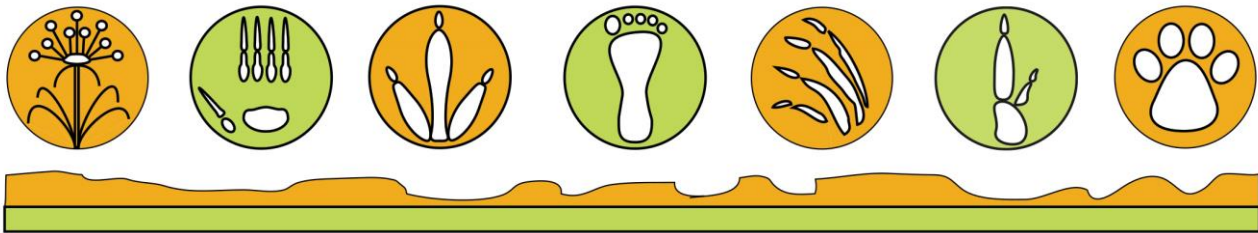


BARKLY REGIONAL COUNCIL



OUR VISION

We strive to be responsive, progressive, sustainable council which respects, listens and empowers the people to be strong.

The Way We Will Work

We will make it happen!

We will be engaged and have regular opportunities to listen.

We will have strong policy and budgets to ensure our programs and services are progressive and sustainable.

Respect is shown in everything we do and we have acceptance of all cultures in the Barkly Region and their practices through a culturally competent Council.

We are a responsible Council.

We will be a responsive Council.

We want to empower local decision making.

We want to ensure that our services are sustainable and that our region has a standard consistent level of services.

We want to be able to sustain our environment – our communities, our physical places, our people and our organisational culture.

We will aggressively pursue additional funding from both levels of government to improve the standard of living of people across the region.

We need to be realistic, transparent and accountable.

AGENDA

CULTURAL ADVISORY COMMITTEE MEETING

WEDNESDAY, 29 MAY 2019

Barkly Regional Council's Cultural Advisory Committee Meeting will be held in Council Chambers on Wednesday, 29 May 2019 at 2:30pm.

Steven Moore
Chief Executive Officer

AGENDA

ITEM	SUBJECT	PAGE NO
1	OPENING AND ATTENDANCE	
	1.1 Elected Members Present	
	1.2 Staff Members And Visitors Present	
	1.3 Apologies	
	1.4 Absent Without Apology	
	1.5 Disclosure Of Interest	
2	CONFIRMATION OF PREVIOUS MINUTES	
	2.1 Confirmation of Previous Minutes.....	3
3	ACTIONS FROM PREVIOUS MINUTES	
	3.1 Action List	8
	3.2 Reconciliation Action Plan	10
4	BUSINESS ARISING REPORT	
	<i>Nil</i>	
5	GENERAL BUSINESS	
	<i>Nil</i>	
6	CLOSE OF MEETING	

CONFIRMATION OF PREVIOUS MINUTES

ITEM NUMBER	2.1
TITLE	Confirmation of Previous Minutes
REFERENCE	274200
AUTHOR	Andrew Scoffern, Governance and Quality Officer

RECOMMENDATION

That the Committee:

- a) Receive and confirm the Minutes from the 1 May 2019 Cultural Advisory Committee meeting as true and correct.

SUMMARY:

The Committee is requested to approve the Minutes from their meeting held on 1 May 2019.

