



CITY OF VICTOR HARBOR

REFLECT RECONCILIATION ACTION PLAN

JANUARY – DECEMBER 2023



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Ngopun yuntulun-ambi namawi peranbun paldi.
Walking together for our shared future.

This Plan was endorsed by Reconciliation Australia on Friday, 11 November 2022
and the City of Victor Harbor on Monday, 23 May 2022.

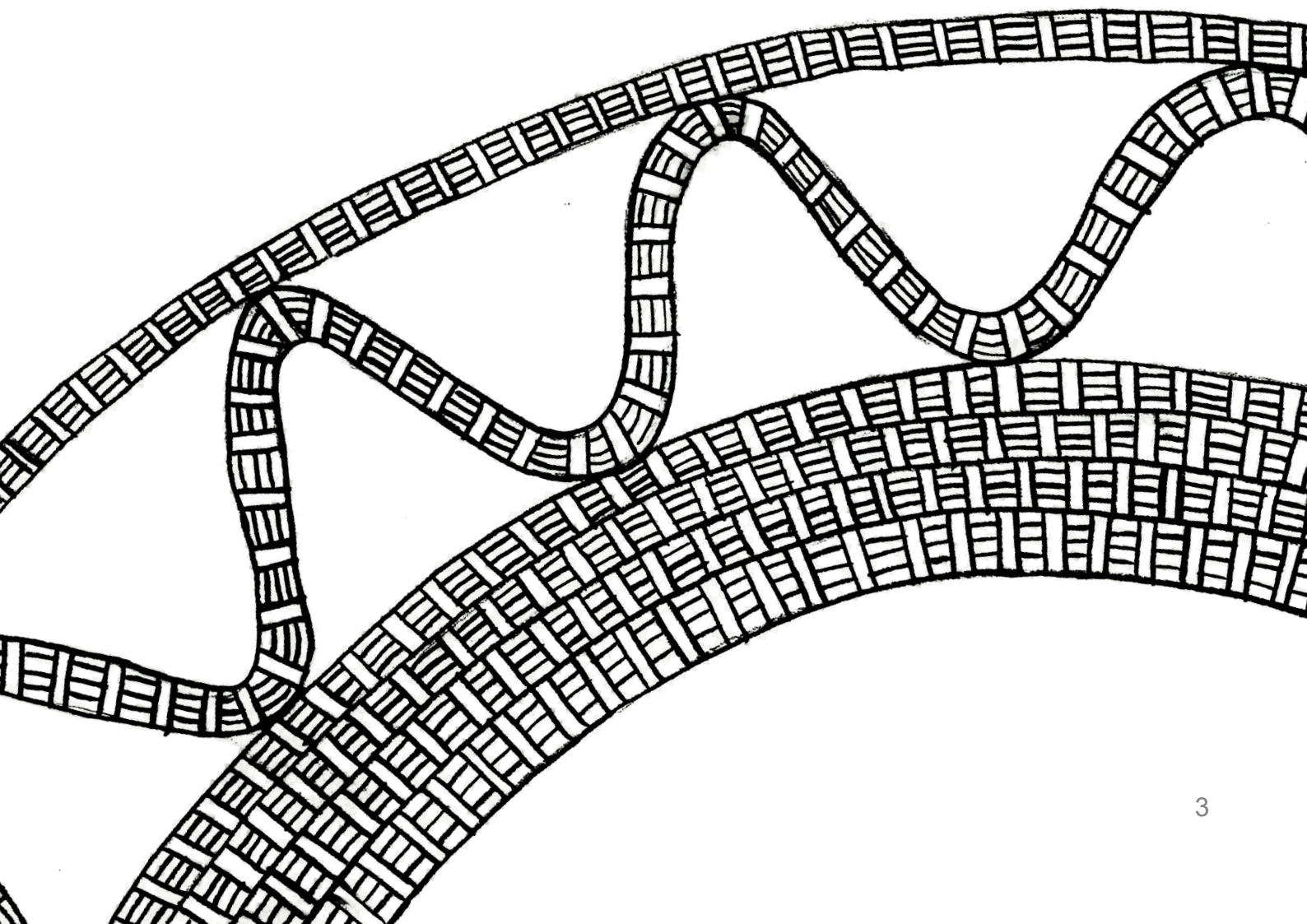
ACKNOWLEDGEMENT OF COUNTRY

The City of Victor Harbor acknowledges the Ramindjeri and Ngarrindjeri peoples, the Traditional Custodians of the land and surrounding waters where we live and work.

