

RECONCILIATION ACTION PLAN

JUNE 2020 – JANUARY 2022



RECONCILIATION
ACTION PLAN

REFLECT

 City of Ryde

Lifestyle and opportunity
@ your doorstep



Contents

| | |
|--|----|
| Artist statement..... | 2 |
| Welcome to Country..... | 2 |
| About our Reflect RAP – Mayor’s Foreword..... | 4 |
| Our vision for Reconciliation | 6 |
| Our Business | 8 |
| Our RAP | 12 |

Over the next 18 months the City of Ryde commits to:

| | |
|---------------------|----|
| Relationships | 18 |
| Respect..... | 20 |
| Opportunities | 24 |
| Governance | 26 |

Front cover artwork:
“*From the Stars*” by artist
Jessica Johnson (Warumungu / Wombaya)
from Nungala Creative.

Artist Statement

Aboriginal people have used navigational systems guided by the stars for millennia, the knowledge of our respective countries is ingrained in our DNA. This work is an aerial perspective of the community, interconnected meeting places and pathways.

WELCOME TO COUNTRY



Aunty Julie Janson
– Darug Elder

On behalf of the Darug people we welcome you to Ryde. You are welcomed on the land of the Wattamattagal (Wallumedegal) clan of the Darug Aboriginal nation.

We pay respects to the local Aboriginal Elders past and present and to the ancestors of the land, the knowledge and culture. We welcome peoples of all nations and all faiths. We pay respects to all Aboriginal and Torres Strait Islander peoples and have pride in the Indigenous knowledge and culture of this area. We honour the protection of one of the earth’s oldest continuous living cultures.

The Council asks that honour be given to the inclusion of Darug history and cultural knowledge in Council events. We ask that people think (wingara) to learn from Darug knowledge and walk safely upon this land (pemul).

Quai bidja, jumna paialla jannawi.
Come here, we speak together.
Jumna ngarra kaoall Koori waiana, biana,
burria, garabara nura.
We hear old Koori mother and father ancestors singing, in Dreaming for country.
Bunggawurra yalabi daiyalung.
Making ceremony for country.
Wallawa mai-all, ngulluwa bamal, badu.
Stop here strangers; sit near this earth and water.
Ngarra yabun bigja Koori nura.
Listen to the music of our country.
Nea jumna nguwiya ngindi mujar wallawa,
Observe, we invite you gladly to stop here,
kyun kimberwalli jannawi yarbilla ngara nura.
Maron-oomillaine nura.
under the sun and stars, together listening
and mending our country. Caring for our land.



AUNTY JULIE JANSON
LOCAL INDIGENOUS ELDER

2019 Venture Café Sydney Launch -
Macquarie Park

ABOUT OUR REFLECT RAP - MAYOR'S FOREWORD



Cllr Jerome Laxale
City of Ryde Mayor



The Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. It is a business plan that uses a holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program includes four types of RAPs – Reflect, Innovate, Stretch and Elevate. Each type offers a different level of engagement and support.

In developing our Reflect RAP, the City of Ryde sets out the steps we will take over the next 18 months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans. In this RAP, the City of Ryde identifies relationships, respect and opportunity actions specific to our local area, our sphere of influence and our local Aboriginal and Torres Strait Islander Communities.

We give consideration to how we can best commit to cultural learning, understanding cultural protocols and increasing Aboriginal and Torres Strait Islander employment and also consider how we observe and celebrate dates of significance for Aboriginal and Torres Strait Islander peoples and promote reconciliation through our sphere of influence.

Over the next 18 months we will develop support for the plan across our organisation so that we can focus on building relationships both internally and externally, while also raising awareness with our stakeholders to ensure there is shared understanding and ownership of the RAP within our organisation.

The Reflect RAP is a living document that will be regularly reviewed, reported on and evaluated.

The development of future RAPs will involve consultation with staff across our organisation including Aboriginal and Torres Strait Islander staff and stakeholders in the community to achieve our vision for reconciliation.

