



Outcome Report

# Reconciliation Action Plan

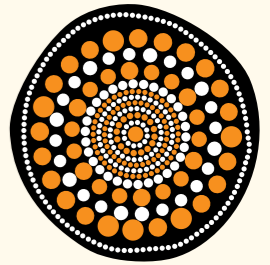
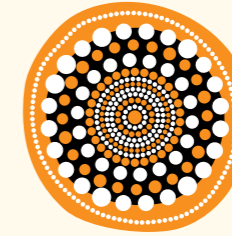
June 2019 – December 2020





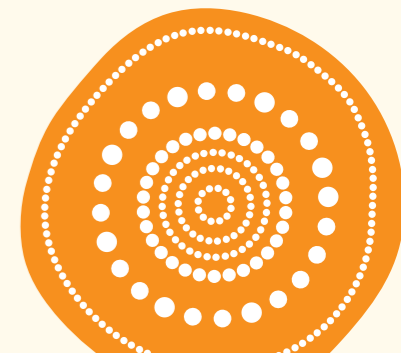
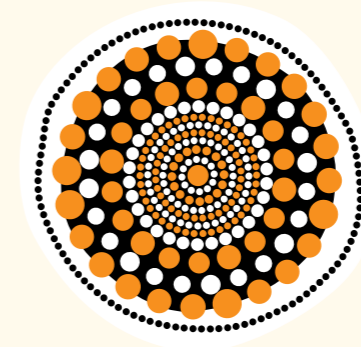


Artist Jay Christensen and community  
Elder Aunty Peggy Tidyman



# Contents

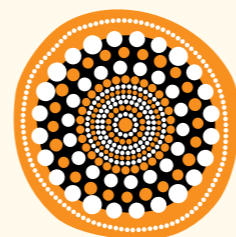
Acknowledgements	4
Our vision for reconciliation	4
Introduction	5
Progress snapshot	5
Detailed outcomes and achievements	5
1. Relationships	6
Highlight: “Walk for Reconciliation” National Reconciliation Week 2020	14
2. Respect	16
Highlight: Employee Excellence Awards: Our words our stories	26
3. Opportunities	28
Highlight: Our Stories Our Designs	32
4. Governance, Tracking Progress and Reporting	34





## Acknowledgements

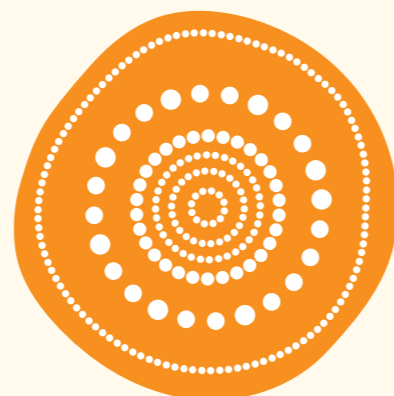
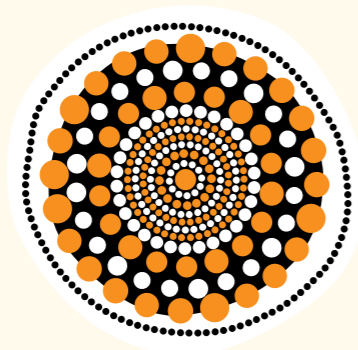
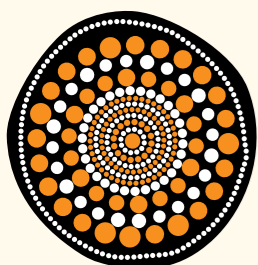
*“Logan City Council respectfully acknowledges the Traditional Custodians of the lands across the City of Logan. We extend that respect to the Elders, past, present and emerging. They hold the memories, traditions, cultures and hopes of Australia’s First Peoples.”*



## Our vision for reconciliation

### Our vision for reconciliation is

- embracing and celebrating diversity through supportive partnerships and collaboration with the many cultures of Aboriginal and Torres Strait Islander people.
- leading by example in acknowledging and understanding the complexity of our nation’s history.
- increased culturally responsive employment, educational and economic development opportunities for Aboriginal and Torres Strait Islander peoples across Council and the community.
- active inclusion of the voice, culture and aspirations of Aboriginal and Torres Strait Islander peoples through successful partnerships.
- stronger relationships between people from all nations and Aboriginal and Torres Strait Islander peoples for the benefit of all Australians.



## Introduction

This report provides an overview of the outcomes and achievements of Council’s second Innovate Reconciliation Action Plan June 2019–December 2020.

Our commitment to reconciliation aligns with our Corporate Plan 2017–2022 priority area of Quality Lifestyles.

Our second RAP included 55 deliverables under 13 action areas within the Reconciliation Australia national framework themes of:

- Relationships
- Respect
- Opportunities
- Tracking, Progress and Monitoring

## Progress snapshot

The following table indicates that of the 55 deliverables committed to in our second RAP 42 (76.4%) have been achieved, 8 (14.5%) are in progress and five have not commenced. A plan is in place to commence the remaining actions.

Progress status of deliverables	Number	Percentage	
Achieved (a deliverable that requires no further action or we have met the once off/annual target)	23	41.8%	76.4%
Achieved and ongoing (a deliverable that we have completed and will continue to deliver on a regular basis)	19	34.5%	
Progress made (a deliverable which is underway)	8	14.5%	
Not commenced (a deliverable that has not yet commenced)	5	9.1%	
Total	55	100%	

## Detailed outcomes and achievements

The remainder of this document provides a detailed overview of the outcomes and achievements against each of the 55 deliverables of our Reconciliation Action Plan June 2019–December 2020.