We acknowledge their deep connection to Country and pay our respects to Elders past, present and emerging.

This respect is extended to Aboriginal and Torres Strait Islander peoples across Australia.

Alyenik Ramindjeri-Ngarrindjeri ruwi. Ya:ral-inti towun, nginti Ngul-ildal Ramindjeri-Ngarrindjeri meli. Kar yamalai ma:thawar alyenik ruw-ald.
This here is Ramindjeri-Ngarrindjeri land. When you tread, you should think of the Ramindjeri-Ngarrindjeri people. They are the first custodians of this land.



THE ARTISTS

The City of Victor Harbor commissioned two local Ramindjeri-Ngarrindjeri artists to produce art work for this Reconciliation Action Plan.

Cedric Varcoe is a proud contemporary artist, painting the creation stories of his Ngarrindjeri lands and waters, from the lower River Murray and the Lower Lakes to the Coorong, the South Coast to Kangaroo Island. Cedric's paintings are titled 'Ramindjeri Ruwe' and feature on the front and back cover.

The paintings are about our land and water and our history on Country. Wherever you live or visit on Country it's got a story to it, a history.

Kyla McHughes is an artist, Ngarrindjeri Language Teacher and member of Miwi-inyeri Pelepi-ambi Aboriginal Corporation (MIPAAC). Kyla's weaving graphic seen through this document symbolise the 'weaving' together of two cultures.

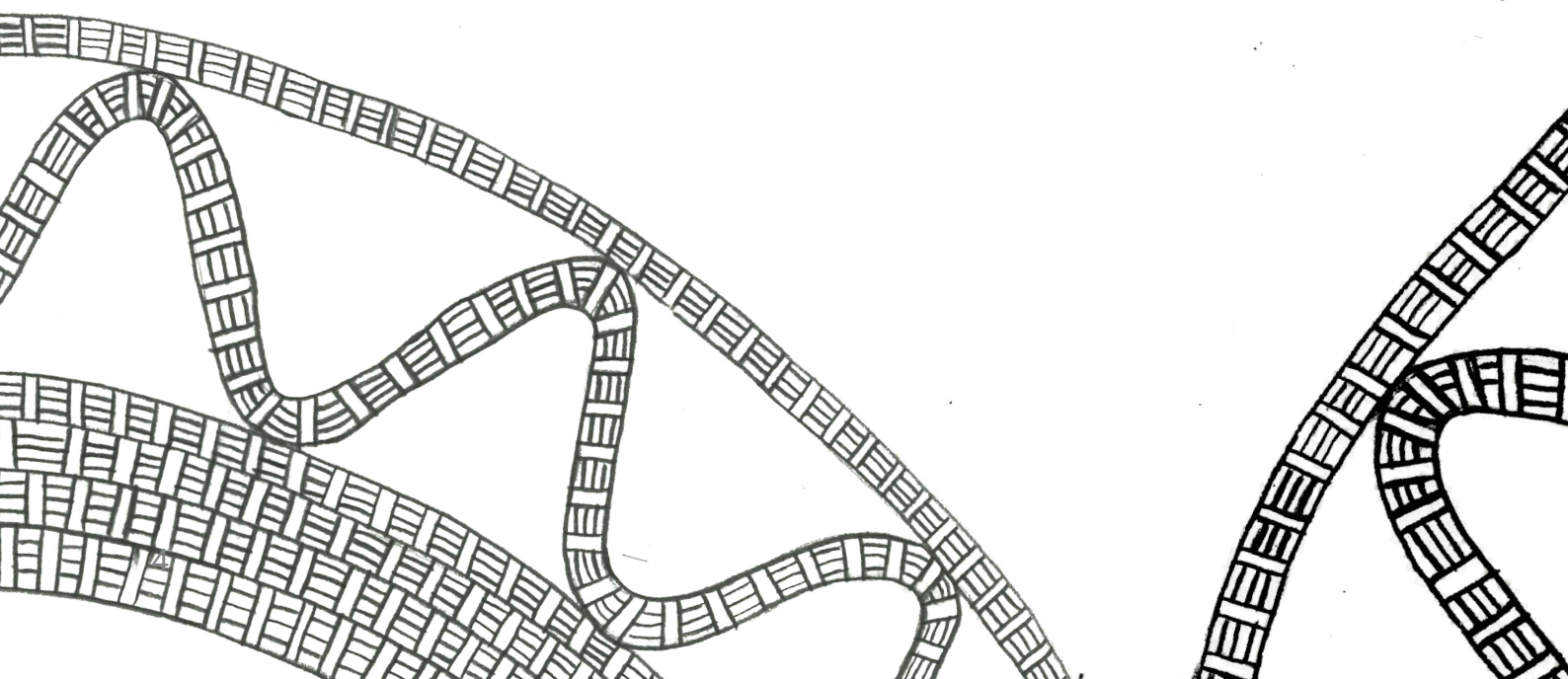
Many Ngapaldar (Elders) speak of weaving as a large part of Ngarrindjeri culture and connection to Country. Weaving keeps us connected to each other and to our ancestors, Ruwi (land) and culture. When we weave we are making ourselves stronger, we are weaving our story, stitch by stitch.