BACKGROUND

NIL

ORGANISATIONAL RISK ASSESSMENT

NIL

BUDGET IMPLICATION

NIL


ISSUE/OPTIONS/CONSEQUENCES

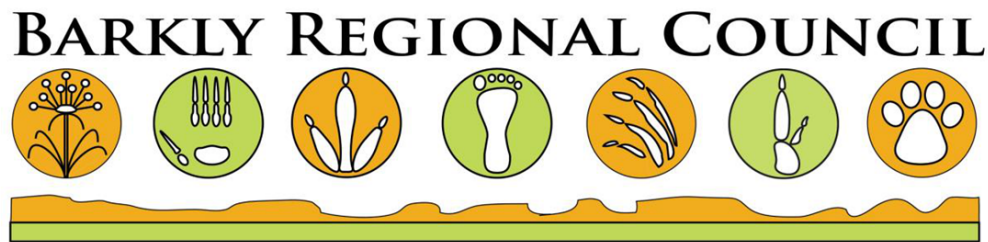
NIL

CONSULTATION & TIMING

NIL

ATTACHMENTS:

1  CUL_01052019_MIN_540.pdf



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We need to be realistic, transparent and accountable.

MINUTES CULTURAL ADVISORY COMMITTEE MEETING WEDNESDAY, 1 MAY 2019

Barkly Regional Council's Cultural Advisory Committee Meeting was held in Council Chambers on Wednesday, 1 May 2019 at 2:30PM.

Steven Moore
Chief Executive Officer

Meeting commenced at 2:48pm with Cr Noel Hayes as Chair.

1. OPENING AND ATTENDANCE

1.1 Elected Members Present

Cr. Noel Hayes – Chair
Mayor Steven Edgington
Cr. Ricky Holmes
Cr. Lucy Jackson (via videoconference)
Cr. Jennifer Mahoney (via phone)

1.2 Staff Members and Visitors Present

Steve Moore – Chief Executive Officer
Neil Jones – Human Resources Manager
Robert Smith – Acting Director of Operations
Andrew Scoffern – Governance and Quality Officer
Cr. Ray Aylett

1.3 Apologies

1.4 Absent Without Apologies

Cr. Ronald Plummer
Cr. Jack Clubb

1.5 Disclosure Of Interest – Councillors And Staff

- Mayor Steve Edgington – Affiliations, Clubs, Organisations and Memberships
 - Institute of Managers and Leaders - Associate Fellow
 - Australian Institute of Company Directors - Member
 - Law Society Northern Territory - Associate Member
 - Tennant Creek Regional Consumer Advisory Group
 - AFLNT Barkly Advisory Committee - Member
 - Tennant Creek Economic Development Committee – Member
 - Rotary – Member
 - Bizspeak Pty Ltd– Director
 - Battery Hill – Member
 - Alcohol Reference Group - Committee Member
 - Regional Development Australia - Chair
- Cr. Noel Hayes – Affiliations, Clubs, Organisations and Memberships
 - Anyinginyi Health Aboriginal Corporation, Tennant Creek – Board Member
 - Centre for Appropriate Technology, Alice Springs – Board Member
 - Housing Reference Group – Member/Chair
- Cr. Ronald Plummer – Affiliations, Clubs, Organisations and Memberships
 - Pururutu Aboriginal Corporation – Board Member
 - Patta Aboriginal Corporation – Board Member
 - Papulu Apparr-Kari Aboriginal Corporation – Member
 - Tennant Creek Mob Aboriginal Corporation
- Steve Moore - Affiliations, Clubs, Organisations and Memberships
 - Battery Hill – Director

There were no declarations of interest at this Cultural Advisory Committee meeting.

2. CONFIRMATION OF PREVIOUS MINUTES

2.1 CONFIRMATION OF PREVIOUS MINUTES

MOTION

That the Committee:

- a) Receive and confirm the Minutes from the 25 July 2018 Committee meeting as true and correct.

RESOLVED

Moved: Cr. Ricky Holmes

Seconded: Mayor Steven Edgington

CARRIED UNAN.

Resolved

The Committee that these Minutes were not the from the previous meeting.

3. ACTIONS FROM PREVIOUS MINUTES

3.1 ACTION LIST

MOTION

That Council:

- a) Receive and note the update to the Cultural Advisory Committee Action List and remove Items 2-5 from the Action List.

RESOLVED

Moved: Cr. Lucy Jackson

Seconded: Cr. Ricky Holmes

CARRIED UNAN.