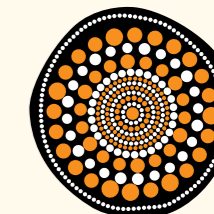
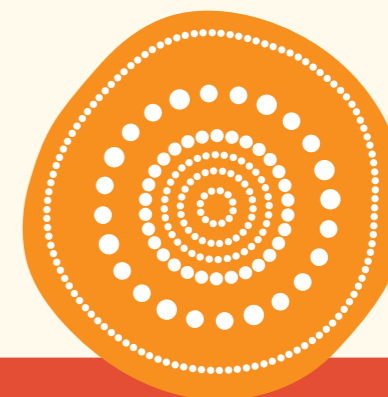
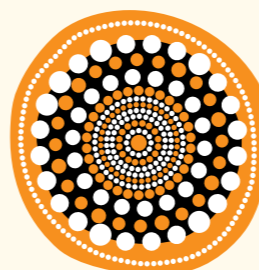


# 1. Relationships

Getting to know each other allows us to develop stronger relationships. Stronger relationships create improved communication, empathy and understanding which develops an inclusive community.

## Focus area:

Develop and strengthen relationships through shared activities and increased learning.



Deliverable	Timeline	Responsibility	Status	Outcome
<b>ACTION 1: RAP Working Group monitors development and implementation of actions, tracking progress and reporting.</b>				
1.1 Coordinate a RAP Working Group to oversee development, launch, implementation, monitoring and reporting.	March, June, September, December, Annually	Community Services	Achieved and ongoing	RAP Working Group meetings were held on: <ul style="list-style-type: none"> <li>6 November 2019</li> <li>15 January 2020</li> <li>24 June 2020</li> <li>25 August 2020</li> <li>9 September 2020</li> <li>9 December 2020</li> </ul>
1.2 Maintain an up to date Terms of Reference for the RAP Working Group (RWG). This includes terms for: <ul style="list-style-type: none"> <li>Quarterly meetings.</li> <li>Meaningful Aboriginal and Torres Strait Islander staff representation.</li> <li>Inviting Aboriginal and Torres Strait Islander community members to join the RWG.</li> </ul>	December 2020	Community Services	Achieved	In 2019 we invited all staff who identify as Aboriginal and/or Torres Strait Islander to take part in the RAP Working Group. This was to raise awareness and keep the invitation open to all staff who identify. The RAP Working Group continues to explore opportunities to ensure engagement with Aboriginal and/or Torres Strait Islander staff and our RAP is meaningful. This includes not making any decisions without an Aboriginal and/or Torres Strait Islander representative.  In August 2020 we invited newly elected Councillors to the RAP Working Group. At the time of this report, the RAP Working Group had 43 representatives including: <ul style="list-style-type: none"> <li>Three Councillors</li> <li>The Community Services Director</li> <li>11 branch Managers</li> <li>Seven staff who identify as Aboriginal and/or Torres Strait Islander</li> <li>Multiple Program Leaders and officers</li> </ul> We will seek input from the First Nations Community Action Group in early 2021 about engaging community on our RAP Working Group.
<b>ACTION 2: Celebrate and share in National Reconciliation Week (NRW) to build and maintain relationships.</b>				
2.1 Organise at least one internal NRW event each year.	27 May–3 June, Annually	Community Services	Achieved	To celebrate NRW in a COVID-19 safe way, in 2020 Council hosted an internal Walk for Reconciliation event. Throughout the week, 176 Council staff and their walking companions walked a combined total of 1,348 kilometres. The event allowed staff to show their support for reconciliation and a shared future for all.



Deliverable	Timeline	Responsibility	Status	Outcome
2.2 Encourage RWG members and all staff to attend external and internal NRW events.	27 May–3 June, Annually	Community Services	Achieved	We promoted the Walk for Reconciliation event via email, the intranet, our internal social media and RAP Working Group members.
2.3 Register all NRW events on Reconciliation Australia's website.			Achieved	We list the Walk for Reconciliation event on Reconciliation Australia's website.
2.4 Support NRW community events where possible and appropriate. This may include: <ul style="list-style-type: none"> <li>Encouraging and supporting groups to apply for funding through our Events Funding Program.</li> <li>Identifying opportunities to partner with local groups to deliver a NRW event.</li> </ul>			Achieved	We promoted NRW on Council's Facebook page encouraging community to engage in the theme for 2020 in a COVID-19 safe way.  Our Walk for Reconciliation event also inspired LendLease to host a similar event with staff and residents. Collectively they walked over 1,439 kilometres.
<b>ACTION 3: Develop and maintain meaningful relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations.</b>				
3.1 Develop an effective forum for meaningful engagement with Aboriginal and Torres Strait Islander peoples. We will do this in partnership with community and Aboriginal and Torres Strait Islander staff.	June 2020	Customer Experience and Community Engagement	Achieved	Our Community Development program held tele-yarns with First Nations Leaders and Elders during COVID-19. This provided an opportunity to identify community priorities and connect with relevant services.  Once COVID-19 restrictions eased, a First Nations Community Action Group was established. The purpose of this group is: <ul style="list-style-type: none"> <li>Discuss, progress and action community priorities within Council's sphere of influence.</li> <li>Provide a platform for Council to engage with Elders and Leaders.</li> <li>Build meaningful relationships between Logan's Aboriginal and Torres Strait Islander communities and Council.</li> </ul> This is a partnership between Council and Logan's First Nations community. We held the first and second meetings in person on 24 September and 18 November 2020. We hold meetings every two months and the group is open to all Aboriginal and/or Torres Strait Islander Elders and representatives.
3.2 Collaborate with community representatives to update our existing staff engagement guideline to: <ul style="list-style-type: none"> <li>Make sure it meets the changing needs and expectations of the community.</li> <li>Include a communication plan to promote the use of the guideline.</li> <li>Include appropriate wording for Acknowledgement of Country in our email signatures.</li> </ul>	December 2020	Customer Experience and Community Engagement	Not commenced	This action was delayed as a broader Community Engagement Strategy for the City of Logan was being developed. We plan to progress this action in consultation with the First Nations Community Action Group in early 2021. This will form part of a community engagement tool kit for staff.  Council's current guideline continues to be available and useful for to staff and senior leaders.