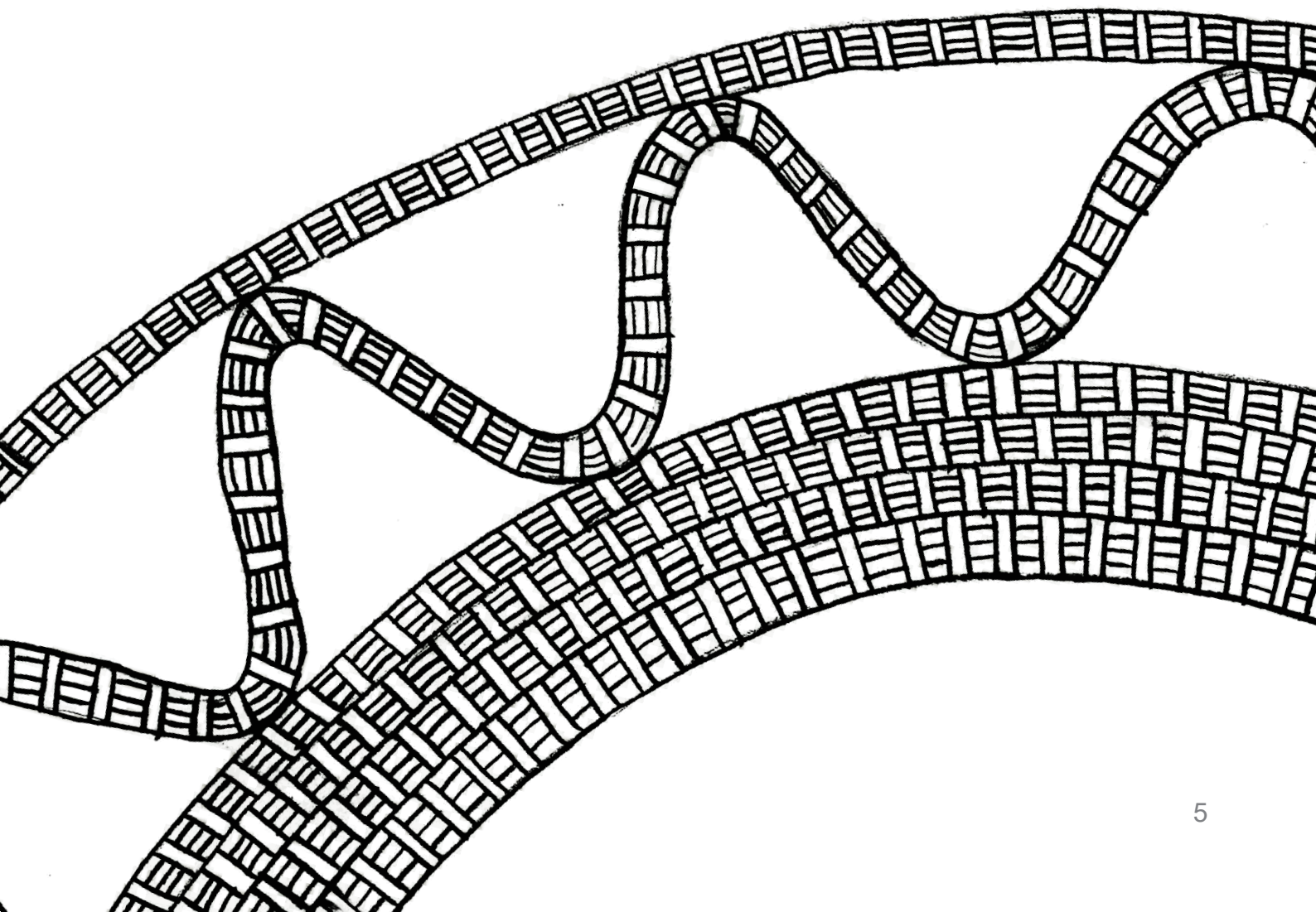
Lakun (weaving) was for many purposes. It created an opportunity for mi:minar (women) to come together and share, to socialise, sing and pass on culture to the young women while also producing resources and commodities for trade. Kornu (men) also weaved their own bags to keep their tools in and to collect plants and medicines. Ngarrindjeri were exceptional craftsmen and women when it came to their weaving and net making abilities, their superior expertise became valuable when it came to trading with other mob.