Resolved

3.2 RECONCILIATION ACTION PLAN

MOTION

That the Committee:

- a) Receive and note the Draft Reconciliation Action Plan, subject to changes below for inclusion in the May 30 Council Agenda; and
- b) Present revised RAP and Community Profiles to the next Cultural Authority Committee to be held on May 29.

RESOLVED

Moved: Cr. Noel Hayes

Seconded: Cr. Ricky Holmes

CARRIED UNAN.

Resolved

Mayor to update his column to potentially reflect the 'Our Vision for Reconciliation'

page.

Governance section to reflect all 16 languages in the Barkly region, this is echoed throughout the document.

CEO discussed the Action Items individually, referring first to Relationships, Respect and Opportunities. Each Action provides various strategies to monitor each Actions progress.

Make the font of the document bigger or more clearer.

Promotional cultural integrity is to be improved
Inclusive communication channel is to be monitored and improved.

The Committee is to report back on the progress of each Action Item.

4. **BUSINESS ARISING REPORT**

Nil

5. **GENERAL BUSINESS**

5.1 **SORRY BUSINESS**

MOTION

That the Committee:

- a) Support the proposed Sorry Business form and procedure from the Alpururulam Local Authority, subject to final approval by the Alpururulam Local Authority.

RESOLVED

Moved: Cr. Jennifer Mahoney

Seconded: Cr. Lucy Jackson

CARRIED UNAN.

Resolved

Area closures part should also note the times the buildings will be closed

6. **CLOSE OF MEETING**

The meeting terminated at 3:23pm.

THIS PAGE AND THE PRECEEDING PAGES ARE THE MINUTES OF THE Cultural Advisory Committee Meeting HELD ON Wednesday, 1 May 2019 AND CONFIRMED .

Steven Edgington
Council Mayor

Steve Moore
Chief Executive Officer

ACTIONS FROM PREVIOUS MINUTES

ITEM NUMBER	3.1
TITLE	Action List
REFERENCE	274192
AUTHOR	Andrew Scoffern, Governance and Quality Officer

RECOMMENDATION

That the Committee:

- a) Receive and note the Cultural Advisory Committee Action List.

SUMMARY:

Item 1: Not done

BACKGROUND

NIL

ORGANISATIONAL RISK ASSESSMENT

NIL

BUDGET IMPLICATION

NIL


ISSUE/OPTIONS/CONSEQUENCES

NIL

CONSULTATION & TIMING

NIL

ATTACHMENTS:

1  Action List.pdf

	CULTURAL ADVISORY COMMITTEE ACTION LIST	29 May 2019 Meeting
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	Meeting Date	Timeframe	Subject	Resolution/Action/Task	Action Officer	Completed/Status
1.	30 May 2018		4.1 Update of the lists of the Traditional Owners of Tennant Creek and the Barkly region	Contact CLC and Local Elders to try obtain a list of traditional owners.	CEO	ONGOING

ACTIONS FROM PREVIOUS MINUTES

ITEM NUMBER	3.2
TITLE	Reconciliation Action Plan
REFERENCE	274171
AUTHOR	Andrew Scoffern, Governance and Quality Officer

RECOMMENDATION

That the Committee:

- a) Receive and confirm the revised Draft Reconciliation Action Plan.

SUMMARY:

The Committee were presented with a Draft Reconciliation Action Plan at the previous Cultural Advisory Committee Meeting on 1 May. The Committee requested several changes to the document before it be put before Council. The changes have been made and a revised Draft Reconciliation Action Plan is attached for the Committee's consideration.