This plan is an important step in our journey towards reconciliation and we hope that you can join us.

2019 NAIDOC Citizenship Ceremony
Pictured: Uncle Allen Madden, Cllr Jerome Laxale City of Ryde Mayor,
Charleen Williams and Gene Kelaher



OUR VISION FOR RECONCILIATION

Our vision is to strengthen City of Ryde's relationships within Aboriginal and Torres Strait Islander communities and provide a culturally safe and culturally appropriate local government area for all current and future Aboriginal and Torres Strait Islander residents, employees and visitors.

The City of Ryde has always acknowledged Aboriginal and Torres Strait Islander people that live in Ryde, we support the Uluru Statement of the Heart and this Reflect Reconciliation Action Plan and future Reconciliation Action Plans will help the City of Ryde to further enhance our relationships with the Traditional Custodians of the land.

The RAP underpins the City of Ryde's commitment to Aboriginal and Torres Strait Islander residents, staff and communities. It will be utilised across all areas of Council to embed Aboriginal and Torres Strait Islander knowledge and perspectives within all Council operations.

To ensure that the City of Ryde is a culturally safe and culturally appropriate area, the City of Ryde will acknowledge the historical factors of the invasion of Australia and the affects this has had on the Aboriginal and Torres Strait Islander communities and the current challenges they face. The City of Ryde acknowledges each Aboriginal and Torres Strait Islander community has its own history, traditions and community protocols and agrees to listen and work with these communities in supporting their needs.

The City of Ryde picture this vision of reconciliation will be achieved through integrating actions laid out in this plan across all existing and future strategic documents and council planning processes. Development of future RAPs will involve consultation with staff across our organisation including Aboriginal and Torres Strait Islander staff and/or stakeholders to achieve our vision for reconciliation.



Diramu Aboriginal Company at the 2019 Musical Morning Tea: NAIDOC Week



OUR BUSINESS

To support and enhance the wellbeing of its residents, the City of Ryde delivers a diverse range of products and services. Because of its considerable size and the broad range of activities it undertakes, it is a complex organisation to manage, and there are many things that we need to do to ensure we can deliver the vision contained in our Community Strategic Plan:

The City of Ryde - the place to be for lifestyle and opportunity
@ your doorstep.

These include the way we:

- Set a strategic direction for the next ten years that meets community aspirations, can be delivered within our financial capability and brings our partners on the journey with us
- Align our internal business disciplines and build and maintain the skills necessary to achieve this
- Develop our workplace culture to create a workforce that feels engaged, motivated and valued
- Demonstrate strong governance and leadership to bring it all together and manage our workplace improvements.

The City of Ryde also strives to empower people who live, work, learn and play in the City of Ryde to fully participate in community life.

The City of Ryde runs events, programs, training, forums and information sessions to enhance, inform and strengthen our local community. Everything we do is underpinned by social and cultural planning. We work with children and families, young people, older people, people with disability, Aboriginal and Torres Strait Islander communities, culturally diverse communities and more.

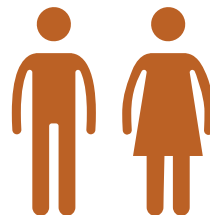


Dominic Jeaitani and Marcel Jeaitani

Each year, the City of Ryde coordinates important observance and awareness events including – Seniors Festival, Youth Week, International Women’s Day, Social Inclusion Week, NAIDOC Week, National Reconciliation Week and Harmony Day. We build partnerships with local service providers to assist us to deliver these all-inclusive events.