Ramindjeri lakinyeri nrangi winmun ngerar. Kar nrangi yelth-amaldar mre:wundhi-ambi, ma:m-ambi ngruwar maiyi-ambi.

The Ramindjeri clan were very clever at making nets.

They were good at catching animals, fish and lots of birds.







MESSAGE FROM THE CEO AND MAYOR

The City of Victor Harbor has been working towards reconciliation for many years and while a number of achievements have been reached, there is more to be accomplished. Our first Reconciliation Action Plan formalises a whole-of-organisation approach towards sustainably and strategically advancing meaningful reconciliation.

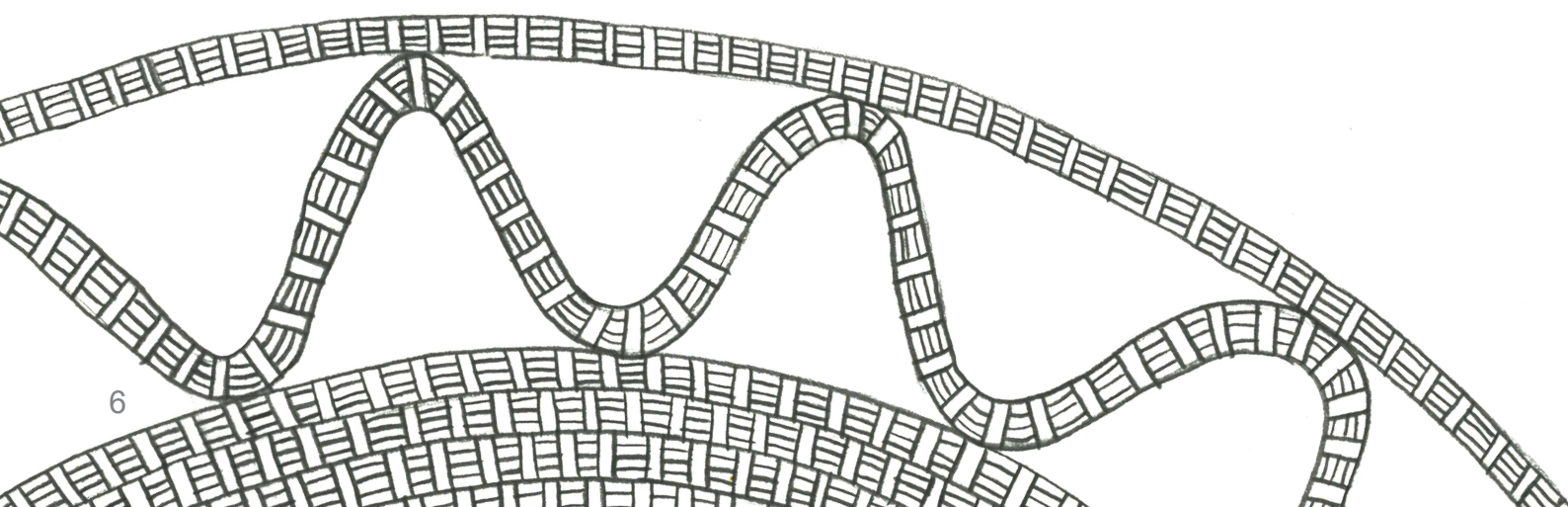
The Plan outlines steps for Council to strengthen relationships with Ramindjeri, Ngarrindjeri and other First Nations peoples and establish a strong framework to guide reconciliation in the future. As an organisation, we have both an opportunity and a responsibility to lead by example and encourage cultural understanding throughout our wider community.