BACKGROUND

NIL

ORGANISATIONAL RISK ASSESSMENT

NIL

BUDGET IMPLICATION

NIL

ISSUE/OPTIONS/CONSEQUENCES

NIL

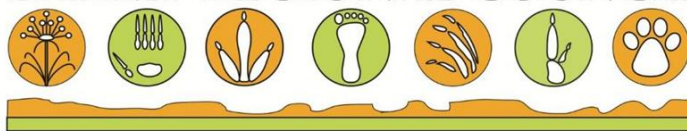
CONSULTATION & TIMING

NIL

ATTACHMENTS:

1 [!\[\]\(291e070cef6c4d5e78fefe4696ef53be_img.jpg\)](#) RAP Document FINAL DRAFT - 15.05.2019.pdf

BARKLY REGIONAL COUNCIL



Reconciliation Action Plan

2018 — 2021



Welcome to Country

We respectfully acknowledge the tradition owners of the land.

We welcome you on behalf of the ancestors and acknowledge Aboriginal Elders past and present. We would like to acknowledge all Aboriginal nations of Australia.

Together we walk on this land and we would like to pay our respects to the traditional owners both past, present and emerging who have walked these same lands. We acknowledge that the culture of the Aboriginal people is still as important today as when it began thousands of years ago.



Mayor's Vision for Reconciliation



Barkly Regional Council will be a place where Aboriginal culture is respected and celebrated, forming an integral part of our Council's community engagement. Barkly Regional Council acknowledges the value and wisdom of Aboriginal Australians and recognises reconciliation is a mutual process that all staff, elected representatives and community members can participate in, to ensure our region is culturally inclusive and respectful.

Barkly Regional Council (BRC) believes in making the Reconciliation Action Plan an integral part of business to ensure that commitment to reconciliation is cemented into our organisational culture. The way to achieve this most effectively is to firmly embed all actions into a strategic plan which is to be reviewed and monitored continuously.

The development of an organisational philosophy that supports reconciliation has been encouraged and continues to be displayed through the proactive leadership of the CEO and Elected members.

Reconciliation is shaping the future direction of BRC and the communities it services by developing strong partnerships based on trust and equality.

The RAP 2018-2021 has classified its goals under four different headings:

- Relationships
- Respect
- Opportunities
- Further progress



RAP Governance



This RAP underpins Barkly Regional Council's commitment to maintaining strong relations with all Warumungu people, the original inhabitants of the land of Tennant Creek, as well as the 16 language groups across the Barkly region. Over 50% of residents in the Barkly identify themselves as indigenous.

To promote our desire to maintain strong bonds with the Warumungu people, Council commences every Council meeting with a 'Welcome to Country' message acknowledging the Warumungu people as the traditional owners of the land in which Council meets. By affording the Local Authorities of Council a voice, Council can more effectively represent indigenous interests across the region.

Concerted efforts are made through Council policies and procedures and through staff development to employ indigenous people to suitable positions within Council.



Relationships

Action	Strategy
Strengthen relationships with Aboriginal and Torres Strait Islander community based organisations and individuals.	<p>Invite local Aboriginal organisations to Council events, functions and appropriate meetings.</p> <p>Invite Aboriginal organisations to present to Council.</p> <p>Where appropriate, provide Council support to the activities of Barkly Aboriginal organisations.</p> <p>Seek feedback from organisations on Council initiatives.</p> <p>Encourage Area Managers to form work based relationships with Traditional Owners and community members on their respective community's.</p>
Internally promote and monitor RAP progress.	<p>Hold staff briefings on the RAP.</p> <p>Seek regular feedback on the relevance of the RAP.</p> <p>Council and Cultural Competency Committee to review RAP annually.</p> <p>Form a group from indigenous LA members to promote and monitor the RAP.</p>
Celebrate National Reconciliation Week to provide opportunities for Aboriginal and Torres Strait Islander staff to build relationships with the local community.	<p>Hold one event per town and remote community (staff and elected members to attend).</p>
Cultural competency committee to monitor and report on RAP actions.	<p>Committee to meet at least four times per year.</p> <p>Cultural Competency committee to offer advice and develop initiatives for Council.</p> <p>Committee to review the RAP annually and report back on the progress of each Action item.</p>
Build external relationships.	<p>Develop a list of Aboriginal and Torres Strait Islander organisations within our Region that we could approach to connect with on our reconciliation journey.</p>



