week and Sorry Day ○ Reinforcement of the Council Values 		
		Identify external stakeholders that our organisation can engage with to support our reconciliation journey	June 2023	Community Development Officer
		Promote our RAP and commitment to reconciliation through: <ul style="list-style-type: none"> ○ Developing and implementing a plan to engage and inform key internal stakeholders of their responsibilities within our RAP ○ Promoting the RAP on Council's webpage ○ Promoting NRW, NAIDOC and relevant events and activities Inclusion and reporting on progress in the Delivery Program, Operational Plan and budget	December June 2023 ¹	Co-ordinator Communication and Engagement
4	Promote positive race relations through anti-discrimination strategies	Identify existing anti-discrimination provisions ^{ss} , and future needs as part of the scheduled review of HR policies and procedures Research best practices and policies in areas of race relations and anti-discrimination to inform future policy development	June 2023 June 2023	Co-ordinator People and Culture Co-ordinator People and Culture

RESPECT

5	Understanding value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning	Work with internal stakeholders to develop a program to increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights within our organisation.	June 2023	Co-ordinator People and Culture
		Confirm resourcing requirements for implementation of the program	June 2023	Community Development Officer
		Include a provision in the Council onboarding program to cover: <ul style="list-style-type: none"> ○ A high-level overview of Council's diverse Aboriginal community. ○ A copy of the RAP and related documents. 	June 2023	Co-ordinator People and Culture
6	Raise awareness of cultural protocols	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within the Snowy Valleys Local Government Area (LGA).	June 2023	Community Development Officer
		Work with stakeholders to coordinate the development of a map that indicates traditional custodianship of the lands and waters within the Snowy Valleys LGA.	June 2023	Community Development Officer
		Develop and implement a plan to raise awareness and understand the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	December 2022	Community Development Officer
		Encourage Aboriginal representatives to provide a Welcome to Country at relevant Council organized and civic events.	June 2023	Chief Executive Officer Community Development Officer

		Include an Acknowledgement of Country on our public website	June 2023	Co-ordinator Communications and Engagement
		Include appropriate wording for Acknowledgement of Country in our email signatures	December 202 2 ¹	Community Development Officer
7	Build respect for First Nations cultures and histories by celebrating NAIDOC Week	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2022	Chief Executive Officer Community Development Officer
		Share promotional information for community organized NAIDOC events through Council's digital channels	July 2022	Co-ordinator Communications and Engagement
		Host flag raising ceremonies to recognise NAIDOC week annually	July 2022	Chief Executive Officer Community Development Officer
		Promote NAIDOC week activities to the workforce and encourage participation	July 2022	Chief Executive Officer Community Development Officer
		Encourage the RAP working group to support and participate in an external NAIDOC event.	July 2022	Chief Executive Officer Community Development Officer

OPPORTUNITIES

	Action	Deliverable	Timeline/ Target	Responsibility
8	Develop employment opportunities for First Nations people	Increase exposure of Council's employment opportunities through: <ul style="list-style-type: none"> ○ First Nations Liaison Committee members and their networks ○ First Nations Employment Services such as The New Careers for Aboriginal People (NCAP) ○ Promoting traineeship opportunities through First Nations Liaison Officers and corporate business. ○ Existing work with local school communities 	March 2023	Co-ordinator People and Culture
		Build understanding of current First Nations staffing profile to inform future employment and professional development opportunities.	September 2022	Co-ordinator People and Culture
		Continue to investigate opportunities for Aboriginal identified roles within the SVC outdoor and indoor teams, including school based school-based traineeships	March 2023	Greater Leadership Team Co-ordinator People and Culture
		Support staff who identify as First Nations Peoples to participate in the Consultative Committee and provide input regarding positive employment opportunities and outcomes for First Nations Peoples.	December 2022	Co-ordinator People and Culture
9	Investigate First Nations supplier diversity to support improved economic and social outcomes	Develop a business case for procurement from First Nations owned businesses	March 2023	Chief Financial Officer
		Investigate Supply Nation membership	June 2023	Manager Utilities , Open Space and Facilities

GOVERNANCE

	Action	Deliverable	Timeline/ Target	Responsibility
10	Establish, Review and maintain an effective internal RAP Working Group (RWG)	Formalise the RWG to support the RAP implementation	December 202 2 ⁴	Chief Executive Officer and Executive Leadership Team
		Draft a Terms of Reference for the RWG for approval by the Executive	September 2022	Governance Executive Director Community and Corporate
		Recruit to the RWG ensuring appropriate <u>Invite and encourage</u> First Nations staff <u>to participate in the RWG</u> representation	September 2022	Governance Executive Director Community and Corporate
		Establish a reporting and evaluation program that aligns with the Integrated Planning and Reporting (IPR) framework	September 2022	Co-ordinator Place Activation Co-ordinator Communication and Engagement
11	Provide appropriate support for effective implementation of RAP commitments	Define annual resourcing requirements for RAP implementation and include in Operational Plan and budget process	October 2022	Co-ordinator Place Activation
		Engage senior leaders in the delivery of RAP commitments as integrated into the annual Operational Plan and budget.	June 2023	Chief Executive Officer
		Define appropriate systems and capability to track, measure and report on RAP commitments consistent with the IPR framework.	December 202 2 ⁴	Co-ordinator Communications and Engagement