The development of this Plan has been a collaborative project with Council staff members, Elected Members, our community, and local Ramindjeri-Ngarrindjeri peoples.

In particular, we would like to express our gratitude to our Cultural Advisors who have provided expert advice, guidance and insight throughout the development of this Plan.

It is with great honour that we present the City of Victor Harbor's first Reconciliation Action Plan.

Chief Executive Officer, Victoria MacKirdy
Mayor, Dr Moira Jenkins





MESSAGE FROM OUR CULTURAL ADVISORS

Our spirit belongs to our land.

As we embark on a journey of reconciliation with the City of Victor Harbor we share our connection to Country and 'weave' it throughout this document.

Connection to Country means that we are connected to every living thing around us; the Ruwi (land), Murrundi (Murray River), Mungkular (lakes) and Yarlumar (ocean), trees, plants and animals. Our mi:wi is our spirit, our mi:wi connects to every living thing around us. It is our responsibility to care for country, as it is a part of our soul and country will always provide for us with everything we need. If we have healthy Country, we have healthy people.

The Miwi-inyeri Pelepi-ambi Aboriginal Corporation (MIPAAC) was founded in 2012 by Phyllis Williams and Eileen McHughes to 'Keep Ngarrindjeri Culture & Language Alive & Strong'. Miwi-inyeri Pelepi-ambi translates into English as 'Our spirit belongs to Our Land'. The Corporation is a great source of expertise in Ngarrindjeri language and cultural advice in our local community.

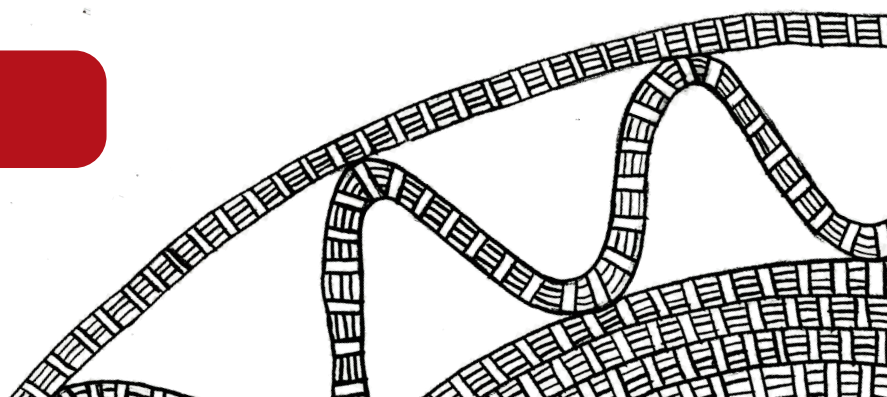
MIPAAC has been running adult language classes in Victor Harbor and Goolwa since 2013. More recently, these classes have also been held in Murray Bridge.

Reconciliation provides a great opportunity to learn from each other, build relationships and share understanding. Everyone's voice needs to be heard through a process of inclusion and acceptance.

We can walk together on this journey.

Cedric Varcoe
Mark Koolmatrie
Kyla McHughes

Yannun thunggari tumbelun miwi.
Speaking in language awakens the spirit.



OUR ORGANISATION

Our Community

The City of Victor Harbor is located on South Australia's Fleurieu Peninsula, about 80kms south of Adelaide. It is the largest population centre of the Southern Fleurieu region.

Victor Harbor sits within the traditional lands of the Ramindjeri and Ngarrindjeri peoples. There are 18 Lakinyeri (clans) that make up the Ngarrindjeri Nation, covering an area from Victor Harbor and Murray Bridge in the north, and the Lakes, Coorong and Kingston in the south.