Respect

Action	Strategy
Promote staff understanding and use of protocols around Acknowledgement of Country and Welcome to Country.	Maintain a 'Welcome to Country' policy. Initiate an exchange of knowledge program in each of our communities, this would allow non – Indigenous staff to learn more about culture and give Indigenous staff the opportunity to learn more from non – Indigenous staff. Discussions could be about what ever subject matter they may be having issues with (electronic/social media for example but could be anything). Work Inductions.
Consideration of Aboriginal and Torres Strait Islander knowledge, wisdom and practices into day to day operations.	Seek feedback (Councillors, TO's ,Elders, Community Members) on Sorry, Ceremony and other Cultural matters that could impact Council operation
Ensure the practical recognition of Traditional Owners of the land and the contribution of Aboriginal and Torres Strait Islander staff in publications and public	Good news stories on working together to achieve positive outcomes. Acknowledgement of traditional owners when new infrastructure is built
Demonstrate respect and valuing of our Aboriginal and Torres Strait Islander staff.	Workplace Inductions. Cultural Awareness briefings to new staff.
Recognise and participate in NAIDOC Week and any other dates of significance.	Host Culture Days. Host Community BBQ / YSR Events. Combined effort with other stakeholders in community.
Continue to develop and strengthen Cross Cultural Training.	Induction Training. Staff Development on Cultural Training
Celebrate cultural events by providing opportunity for all staff to organise and participate.	BRC Leave Policy designed to assist staff to attend events. Council to support appropriate events



Opportunities

Action	Strategy
Increase Aboriginal and Torres Strait Islander employment through targeted Aboriginal and Torres Strait Islander Employment Strategy.	Indigenous Employment Percentage Goals (KPI's) rather than pre-selected jobs. Mentoring, training and Development of indigenous staff to encourage staff to progress to more senior positions.
Undertake initiatives at a local level to increase the number of Aboriginal and Torres Strait Islander staff to exceed 60% across BRC.	Commitment to employ Barkly residents when possible. Culturally appropriate induction and training to encourage staff to seek promotion.
Provide career development opportunities for Aboriginal and Torres Strait Islander staff that assists in building capacity and competences for advancement within the organisation.	Leadership/Management programs for selected staff. Mentoring/Training identified staff as Relief Managers / Team Leaders. Apprenticeships/Promotions.
Increase Aboriginal and Torres Strait Islander representation at Team Leader and Management level.	Recruitment. Leadership/Management programs for selected staff. Mentoring/Training identified staff as Relief Managers / Team Leaders Apprenticeships.
Develop internal and external communication to improve awareness of Aboriginal and Torres Strait Islander achievement and activity.	Publications / good news stories. Local media. Barkly website. Social media. Workplace Acknowledgements.



Opportunities

Action	Strategy
Greater evaluation and appropriate feedback mechanisms for programs delivered to Aboriginal and Torres Strait Islander peoples.	<p>Community engagement – gather information/concerns through LA meetings and annual survey</p> <p>Regular Staff/management meetings.</p> <p>Program Team Leaders reports their progress/concerns to LA Meetings, also opportunity for LA to address any of their concerns or provide feedback.</p> <p>Directors/Coordinators regular visits to Communities.</p>
Develop and embed processes which ensure that appropriate consultation occurs when developing and reviewing programs.	<p>Regular meetings with relevant Directors / Coordinators / Team Leaders.</p> <p>Seek feedback/ advice from Community members.</p> <p>LA Meetings / Community Engagement.</p>
Support initiatives and ideas of Aboriginal and Torres Strait Islander staff and stakeholders that contribute to improving resources and programs.	<p>Regular Staff meetings to gather feedback.</p> <p>Acknowledgement of good ideas.</p> <p>Implementation of good ideas.</p>
Use opportunities to advocate for issues impacting on Aboriginal and Torres Strait Islander peoples in the NT.	<p>Create strong relationships with other providers in Community ie: School, Health, Police, Medical Centre, CDEP, PMC etc..</p> <p>Support NO More Violence Campaign.</p> <p>Support other outside providers facilitating services for the improvement of community people.</p>
Identify Aboriginal and Torres Strait Islander businesses which can be utilised to secure goods and services for BRC.	<p>Create an indigenous business listing relevant for each community.</p> <p>MOU's with CDP providers.</p>
Identify opportunities to promote and support industry and enterprise that is occurring/developing on the communities we provide service to.	<p>MOU's with CDP Providers.</p> <p>Seek funding opportunities to support locally driven and staffed enterprises.</p>