The Illume Girls at the 2019 NAIDOC Welcome Ceremony



The City of Ryde employs 526.5 full-time employees and we currently **employ 18 people who identify as Aboriginal and/or Torres Strait Islander.**



Our current geographic reach is 40 square kilometres with 127,466 residents (2016 Census), 205 hectares of bushland and **over 62 Aboriginal heritage sites.**



We share borders with Parramatta, Lane Cove, Hunters Hill, Willoughby and Ku-ring-gai councils and currently we have

430 people who identify as Aboriginal and/or Torres Strait Islander living in the City of Ryde



Guringai Culture at the 2019 Sunset Sounds at Wilga Park





OUR RAP

The City of Ryde is developing a RAP so that we can strengthen our relationships within Aboriginal and Torres Strait Islander Communities and provide a culturally safe and culturally appropriate local government area for all current and future Aboriginal and Torres Strait Islander residents, employees and visitors.

The City of Ryde RAP was developed and is collaboratively led by the Executive Team which is comprised of senior managers and directors from each department within Council. The General Manager has been appointed by the Executive Team as the RAP champion and will be involved in driving internal engagement and awareness of this RAP and all future RAPs.

Our Reconciliation Journey to date:

In recent times, the City of Ryde has been involved with Aboriginal and Torres Strait Islander communities and our Reconciliation Journey includes:

NAIDOC Week celebrations – The City of Ryde has continuously celebrated NAIDOC Week through various cultural events that we host with the assistance of our local Aboriginal and Torres Strait Islander community partners and hosted events for City of Ryde staff.

Finding Bennelong website www.findingbennelong.com – In 2013 the City of Ryde built a website dedicated to the story of Bennelong. The website is used to tell the story of Bennelong and give viewers the history of the Ryde area and also the impact that Bennelong and the Wallumedegal clan had on this land.

National Reconciliation Week activities – The City of Ryde held several events during National Reconciliation Week which were hosted by Aboriginal Elders.

The events focused on truth telling and learning the history and culture of the Wallumedegal clan.



2019 NAIDOC Week Celebration
Pictured: Brendan Kerin




2019 NAIDOC Citizenship Ceremony
Pictured: Clr Jerome Laxale City of Ryde Mayor,
Meadowbank Scout Group, Charleen Williams and Gene Kelaher



"The Illuminatrope" located on the Parramatta River foreshore at Banjo Paterson Park in Gladesville.

"The reflective nature of The Illuminatrope pays homage to the history of contact between the First Fleet and the Wallumedegal people at Looking Glass Bay, where the park is located. On 15 February 1788, Governor Arthur Phillip gave a local man a looking glass, which he compared with his reflection in the water. It is therefore very fitting that this sculpture is positioned above the bay,"
- City of Ryde Councillor Christopher Gordon





Community Connections – The City of Ryde believes that we should be connected with our community so that we can better understand their wants and needs. We constantly strive to build connections with local Aboriginal and Torres Strait Islander community members and groups and actively involve them in any of culturally significant events and activities. The building of these connections allows us to be better informed on how to serve our Aboriginal and Torres Strait Islander community.

Welcome to Country and Acknowledgement of Country at community events – The City of Ryde believes in making sure we pay respect to the Traditional Owners of the land during any event or ceremony that we hold in the Ryde local government area. We make sure to that the appropriate protocols are in place so that a Welcome to Country and Acknowledgement of Country are delivered by Elders who represent this land.

Cultural Awareness Training – The City of Ryde is investigating how we can hold cultural awareness training to inform the broader community and community partners so that we increase culturally safe practices not only in the workplace but also the community.



*Susan Moylan-Coombs at the
2019 Granny Smith Festival*

(left to right)
Gambirra and David Barnett
at the 2020 Australia Day
Citizenship Ceremony



Albert David at the
2020 Australia Day Citizenship Ceremony



OUR PARTNERSHIPS AND CURRENT INTERNAL ACTIVITIES

Community partnerships

Council's community partnerships include the formal and informal, local and global community connections, collaborative projects, and relationships that advance the community. The focus on building community partnerships assist Council in being able to react to changing needs and issues as they occur in the community.

The Community Services team also lead and support a number of partnerships that have a focus on social justice, inclusion, wellbeing and advocacy that address racism, refugee rights, domestic violence prevention, social inclusion, LGBTQIA+ rights, mental health and affordable accommodation.