Deliverable	Timeline	Responsibility	Status	Outcome
3.3 Promote greater social interaction between Aboriginal and Torres Strait Islander and non-Indigenous Australians. This may include our staff volunteering at Aboriginal and Torres Strait Islander events.	December 2020	Community Services	Achieved and ongoing	<p>Our staff and senior leaders joined the community NAIDOC celebrations in July 2019 and November 2020.</p> <p>We engaged Yugambah Museum to deliver KRANK school holiday activities for young people. This provided opportunities to engage in culture through art, language and food.</p> <p>Our libraries continue to work with local Elders to deliver regular Yarning With Our Mob events. This provides opportunities for interaction and learning between First Nations and non-Indigenous residents. The Nyeumba Meta space at Logan Central library also includes a collection of books, magazines, artefacts and artwork.</p> <p>Our Libraries and Creative Industries branch programmed other regular interactive sessions across their nine libraries. These activities encourage children and families to engage in stories, history and culture. Activities included yarning circles, story time, dancing, language sessions and movie screenings.</p> <p>Our Health Environment and Waste branch also work with community to program events and activities to connect with nature and the environment. This included a series of Walking on Country experiences from July to December 2019.</p>
3.4 Create networking opportunities between our senior staff, Elected Members and Aboriginal and Torres Strait Islander Elders. This may include a networking lunch.	Annually	Community Services Directorate	Achieved and ongoing	<p>We held meetings with the First Nations Community Action Group in September and December 2020. This provided opportunities for Elders and leaders to network and engage with Councillors and senior staff.</p> <p>We will continue to identify networking opportunities in partnership with the First Nations Community Action Group.</p>
3.5 Continue to partner with the Nyeumba Meta Advisory Group. This group includes representatives from Aboriginal and Torres Strait Islander communities, our libraries and art gallery. It provides a forum for constructive dialogue and outcomes for community.	December 2020	Libraries and Creative Industries	Achieved and ongoing	<p>The Nyeumba Meta Advisory Group continues to meet regularly to inform activities and initiatives of our Libraries and Creative Industries branch.</p>
<b>ACTION 4: Raise awareness about our RAP and provide opportunities for learning and connection.</b>				
4.1 Develop and deliver a program to champion reconciliation throughout our organisation. This program will be led by Aboriginal and Torres Strait Islander staff.	December 2019	RAP Working Group	Achieved and ongoing	<p>We established an internal RAP Ambassadors Working Group in October 2020. The Ambassadors are staff who will focus on raising awareness about reconciliation across Council by:</p> <ul style="list-style-type: none"> <li>• Leading and hosting events</li> <li>• Sharing information</li> <li>• Advocating internally</li> <li>• Sharing their own stories and reflections</li> </ul> <p>The group has met two times and has prepared an action plan for 2021.</p>



Deliverable	Timeline	Responsibility	Status	Outcome
<p>4.2 Promote our RAP and commitment to reconciliation through:</p> <ul style="list-style-type: none"> <li>Maintaining and promoting our RAP webpage.</li> <li>Promoting NRW, NAIDOC and relevant Council events and activities.</li> </ul>	December 2020	RAP Working Group	Achieved and ongoing	We continue to update and maintain a public webpage for our Reconciliation Action Plan. We have also promoted events, activities and messages for NRW and NAIDOC week through our Facebook page and Our Logan Magazine.
<p>4.3 Update the events toolkit to include engagement with community Elders and Traditional Custodians. This may include Welcome or Acknowledgement of Country.</p>	June 2020	Marketing and Events	Achieved	The events toolkit has been updated to include information about Welcome to Country and Acknowledgement of Country.
<p>4.4 Deliver programs that allow community to learn and engage with history and culture. Some initiatives may include:</p> <ul style="list-style-type: none"> <li>Delivering meaningful activities, programs and exhibitions at our libraries and art gallery.</li> <li>Continuing to showcase local and national productions at the Logan Entertainment Centre.</li> </ul>	Annually	Libraries and Creative Industries and Sport, Leisure and Facilities	Achieved and ongoing	<p>We hosted and promoted the following events, public programs, exhibitions and activities:</p> <ul style="list-style-type: none"> <li>Regular core library programs including Yarning with our mob, Indigenous voices, Dreamtime yarning and Nyeumba Meta Book Club.</li> <li>A range of guest presenters at various libraries during the 2019 United Nations Year of Indigenous Languages.</li> <li>Deadly Digital Movie Making Workshops for children in all nine libraries. This free program used LEGO Movie Maker and the Yugambah Museum Language App (with permission).</li> <li>It's the little things exhibition and complementary workshops by Sally Terare at Logan Art Gallery from 21 June to 27 July 2019.</li> <li>An Our Stories and Designs exhibition by Blaklash Projects at the Logan Art Gallery from 25 October to 30 November 2019. This included complementary workshops and a family fun day. Logan Art Gallery received a Highly Commended Award from the Museum and Galleries National Awards (MAGNA) for this exhibition.</li> <li>Artist Sally Terare provided public art concepts for the Kingston Butter Factory outside plaza area.</li> <li>The Our words our stories (a Deadly Digital Communities funded project) launched on 13 February 2020. It features stories by Aboriginal and Torres Strait Islander people who live, work or perform in Logan City.</li> <li>Four Aboriginal and Torres Strait Islander artists developed concepts for a mural for Logan Art Gallery. The panel selected a design by local artist Aunty Peggy Tidyman. Aunty Peggy's artwork now features as a permanent mural on the external wall of the Logan Art Gallery. We presented all six concept designs in a 'Twenty-Twenty' exhibition from 13 June to 25 July 2020.</li> <li>The Icky House of exhibition 'Whatever happens...happens' at Logan Art Gallery from 13 June to 25 July 2020.</li> <li>The Sapphires were due to perform at the Logan Entertainment Centre in March 2020. We sold approximately 400 tickets before the venue closed and the show cancelled due to COVID-19. A Welcome to Country and pre-show had been organised for this event.</li> <li>The Logan Art Gallery treasures pop-up store featured artworks and designs by Aunty Peggy Tidyman, Sally Terare and Donna Hensen. These were available to buy throughout December 2020.</li> <li>We worked with Kalkadoon artist Colleen Sam to assist her successful application for a major grant from Arts Queensland. This grant will support her forthcoming exhibition.</li> </ul>



## Highlight: "Walk for Reconciliation" National Reconciliation Week 2020

Every year we celebrate National Reconciliation Week (NRW). NRW is a time for all Australians to learn about the histories, cultures, and achievements of Australia's First Nations peoples. NRW allows us to explore how we can contribute to achieving reconciliation in Australia.