Ngarrindjeri Country is bordered by Kaurna and Peramangk in the north, Ngarkat, Binjali and Bodaruwitj to the east, and Bungaditj to the south. These are just a few of the 250+ language groups and 800 dialects in Australia.

According to the Australian Bureau of Statistics, 1.3% of Victor Harbor's population identify as Aboriginal or Torres Strait Islander peoples.

Our Business

As at 30 June 2022, Council employs 140 staff. Of those, five staff members identify as Aboriginal and/or Torres Strait Islander people.

The City of Victor Harbor and its residents also benefit immeasurably from the work of more than 350 volunteers.

Council activities include community development, environment and infrastructure management, and corporate and customer services.

Our Strategic Direction

The City of Victor Harbor's Community Plan 2030 expresses the aspirations of what we want Victor Harbor to be like now and in the future. The aim is to be bold and visionary, but at the same time protecting all of the things we love about Victor Harbor.

As outlined in the Community Plan, the aspirations for the City of Victor Harbor are:

- We are a caring, connected and active community
- We have a culture of innovation, collaboration and creativity
- We manage growth and change responsibly
- We protect our environment
- We have services and infrastructure that meet our community needs
- We are a financially sustainable and well-governed organisation.





OUR RECONCILIATION JOURNEY

For many years, the City of Victor Harbor has been on an informal reconciliation journey. The process of formalising this journey through a Reconciliation Action Plan has been welcomed by staff as an opportunity to strengthen relationships with Ramindjeri and Ngarrindjeri peoples and organisations.

Staff enthusiasm and willingness to contribute to the development of this Plan indicates there will be meaningful uptake across the organisation into the future.

Although we have achieved much towards reconciliation over the years, we are yet to cement formal plans and processes into our way of business. There is much work to be done in this space and this Plan will help to embed genuine reconciliation into every aspect of what we do. Building and maintaining relationships is central to our vision.

Actions that are noted in our Plan must be implemented across the organisation, not just by individuals, to create a real impact. This will be achieved by involving a diverse range of staff in the Reconciliation Action Plan Working Group and filtering cultural learning and relationship building opportunities across the organisation.

Current Projects and Initiatives

The City of Victor Harbor helps to coordinate the Fleurieu Aboriginal and Community Initiatives Network (FACIN), a group of Council and other organisation staff and community members working in, and passionate about, local First Nations health and wellbeing.

The aim of this network is to plan, support and implement initiatives that cultivate a culture of holistic wellbeing for Ramindjeri, Ngarrindjeri and other First Nations peoples and communities.

Awareness and learning about Ramindjeri and Ngarrindjeri peoples and cultures and broader First Nations histories is encouraged for all City of Victor Harbor staff.

Cultural training is available to staff via online learning as well as from a number of local and South Australian based training providers.

Many examples of Ngarrindjeri and Ramindjeri culture can also be seen throughout our community, including in the naming of streets and parks, as well as on signage and public artwork.

The City of Victor Harbor has facilitated or been involved in several public art and language projects, including the Victor Harbor Amphitheatre, On-Encounter, Civic Centre Mosaic, Heritage Trail, South Australian Whale Centre Kondoli Exhibit, Nakarumi Kondoli Whale Lookout and Granite Island Causeway.

Another public art project currently underway is the Muwerang Mosaic Project, which will see a 36 metre mosaic displayed on a balustrade. Community members and Ngarrindjeri artists have collaborated to develop the mosaic.

The Coral Street Art Space, an initiative of the City of Victor Harbor, is also recognised for its promotion and exhibitions of Ramindjeri, Ngarrindjeri and other First Nations art.

Ngarrindjeri and Ramindjeri cultures are further celebrated through our annual events calendar. The City of Victor Harbor hosts a growing number of events and celebrates the rich and diverse cultures, language, art and stories of the Ramindjeri and Ngarrindjeri peoples through several community events each year.

During National Reconciliation Week, events are hosted to provide opportunities for community members to learn about language and culture. These events have included Ngarrindjeri language classes, art workshops, culture teaching and story-telling events, and community BBQs.

Annual NAIDOC Week events are another opportunity for school groups and the community to engage with First Nations cultures. NAIDOC events led by the Miwi-inyeri Pelepi-ambi Aboriginal Corporation have been supported by Council with the provision of grants and logistical assistance.