Our Community Services team continually create partnerships with our local service providers to deliver all-inclusive events and activities for all of our Aboriginal and Torres Strait Islander community members.

- **Primary Health Network** – Northern Sydney Indigenous Coordinator
- **Aboriginal Ability Links** – SRAC Ability Linker
- **Ryde Women's Gathering Group** – hosted by Northern Sydney Primary Health Network
- **Northern Sydney Reconciliation Network**
- **Bennelong Reconciliation Group**
- **Link Housing** – Aboriginal Community Program Officer
- **Macquarie University** – Walanga Muru
- **Aboriginal Educational Consultative Group** – Wattamattagal Ryde
- **Koori Kids**



Link Housing, NAIDOC Week Celebration



Ryde Aboriginal Women's Gathering Group



The Meeting Place at Putney, a circular campfire design as an organic reference to the generations of local Aboriginal families who collectively met, ate and talked.

Internal activities/ initiatives

Traineeship for Aboriginal and/or Torres Strait Islander TAFE Students

– In 2019, the City of Ryde commenced a traineeship for Aboriginal and/or Torres Strait Islander TAFE students completing a certificate in business administration. We look to continue this traineeship in the following years.

Social Procurement – The City of Ryde has started the process to procure services and products from Aboriginal and Torres Strait Islander owned businesses.

Cultural Awareness training – The City of Ryde believes that cultural awareness is important for all staff to know and this is why we have created an online learning module for all staff to undertake from 2020.



Chris Tobin, 'Journey to the Sky Country', date unknown, Acrylic on canvas, 600x500mm. Chris Tobin is a Darug Aboriginal man, artist and educator. This painting is part of the City of Ryde Art Collection and is on display outside the Council Chambers.

OVER THE NEXT 18 MONTHS THE CITY OF RYDE COMMITS TO:



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 | January 2021 | Manager - Community Services |
| | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations | June 2021 | Manager - Community Services |
| 2. Build relationships through celebrating National Reconciliation Week (NRW) | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff | May 2021 | Manager - Communications |
| | RAP Working Group members to participate in an external NRW event | 27 May - 3 June 2021 | RAP Working Group Chair |
| | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW | 27 May - 3 June 2021 | Manager - Communications |



Relationships

| Action | Deliverable | Timeline | Responsibility |
|---|--|--------------|--|
| 3. Promote reconciliation through our sphere of influence | Communicate our commitment to reconciliation to all staff | July 2020 | Manager - Communications and Manager - Community Services |
| | Identify external stakeholders that our organisation can engage with on our reconciliation journey | January 2021 | Manager - Community Engagement and Manager - Community Services |
| | Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey | January 2021 | Manager - Community Services |
| 4. Promote positive race relations through anti-discrimination strategies | Research best practice and policies in areas of race relations and anti-discrimination | July 2021 | Manager - People and Culture |
| | Conduct a review of People & Culture policies and procedures to identify existing anti-discrimination provisions, and future needs | July 2021 | Manager - People and Culture |

OVER THE NEXT 18 MONTHS THE CITY OF RYDE COMMITS TO:



| 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 business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation | January 2022 | Manager - People and Culture |
| | Conduct a review of cultural learning needs within our organisation | July 2021 | Manager - People and Culture |
| 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols | Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area | July 2021 | Manager - Libraries |
| | Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols | July 2021 | Manager - Communications |



| Action | Deliverable | Timeline | Responsibility |
|---|---|-----------------|--------------------------|
| 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week | Raise awareness and share information amongst our staff about the meaning of NAIDOC Week | July 2020, 2021 | Manager - Communications |
| | Introduce our staff to NAIDOC Week by promoting external events in our local area | July 2020, 2021 | Manager - Communications |
| | RAP Working Group to participate in an external NAIDOC Week event | July 2020, 2021 | RAP Working Group Chair |
| 8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by acknowledging the Traditional Owners of the land | Add an Acknowledgement of Traditional Owners on Council email signatures | July 2020 | Manager - IT |
| | Increase visibility of information on Local Aboriginal History through our Council website | January 2021 | Manager - Communications |
| | Ensure places of meeting (Council chambers and buildings) that fly flags, fly the Aboriginal flag and the Torres Strait Islander flag | December 2021 | Manager - Facilities |