Due to COVID-19 we were unable to host a public event to celebrate NRW in 2020. Instead, we hosted a 'Walk for Reconciliation' event. This COVID-19 safe event encouraged staff to walk to show their support for reconciliation and a shared future. The event also paid tribute to the Sydney Harbour Bridge Walk for Reconciliation in 2000.

Staff registered their distances via Eventbrite and captured photos on their walks. In total 176 staff and their walking companions walked a combined total of 1,348 kilometres. That is the same distance as walking from Brisbane to Townsville. Our event inspired LendLease to host a similar activity with their staff and Yarrabilba residents. This event inspired their residents and staff to walk over 1,439 kilometres.



Staff from our Natural Areas team  
at Birnam Range Reserve



Staff from our Plant Fleet Services  
branch walking at Berrinba Wetlands

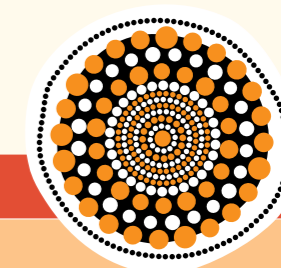
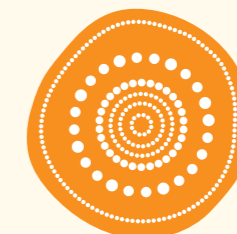
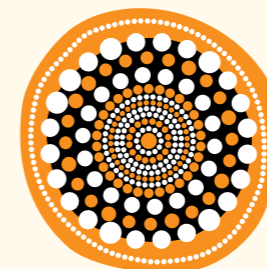


## 2. Respect

Learning about local culture and heritage helps build respect and understanding. Sharing this learning demonstrates respect for Aboriginal and Torres Strait Islander peoples as the First Australians.

### Focus area:

Engagement of our staff in cultural awareness raising and implementation of cultural protocols.



Deliverable	Timeline	Responsibility	Status	Outcome
<b>ACTION 5: Engage employees in opportunities to increase understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.</b>				
5.1 Continue to engage a reputable Aboriginal and Torres Strait Islander organisation to deliver Cultural Intelligence training. Ensure that all existing and new staff complete the training.	Annually	People and Culture	Achieved and ongoing	A total of 73 staff attended two Aboriginal and Torres Strait Islander cultural intelligence training sessions with Banaam. Banaam has delivered quality training outcomes to over 500 Council staff since 2017.
5.2 Promote our cultural heritage training to relevant staff.				According to procurement procedures a request for quotation process commenced in late 2020. This provides an opportunity for other reputable organisations to deliver training for Council.
5.3 Invite Aboriginal and Torres Strait Islander people as guest speakers for our staff events. This may include Leadership Live events.	Annually	RAP Working Group	Progress made	Cultural heritage training continues to be available to staff, which we promote through our Corporate Learning and Development program.
5.4 Include the following provisions in our induction program for new staff: <ul style="list-style-type: none"> <li>High level overview of Logan's diverse Aboriginal and Torres Strait Islander community.</li> <li>A copy of the RAP and related documents.</li> <li>High level cultural awareness information, including the staff engagement guidelines.</li> </ul>	June 2020	People and Culture	Achieved and ongoing	<p>We were making plans for our annual staff Indigenous Games in 2020, which we had to cancel due to COVID-19. The games are hosted by a local Aboriginal and Torres Strait Islander organisation. They provide an opportunity for staff to engage with and learn from local Elders and community in a fun environment.</p> <p>Staff from our Economic Development branch participated in a Welcome to Country emersion at Spirits of the Red Sand in February 2020.</p> <p>We are working with representatives from a local First Nations service to provide staff cultural learning experiences across Logan.</p> <p>In 2019 we updated the induction format for new staff to include a high-level introduction to Logan's diverse communities. This included information about Logan's First Nations communities and our commitment to reconciliation.</p> <p>During COVID-19 we developed an online induction incorporating this content. We will continue to deliver the online format until face-to-face inductions return.</p> <p>All new staff are also required to complete Aboriginal and Torres Strait Islander cultural intelligence training. This training is delivered by a First Nations provider.</p>