Further Progress

Action	Strategy
Cultural Competency Committee meetings have RAP as standing agenda item.	Cultural Competency Committee to meet at least four times per year

Objectives

There are four key focus areas that need to be addressed and nurtured to create change:

1. **Community development and capacity building**
2. **Workforce development and social inclusion**
3. **Promotion of cultural integrity**
4. **More inclusive communications and consultations**

Community development and capacity building

- Encourage community engagement through Local Authority Meetings, Community meetings and other events/functions.
- Equal opportunity strategy and become an Employer of Choice
- Develop or modify policies, protocols and procedures that acknowledge and fit in with Indigenous Culture
- Develop an open communication strategy where both Indigenous and Non-Indigenous people have an equal voice
- Work with communities to develop and progress facilities and infrastructure that Community members have identified as priorities
- Support Indigenous Economic Development within the Region.

Workforce development and social inclusion

- Include indigenous staff on interview panels whenever possible.
- All Council policies must promote anti-discrimination and be Integrated into employee code of conduct and presented as part of induction process
- Further commitment to the training and development all employee's creating the environment for staff retention and career development.
- Ensure a majority of the workforce are local Indigenous people and that these employees are actively encouraged to participate in professional development opportunities
- Indigenous people are represented in all levels of the organisation
- Improve literacy and numeracy levels of employees
- Social/life skills improvement for Indigenous employees
- Equal training opportunities afforded to all BRC employees



Further Progress

Promotion of cultural integrity

- Develop an understanding and acceptance of Australia's history among staff from all cultures
- Advocate for Indigenous Australians
- Value the teaching and learning of Indigenous Australians
- Firmly establish partnerships with communities and hold cultural differences in the highest regard
- Respect and care for the land and areas of cultural significance with in the Barkly region
- Respect and embrace the local Indigenous languages
- Educate non – Indigenous staff about Indigenous Australia in the Barkly Region to afford them a better understanding of their work environment.

More inclusive communications and consultations

- Continued support to Government and non-Government agencies for improvements in community and social development
- Ensure staff from both Indigenous and Non-Indigenous backgrounds work side by-side as peers to deliver effective services
- Ensure communities have ownership over decisions that affect them
- Encourage and support local indigenous organisations, businesses and community groups
- Develop culturally appropriate communication strategies to improve communication throughout the Region.

Consultation and progress

- Goals are set as per the instructions from Council and Cultural Competency Committee
- Internal consultations with Aboriginal and Torres Strait Islander staff are made for inputs on strategies to achieve these goals
- Internal consultations with Aboriginal and Torres Strait Islander staff are made for input on any further amendments to the goals
- Conduct meetings inviting community members for their inputs on RAP 2018-2021
- First draft to be taken to all Local Authority meetings seeking inputs from appointed members
- All the comments received will be compiled and presented to the Cultural Competency Committee
- The final draft will be presented to Council at an Ordinary Council meeting
- Receive approval on the goals and objectives set by Council for RAP 2018-2021
- Send the plan for designers to print and make the hardcopies available at all Council offices
- Include the RAP as a periodic item for the Cultural Competency committee for review
- Further recommendations from Cultural Competency committee are to be brought to the Council meetings for enforcement