OVER THE NEXT 18 MONTHS THE CITY OF RYDE COMMITS TO:



| Action | Deliverable | Timeline | Responsibility |
|--|---|--------------|------------------------------|
| 9. Celebrate Aboriginal and Torres Strait Islander dates of significance | Collate and publish a list of dates of significance for Aboriginal and Torres Strait Islander peoples | January 2021 | Manager - Communications |
| | Invite local Aboriginal community members and members of the RAP Working Group to significant events | July 2020 | Manager - Community Services |

NAIDOC Week City of Ryde
staff barbecue



OVER THE NEXT 18 MONTHS THE CITY OF RYDE COMMITS TO:



Opportunities

| Action | Deliverable | Timeline | Responsibility |
|---|--|---------------|------------------------------|
| 10. 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 | January 2022 | Manager - People and Culture |
| | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities | July 2021 | Manager - People and Culture |
| | Investigate a culturally appropriate recruitment process | December 2020 | Manager - People and Culture |
| 11. 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 | January 2022 | Manager - Procurement |
| | Investigate Supply Nation membership | July 2020 | Manager - Procurement |

Bennelong Park is located on the waterfront and adjacent to Kissing Point Park.

It is named in honour of Woollarawarre Bennelong (c.1764 - 1813), an elder of the Eora Aboriginal people of the Port Jackson area at the time of the first British settlement in Australia in 1788. Bennelong served as an interlocutor between the Eora and the British, both in Sydney and in Britain.



OVER THE NEXT 18 MONTHS THE CITY OF RYDE COMMITS TO:



Governance

| Action | Deliverable | Timeline | Responsibility |
|--|---|--------------|-----------------------------------|
| 12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP | Form a RWG to govern RAP implementation | July 2020 | Manager - Community Services |
| | Draft Terms of Reference for the RWG | July 2020 | Manager - Governance |
| | Establish Aboriginal and Torres Strait Islander representation on the RWG | July 2020 | Manager - Community Services |
| 13. Provide appropriate support for effective implementation of RAP commitments | Define resource needs for RAP implementation | July 2020 | Manager - Community Services |
| | Engage senior leaders in the delivery of RAP commitments | July 2020 | Manager - Community Services |
| | Define appropriate systems and capability to track, measure and report on RAP commitments | January 2021 | Manager - Strategy and Innovation |



Governance

| Action | Deliverable | Timeline | Responsibility |
|--|--|-------------------------|------------------------------|
| 14. Build accountability and transparency through reporting RAP achievements, challenges and insights both internally and externally | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia | 30 September 2020, 2021 | Manager - Community Services |
| 15. Continue our reconciliation journey by developing our next RAP | Run community consultations for Aboriginal and Torres Strait Islander community members to help inform our next Reconciliation Action Plan | September 2021 | Manager - Community Services |
| | Register via Reconciliation Australia's website to begin developing our next RAP | October 2021 | Manager - Community Services |

Contact details

Name: Angela Jones-Blayney

Position: Director – Customer and Community Services

Phone: (02) 9952 8222

Email: cityofryde@ryde.nsw.gov.au



Wallumai Wind Sculpture, Putney.

Aboriginal artist Chris Tobin captured a vision for the Riverwalk that pays tribute to the City's Indigenous heritage.

Located in Kissing Point Park, the sculpture represents the traditional totem of the area's original inhabitants, the Wallumedegal people. It is likely that the clan's name derives from the word Wallumai meaning snapper fish, and matta, a word denoting a place, as with Parramatta or Cabramatta. Thus those living on the southern side of the river, in what is now the Ryde area, were the snapper fish clan.