Deliverable	Timeline	Responsibility	Status	Outcome
5.5 Review our Employee Excellence Awards and how to recognise staff for reconciliation initiatives.	June 2019	People and Culture	Achieved	<p>In 2020 we included a “Reconciliation Initiative” category in our Employee Excellence Awards. We hope this will encourage all staff and teams to further explore how they can contribute to reconciliation in their work.</p> <p>The inaugural “Reconciliation Initiative” category received three entries. The winner was the Our words our stories Deadly Digital Communities funded project. The project delivered accessible online stories in recognition of the 2019 United Nations Year of Indigenous Languages.</p>
5.6 Establish a bush tucker garden within our Administration and Art Gallery precinct.	December 2019	RAP Working Group	Progress made	<p>We established a cross-organisation working group in 2019 and developed a plan to start a Council staff bush tucker garden.</p> <p>A mural by local artist Muralappi (Jessica Skeen-McKinnon) was painted on the wall of the bush tucker garden in November 2020.</p> <p>We will progress the bush tucker garden as a part of our next RAP.</p>
5.7 Include produce from the bush tucker garden into our catering activities. This may include our cafeteria menu.	December 2020	Sport, Leisure and Facilities	Not commenced	We will commence this action when the bush tucker garden is established.
<b>ACTION 6: Engage staff in understanding the significance of cultural protocols.</b>				
6.1 Encourage Traditional Custodian representatives to provide a Welcome to Country at relevant events. This includes events that we lead and sponsor. For example NAIDOC, LEAF and citizenship ceremonies.	December 2020	Customer Experience and Community Engagement	Achieved and ongoing	<p>Events and meetings we’ve hosted that have opened with a Welcome to Country include:</p> <ul style="list-style-type: none"> <li>• Citizenship ceremonies</li> <li>• The opening of the Berrinba Wetlands Christmas Lights Trail</li> <li>• A cultural leaders event co-hosted with Access Community Services</li> <li>• First Nations Community Action Group meetings</li> <li>• Launch of Our words our stories (Deadly Digital Communities funded project) launch</li> <li>• Trainee and Apprentice Annual award evening</li> </ul>
6.2 Include an Acknowledgement of Country in public facing documents. This includes documents such as our Corporate Plan and the Our Logan Magazine.		Marketing and Events	Achieved	<p>From 2019 all editions of the Our Logan magazine included an Acknowledgement of Country on the inside front cover. Many public facing documents now include an Acknowledgement to Country, including:</p> <ul style="list-style-type: none"> <li>• Corporate Plan 2017-2022</li> <li>• Inside Out: Community Development Action Plan 2019–2020</li> <li>• Access and Inclusion Plan 2019-2022</li> <li>• People Plan 2018–2021</li> <li>• Annual Report 2019/2020</li> <li>• Operational Plan 2020/2021</li> </ul>



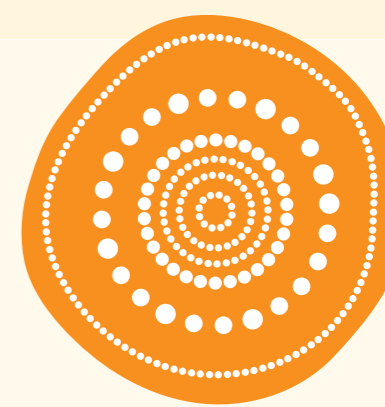
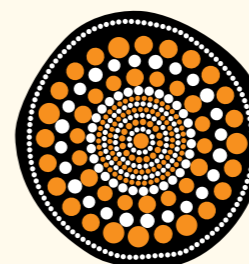
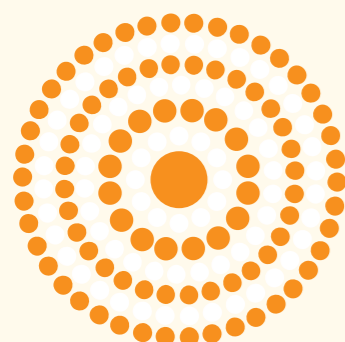
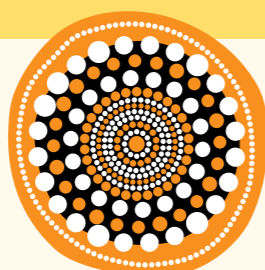
Deliverable	Timeline	Responsibility	Status	Outcome
6.3 Educate staff about the significance of Welcome to Country, Acknowledgement of Country and Aboriginal and Torres Strait Islander people's protocols. This would include inviting Traditional Custodians and Community Elders to speak to staff.	December 2019	Customer Experience and Community Engagement	Achieved and ongoing	<p>We inform all new staff about our commitment and protocols around Acknowledgement of Country and Welcome to Country at their induction to Council.</p> <p>Our Community Engagement and Community Development programs continue to encourage, advise and support staff to:</p> <ul style="list-style-type: none"> <li>Undertake an Acknowledgement to Country, when appropriate</li> <li>Organise a Welcome to Country, when appropriate</li> </ul> <p>Staff also have access to Council's engagement guideline via our staff intranet page. This includes information about the significance of acknowledging and understanding First Nations protocols.</p>
6.4 Include an Acknowledgement of Country on our public website.	August 2019		Achieved	In 2019 we included an Acknowledgement of Country, including a link to Council's RAP, in the footer on all pages of our website.
6.5 Display, where appropriate, Acknowledgement of Country plaques across our venues. This includes at customer service centres, administration buildings, depots and sporting venues.	May 2020	Administration; and Sport, Leisure and Facilities	Progress made	<p>Acknowledgement of Country plaques are currently displayed in Council's:</p> <ul style="list-style-type: none"> <li>Administration building</li> <li>Entertainment Centres</li> <li>Plant Fleet Services depot</li> </ul> <p>We are currently preparing Acknowledgement of Country plaques for display at Council's:</p> <ul style="list-style-type: none"> <li>Major sporting venues</li> <li>Aquatic centres</li> <li>Customer service centres</li> <li>Parks depot</li> </ul>
6.6 Display, where appropriate, Aboriginal and Torres Strait Islander flags across our venues. This includes at customer service centres, administration buildings, depots and sporting venues.				<p>We display the Aboriginal and Torres Strait Islander flags at:</p> <ul style="list-style-type: none"> <li>All customer service centres</li> <li>The Beenleigh Entertainment Centre</li> <li>Our Administration building</li> <li>All nine libraries</li> </ul> <p>We display Aboriginal, Torres Strait Islander and Australian desk flags and floor standing flags at the Marsden depot.</p> <p>Our Parks branch are awaiting foyer flags for their Parks depot.</p> <p>Our Sports, Leisure and Facilities branch are investigating flag options for display at other major venues.</p>