	Action	Deliverable	Timeline/ Target	Responsibility
12	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.	July 2023	Co-ordinator Place Activation
		Complete and present an annual progress report including the RAP Impact Measurement Questionnaire as part of Council's Annual report.	November 2022	Community Development Officer
		Promote the RAP progress report through Council's communication channels alongside the Annual Report.	November 2022	Coordinator Communications and Engagement
		Liaise with Reconciliation Australia to commence development of next Innovate RAP based on learnings, challenges and achievements	September 2023	Community Development Officer

Contact Details

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REFLECT RECONCILIATION ACTION PLAN

2022-2023

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Attachment 3 - Community Feedback Received - Council Report

Feedback	Implemented into the RAP	Comment
The dates in the action plan need to be amended as these dates were set when the original draft was developed, and some time has since passed. Some of the dates have now passed and others have short timeframes.	Yes	Some of the set target dates attached to actions in the RAP had expired and the dates have been reviewed and updated as required.
Thank you for giving the community the opportunity to provide feedback on Council's draft RAP. Below are some observations. It would be great to see more action/implementation and not just research/development in the first 12 months. here are some deliverables that could be easily implemented with a big impact. 1 Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations	No	Noted.
Should the first deliverable not be ONGOING?	No	Reconciliation Australia recommends having a completion date where possible attached to actions not ONGOING.
As new leaders and groups emerge over time? 3. Promote reconciliation through our sphere of influence Could it be considered to add to this item, or other appropriate item, an ongoing deliverable that includes the incorporation of local language and local Aboriginal art in Council facilities and assets e.g. Council offices, town signage, public facilities? This would not only reinforce Council's commitment to the RAP but also demonstrate this publicly to external stakeholders. It could be a simple and effective measure with a big impact, in terms of both reconciliation and education	No	The Aboriginal Liaison committee regular discuss ideas such as Incorporating local aboriginal art and language into the areas mentioned. Relevant funding would need to be sourced and secured to ensure the delivery of such projects such as signage. Council is currently developing a localised map of the LGA that will outline significant sites and the named Country.
2 National Reconciliation Week (NRW) Could a deliverable be added that Council circulate NRW materials through their digital media channels?	Yes	Council currently promotes and circulates annually all planned NAIDOC week activities through digital media channels.

Community Feedback Received during public exhibition	Implemented into the RAP	Council reason for implementing or not implementing feedback
4 Promote positive race relations through antidiscrimination strategies Should the 2nd deliverable be "Research and implement" ?	No	Noted.
Question: Is there a Cultural Engagement Officer within SVC? If not, should this be part of the RAP? To engage a full-time Cultural Engagement Officer, as a matter of high priority?	No	Councils Community Development Officer role includes Aboriginal Liaison Officer responsibilities. The Community Development Role works closely with the Aboriginal Community through the Aboriginal Liaison Committee.
Remove mention of the Walaglu people.	Yes	Using the language First Nations Peoples has been identified by the Aboriginal Liaison Committee as the preferred language to be used when referring to Aboriginal People.
<p>Our Region: 'The Ngarigo People are the custodians of the region known as the Snowy Mountains. They are the 'Snow People', song lines were designated for the Ngarigo people approximately 7,000 years ago. Colonial settlement, the Snowy Mountains Scheme, State Forests and the establishment of Kosciuszko National Park, has over time seen the displacement of Ngarigo people. Cooktown Mission located on the Batlow Road on the outskirts of Tumbarumba was occupied by some of these displaced people. However, many were taken to places such as Hollywood Mission at Yass and further afield to Moree. (there is conflicting information on the missions at Yass and Moree) Today many Indigenous people reside in Tumbarumba. Ngarigo Toomaroombah Kunama Namadgi Indigenous Corporation proudly represents the Ngarigo Indigenous people of the high country.'</p>	Yes	Implemented. The Draft RAP did not include any information relating to Ngarigo History and culture.
<p>Our Community. (Paragraph five) We welcome visitors and tourists.....'to enjoy our diverse landscapes and the rich Indigenous history of our community' and change the last bit from Produce to Heritage.</p>	Yes	Noted, updated wording.

Community Feedback Received during public exhibition	Implemented into the RAP	Council reason for implementing or not implementing feedback
Our Partnerships. (To be included) Council supports the development of a significant cultural heritage walk located at Murray's Crossing at Tumbarumba.	Yes	Council provided a letter of support to the Toomaroombah Kunama Namadgi Indigenous Corporation regarding the proposed project. development of a significant cultural heritage walk located at Murray's Crossing at Tumbarumba.
That Council is actively seeking to help recognise a formal meeting venue for the Ngarigo people within the Tumbarumba.	Yes	Council, Toomaroombah Kunama Namadgi Indigenous Corporation and Crown Land are working together to establish a meeting place.
Pg 7 Aboriginal Liaison Committee - there is no facilities mentioned for the Ngarigo people.	No	Council is not aware of Ngarigo People facilities to mention in the RAP.
Pg 8 There is no mention of RWG education council staff on the issue of Ngarigo and Wiradjuri being 2 entirely different tribes or the boundaries of each within the snowy valleys region.	No	The issues surrounding different Aboriginal Tribes that contributes to different beliefs, Culture and Language would be difficult to outline in the RAP.
Relationships. How will Council identify First Nations stakeholders?	N/A to RAP - Questions	As per the First Nations.
Does Council have any identified Indigenous employment opportunities?	N/A to RAP - Questions	Council is working towards securing an identified trainee Environmental Health Officer. This position is currently a part of the organisation's structure.
Remove the Leo Kelly Arts and Culture Award information from the RAP if possible.	Yes	Reference to the award has been removed from RAP.