OUR FIRST RECONCILIATION ACTION PLAN

The City of Victor Harbor began the formal process of a Reconciliation Action Plan back in late 2021 with the formation of a RAP Working Group.

An invitation was extended to all staff, and through consultation with the Ngarrindjeri Aboriginal Corporation to three local Ramindjeri- Ngarrindjeri Cultural Advisors. Our Chief Executive Officer was informally recognised as our RAP Champion and formally invited to fill this role.

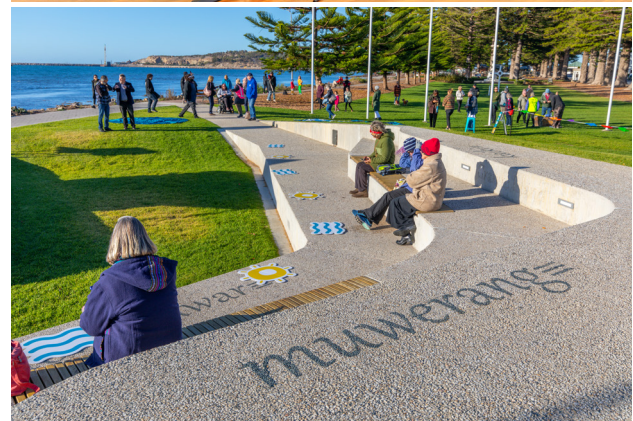
The first Working Group meeting was held in November 2021 where we collaboratively developed a Terms of Reference with input from our three Cultural Advisors.

The RAP Working Group benefits from staff from every department as well as some input from Elected Members and includes the following staff:

- Manager, Community Wellbeing
- Communications Assistant
- Volunteer Coordinator
- Strategic and Policy Planner
- Manager, Infrastructure
- Manager, Operations
- Arts and Cultural Facilitator
- Positive Ageing Taskforce Officer
- Manager, Library and Customer Service
- Team Leader, Fleurieu Families
- Festival and Events Officer
- ICT Project Manager

The journey of producing our first 'Reflect' Reconciliation Action Plan is a formal commitment towards scoping and developing relationships with Ramindjeri, Ngarrindjeri and other First Nations communities and exploring our influence in the wider community. This first Plan is designed to last 12 months, and our next Reconciliation Action Plan will follow.

The Plan is separated into four pillars which each have actions and deliverables. The pillars are relationships, respect, opportunities, tracking and progress reporting.