Deliverable	Timeline	Responsibility	Status	Outcome
<b>ACTION 7: Continue to encourage, support and promote NAIDOC community celebrations.</b>				
7.1 Make sure our policies and procedures support staff to take part in NAIDOC week.	Annually	People and Culture	Achieved	The Industrial Relations Act currently provides for staff to take five days unpaid cultural leave. We will consider any enhancements to this provision when we develop our employment pathways initiative.
7.2 Provide opportunity for Aboriginal and Torres Strait Islander staff to engage with their culture during significant events. This includes ensuring staff can take part in community NAIDOC Week celebrations.	September 2019	People and Culture	Achieved	We encouraged all Staff to participate in NAIDOC week events during work hours. We did this through internal emails, posters and the intranet.
7.3 Continue to partner with community to support a NAIDOC Week event. This may include a flag raising ceremony.	July Annually	Marketing and Events	Achieved	<p>Our support for 2019 NAIDOC Week celebrations included:</p> <ul style="list-style-type: none"> <li>• A Council event grant to the value of \$5,000 and staff support for the community NAIDOC Week celebrations at Gould Adams Park.</li> <li>• Interactive sessions at all nine libraries throughout June and July. This includes celebrating the International Year of Indigenous Languages.</li> </ul> <p>Our support for 2020 NAIDOC Week celebrations included:</p> <ul style="list-style-type: none"> <li>• Hosting an internal campaign to encourage staff to share stories about caring for and acknowledging Country. This aligned with the national theme “Always Was, Always Will Be”</li> <li>• We awarded an event grant to the value of \$7,500 for community to run their annual NAIDOC event. Unfortunately this event was cancelled due to COVID-19.</li> <li>• We awarded an event grant to the value of \$2,000 to a local childcare centre to pre-record virtual performances and story time. This was made available via our webpage for community.</li> <li>• Creative NAIDOC family fun packs were available for collection at all nine Logan libraries.</li> <li>• Our Economic Development and Place Management team supported a local cultural and food festival hosted by the Spirits of the Red Sands at the Beenleigh Historical Village. We also awarded an event grant to the value of \$4,156 for this event.</li> </ul>
<b>ACTION 8: Aboriginal and Torres Strait Islander communities have opportunities for involvement in future planning and development.</b>				
8.1 Review the naming policies for Council spaces, places, parks, streets and community infrastructure. This would include incorporating the appropriate use of Aboriginal and Torres Strait Islander words and language.	August 2020	Development Assessment and Parks	Achieved	Our Parks branch has completed a draft review of the naming policy. It now includes opportunities to use traditional Aboriginal names and words in the naming of parks and facilities.
8.2 Develop a fact sheet to inform developers about obligations under the Aboriginal Cultural Heritage Act 2003.	November 2019	Development Assessment	Achieved	<p>We have now included advice and conditions in the application assessment process. This informs developers of the risks and obligations under the Aboriginal Cultural Heritage Act 2003. A separate fact sheet was not created because:</p> <ul style="list-style-type: none"> <li>• Cultural heritage forms part of the conditions of development.</li> <li>• This information will be automatically generated during assessment.</li> </ul>



Deliverable	Timeline	Responsibility	Status	Outcome
8.3 Identify opportunities to further acknowledge Aboriginal Cultural Heritage in the planning scheme.	December 2020	Economic Development and Strategy	Progress made	<p>Our Health, Environment and Waste branch have five projects that aim to conserve the cultural significance of Logan waterways and land. They include:</p> <ul style="list-style-type: none"> <li>Waterways Cultural Heritage Knowledge Base.</li> <li>Logan Natural Environment Strategy/Strategy for Nature.</li> <li>Healthy Land and Water Report Card update pilot study.</li> <li>Art installation at Berrinba Wetlands.</li> <li>Fish Habitat Enhancement projects.</li> </ul> <p>Our Sports, Leisure and Facilities branch have been trialling an Aboriginal Cultural Heritage Procedure for selected capital works projects.</p>
8.4 Investigate opportunities to display Acknowledgement of Country signage across parklands.	December 2020	Parks	Achieved	<p>Our Parks branch identified several opportunities to include Acknowledgement of Country and Aboriginal and Torres Strait Islander artwork, designs and stories into local parks. Identifying these opportunities has now become part of the design process for all new parks. This process will include engaging with community, as appropriate.</p> <p>In January 2020 we opened the Logan Gardens Water Park, which features designs and a story by local artist Jessica Skeen-McKinnon. Our Parks branch are also considering a project to retro-fit signage at Metropolitan parks to incorporate an Acknowledgment of Country.</p>
8.5 Engage with the Aboriginal and Torres Strait Islander community in cultural aspects of planning and development for the Kingston Butter Factory innovation hub and outdoor events precinct.	June 2020	Sport, Leisure and Facilities	Progress made	<p>We engaged with community representatives in the initial planning stages for the Living Museum of Logan and Kingston Butter Factory projects. This included individuals and the First Nations Community Action Group.</p> <p>Our Sports, Leisure and Facilities branch engaged with the community about a Cairns youth performance piece called Jina's Journey. The Logan District Elders provided a letter of support and the show will be scheduled for 2021 pending state government funding.</p>
8.6 Invite community groups to host significant cultural events at the Kingston Butter Factory.	December 2020	Sport, Leisure and Facilities	Not commenced	<p>We were not able to progress this action due to changes to the construction and delivery of the venue. While initial engagement with key stakeholders has begun, further consultation is scheduled for mid-2021.</p>





## Highlight: Employee Excellence Awards: Our words our stories

We hold an annual Employee Excellence Awards to celebrate employees who contribute to improving Council's services. A commitment in our RAP was to consider how we include reconciliation in these awards. As of 2020, our Awards now include a Reconciliation Initiative category. The awards now recognise and celebrate staff who contribute to our reconciliation journey and promote the RAP focus areas of Relationships, Respect and Opportunities.

The inaugural "Reconciliation Initiative" category received three entries. The winner was Our words our stories, which was delivered in partnership between five Council branches and external stakeholders. It includes 10 podcasts, an eBook and an interactive feature by First Nations People who live, work or perform in Logan City. The project was launched on 13 February 2020 in recognition of the anniversary of the National Apology. There have been over 3,000 views of these stories so far, which are available online at [loganlibraries.org/firstnations](http://loganlibraries.org/firstnations). The project was supported by Telstra and the State Governments Deadly Digital Communities funding.

**Our words our stories**  
[loganlibraries.org/firstnations](http://loganlibraries.org/firstnations)

Robert Ah Wing, Aunty Dorothy Buhmann, Gaja/Aunty Kerry Charlton, Gregg Dreise, Aunty Jeanette Fabila, Aunty Margaret Finlay, Anita Heiss, Boneta-Marie Mabo, Toni Pollard, Derek Oram Sandy, Wajin: The Guardian of Scrubby Creek The Knox Family

Narrators of the Our words our stories Podcasts



Robert Ah Wing was the Project Officer for the Deadly Digital Communities Our words our stories project, and is also one of our libraries volunteers.

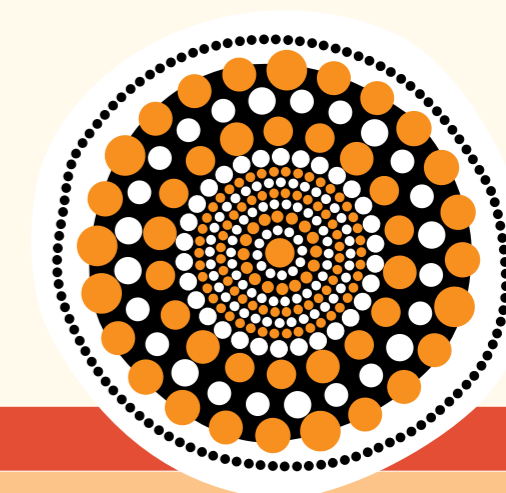
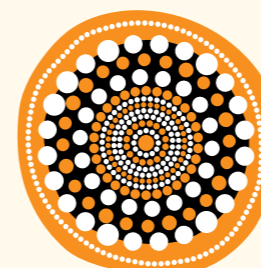


### 3. Opportunities

Supporting employment and economic development initiatives for Aboriginal and Torres Strait Islander people enhances life opportunities.

#### Focus areas:

Employment attraction and retention, supplier diversity and funding opportunities.



Deliverable	Timeline	Responsibility	Status	Outcome
<b>ACTION 9: Investigate opportunities to improve and increase employment outcomes within our workplace.</b>				
9.1 Continue to support Aboriginal and Torres Strait Islander staff to share cultural information.	Annually	People and Culture	Achieved and ongoing	All staff have the opportunity to provide information about their cultural background when they start at Council. This includes whether they identify as Aboriginal and/or Torres Strait Islander.  As of December 2020, there were 1,574 staff who have shared information about their cultural background. Of these staff 18 (1.14%) identify as being of Aboriginal and/or Torres Strait Islander descent. This includes 16 people in full time positions, one in a part-time position and one in a casual position.
9.2 Engage Aboriginal and Torres Strait Islander staff in our Employment and Retention Strategy.	Annually	People and Culture	Not commenced	This action has not commenced. Our People and Culture branch will engage Aboriginal and Torres Strait Islander staff to develop our employment pathways strategy in 2021.
9.3 Engage Aboriginal and Torres Strait Islander staff and community Elders to update our Employment and Retention Strategy. Updates will include: <ul style="list-style-type: none"> <li>Timeframes for implementation.</li> <li>Traineeships, internships, and work experience to increase pathways to employment.</li> </ul>	September 2020	People and Culture	Not commenced	This action has not commenced. Our People and Culture branch will pursue this action as part of the development of our employment pathways strategy in 2021. This will include engaging with Aboriginal and Torres Strait Islander staff and community representatives to explore employment and retention challenges and opportunities.
9.4 Increase exposure of Council's employment opportunities, through: <ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander media.</li> <li>Promoting traineeship opportunities through Indigenous Liaison Officers in high schools.</li> <li>An internal cultural network group for Aboriginal and Torres Strait Islander staff.</li> </ul>	Annually	People and Culture	Achieved and ongoing	We continue to promote relevant employment opportunities through Aboriginal and Torres Strait Islander employment providers and networks.  We work with the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) and local service providers to ensure that entry level employment opportunities (such as traineeships and apprenticeships) are communicated to Logan's First Nations community. The service providers engage with local Identified Community Education Counsellors/Indigenous Liaison Officers within local schools regarding current and future job opportunities.
9.5 Review policies and procedures to make sure there are no cultural barriers to workplace participation.	June 2020	People and Culture	Achieved	The Industrial Relations Act allows for staff to take five days unpaid cultural leave. We will continue to explore workplace participation opportunities in the employment pathways strategy project.
9.6 Review opportunities for a dedicated Aboriginal and Torres Strait Islander education bursary.	May 2020	Administration	Achieved	We reviewed the opportunity to deliver an Aboriginal and Torres Strait Islander bursary. It is possible to introduce a bursary and is depended on sourcing a sponsor. Our Development Assessment branch is in the early stages of planning a pilot bursary and internship program in 2022.



Deliverable	Timeline	Responsibility	Status	Outcome
9.7 Investigate opportunities for a dedicated Aboriginal and Torres Strait Islander liaison officer. This position may be an Identified HR advisor role.	June 2020	People and Culture	Achieved	This opportunity has been investigated and relevant budget requests were made in the 2020 budget process. This included a request for a dedicated First Nations Community Development Officer. While these requests were not progressed in 2020 this action will continue as a priority in future RAPs.
<b>ACTION 10: Investigate opportunities to incorporate supplier diversity within our organisation.</b>				
10.1 Review procurement policies to ensure there are no barriers for engaging Aboriginal and Torres Strait Islander businesses.	July 2020	Administration	Achieved	We adopted a social procurement policy in 2019. This includes a non-priced weighting of up to 30% for Indigenous and social enterprises.
10.2 Maintain Supply Nation membership.	December 2020	Administration	Achieved and ongoing	We have maintained Supply Nation membership.
10.3 Promote supplier diversity across our organisation. This includes promoting commercial relationships with Aboriginal and Torres Strait Islander businesses.	December 2020	Administration	Progress made	Our Procurement program is currently developing an education piece for staff on supplier diversity. This will include information about social, local and First Nations businesses.
<b>ACTION 11: Increase awareness of and engagement with our grants, programs, facilities and services.</b>				
11.1 Work with community to identify opportunities that progress their aspirations. This could include connecting community with funding opportunities, events and initiatives.	December 2020	Community Services	Achieved and ongoing	<p>Our Community Development program regularly engages with representatives from Logan's First Nations community.</p> <p>In September 2020 we established a formal partnership between Council and community via the First Nations Community Action Group. This provides a representative forum for information sharing and action between Council and community. Additionally:</p> <ul style="list-style-type: none"> <li>We regularly attend relevant networks to keep abreast of local trends and priorities.</li> <li>We provided advice and support to help local groups source relevant grants. This included awarding \$24,808 in Council grants to local Aboriginal and Torres Strait Islander organisations over the reporting period.</li> <li>We awarded four COVID-19 Community Response Grants for initiatives that supported Logan's First Nations community.</li> <li>We received a grant from the Department of Health to deliver a swimming program for Logan's culturally and linguistically diverse and First Nations communities. We're developing the First Nations swim program "Nyerroolahle Logan" in partnership with the First Nations community. This program aims to increase wellbeing and water safety over a two-year period (the word "nyerroolahle" means "swim" in the local Yugambeh language).</li> </ul>
11.2 Encourage organisations and services to use online platforms to share information. This may include the Logan Community Directory and the Community Services e-newsletter.	December 2020	Community Services	Achieved and ongoing	<p>Our Community Services branch regularly shares relevant information to the community via our Community Services e-newsletter.</p> <p>During COVID-19 we also created dedicated communications with First Nations Elders and services. This allowed everyone to identify issues, priorities and to provide appropriate and timely information.</p>
11.3 Engage Aboriginal and Torres Strait Islander enterprises in our business support services.	December 2020	Economic Development and Strategy	Achieved and ongoing	Our Economic Development and Strategy branch has a working relationship with DATSIP and the organisers of Black Coffee - Logan. This is a monthly meet up of Aboriginal and Torres Strait Islander businesses in Logan. The branch also provides support to local recipients of the Advance Queensland funding.



## Highlight: Our Stories Our Designs

Our stories our designs was a result of the Chester Park Water Tower mural project. The high quality submissions from the project sparked the idea for a standalone exhibition. Amongst the submissions was a local Aboriginal community member and curator, Amanda Hayman. Amanda and the Logan Art Gallery created an exhibition that showcased seven local female First Nations artists. It ran from 25 October–30 November 2019 and included a family fun day celebrating First Nations art and culture. The Our stories our design has won two awards:

- A 'Highly Commended Award' from Museum and Galleries National Awards (MAGNA).
- Runner-up in Council's Reconciliation Initiative category at the Employee Excellence Awards.



Our stories our designs Left to right, Muralappi (Jessica Skeen-McKinnon), Amanda Hayman (curator), Kyra Mancktelow, Casey Coolwell, Sally Terare, Kim Williams, Cara Shields and Sylvia Nakachi

# Family fun day

**A celebration of Aboriginal and Torres Strait Islander art and culture**

**Saturday 16 November 2019  
10am to 2pm, Logan Art Gallery**

In celebration of the exhibition Our stories and designs, enjoy free entertainment including:

- performers
- live music
- artists' talks and creative workshops
- artisan market place.

Food and drinks will be available for sale.

**All are welcome.  
No bookings required.**

Logan Art Gallery  
Corner Wembley Rd and Jacaranda Avenue  
Logan Central QLD

Curated by Blaklash Projects.

Image right: Kyra Mancktelow, Through our journey (detail), 2018, acrylic on canvas. Logan Art Collection, purchased 2018



logan art  
gallery









Family fun day poster



## 4. Governance, Tracking Progress and Reporting

Deliverable	Timeline	Responsibility	Status	Outcome
<b>ACTION 12: Report RAP achievements, challenges and learnings.</b>				
12.1 Complete and present an annual progress report for consideration and endorsement by Council. Include the RAP Impact Measurement Questionnaire as part of the report.	July Annually	Community Services	Achieved	The final outcome report will be presented to the City Lifestyles Committee in January 2021.
12.2 Submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.	September Annually	Community Services	Achieved	We submitted the Impact Measurement Questionnaire to Reconciliation Australia in September 2019 and 2020.
12.3 Take part in the RAP Barometer. The RAP Barometer measures the attitudes and behaviours of employees towards reconciliation.	Biannually	Community Services	Achieved	We participated in the national RAP Barometer for the first time in 2020. This bi-annual survey helps Reconciliation Australia to understand and track attitudes towards reconciliation in Australia.  Of the 295 staff who participated:  88% agree that Aboriginal and Torres Strait Islander cultures are important to Australia's identity as a nation.  89% had engaged in at least one reconciliation activity at work.
12.4 Share an annual RAP progress report on our RAP webpage. Promote the RAP progress report through relevant networks.	October Annually	Community Services	Achieved and ongoing	The final outcome report will be made public on Council's webpage.
<b>ACTION 13: Refresh and update the RAP based on key learnings and achievements.</b>				
13.1 Review key achievements and learnings of our RAP and develop priorities for a future plan.	July to December, 2020	RAP Working Group	Progress made	Our RAP Working Group are reviewing learnings and achievements of the current RAP. This will inform priorities for a third plan beyond 2020.





## Contact Details

For more information about our RAP

### Postal address:

Community Services Branch  
Logan City Council  
PO Box 3226  
Logan City DC 4114

### Phone:

07 3412 3412