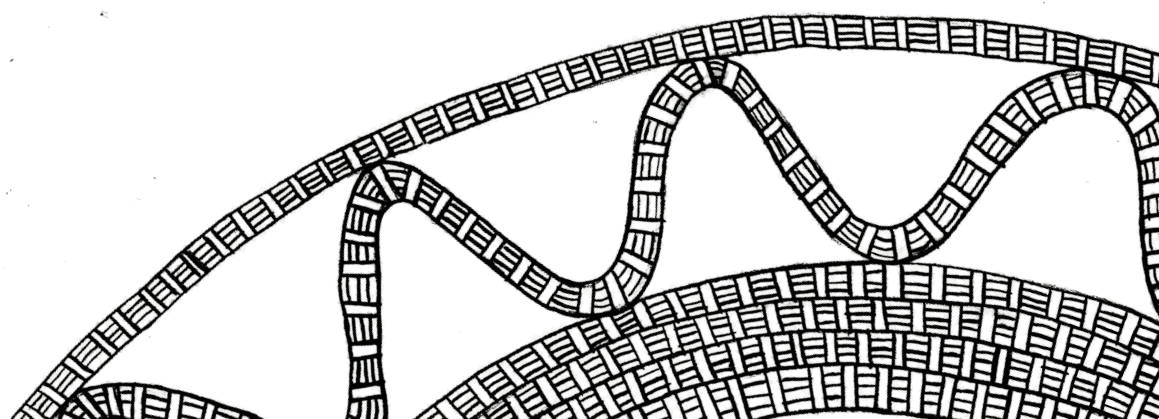


RELATIONSHIPS

Action	Deliverables	Timelines	Responsibility
1. Establish and strengthen mutually beneficial relationships with Ramindjeri, Ngarrindjeri and other First Nations communities and organisations.	1.1 Continue negotiations to formalise relationships with the Ngarrindjeri Aboriginal Corporation, Ngarrindjeri Regional Authority, Miwi-inyeri Pelepi-ambi Aboriginal Corporation (MIPAAC) and others.	January 2023	Manager, Community Wellbeing
	1.2 Continue to identify Aboriginal and Torres Strait Islander individuals and organisations within our local area or community.	June 2023	RAP Champion (CEO)
	1.3 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations, and share with staff.	July 2023	Art and Cultural Facilitator
	1.4 Establish an internal process for engaging with Ramindjeri and Ngarrindjeri organisations and individuals.	May 2023	RAP Working Group Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.	May 2023	Manager, Community Wellbeing
	2.2 RAP Working Group members to participate in an external National Reconciliation Week event.	27 May – 3 June 2023	RAP Working Group Chair
	2.3 Encourage and support all staff and volunteers to participate in events that recognise and celebrate National Reconciliation Week.	27 May – 3 June 2023	RAP Working Group Chair
	2.4 Continue to deliver National Reconciliation Week events to community and local schools.	27 May – 3 June 2023	Manager, Library



Action	Deliverables	Timelines	Responsibility
3. Promote reconciliation through our community.	3.1 Continue to co-ordinate and support the Fleurieu Aboriginal and Community Initiatives Network (FACIN).	February 2023	Team Leader, Fleurieu Families
	3.2 Communicate our commitment to reconciliation to all staff.	May 2023	RAP Champion (CEO)
	3.3 Publicly promote our commitment to reconciliation in wider community.	June 2023	Manager, Library
	3.4 Identify individuals and businesses that our organisation can engage with on our reconciliation journey.	May 2023	FACIN Chair
	3.5 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2023	Team Leader, Fleurieu Families
	3.6 Establish and maintain relationships with Reconciliation SA.	March 2023	Manager, Community Wellbeing
	3.7 Increase staff knowledge and understanding on the Uluru Statement from the Heart.	May 2023	FACIN Chair
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	December 2023	RAP Working Group Chair
	4.2 Conduct a review of People and Culture policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2023	Manager, People and Culture



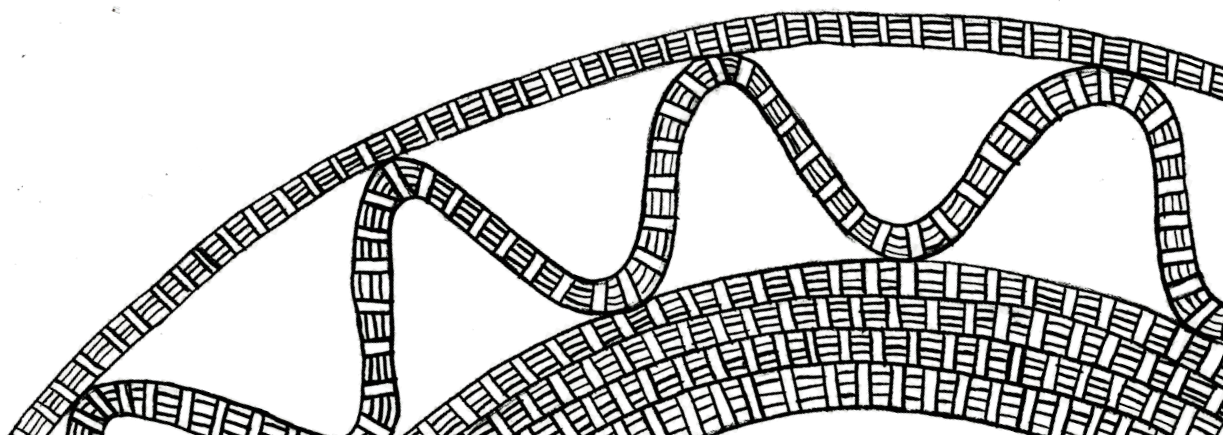


RESPECT

Action	Deliverables	Timelines	Responsibility
5. Increase understanding, value and recognition of Ramindjeri, Ngarrindjeri and other First Nations cultures, histories, knowledge and rights through cultural learning.	5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islanders cultures, histories, knowledge and rights within our organisation.	November 2023	Manager, Community Wellbeing
	5.2 Conduct a review of cultural learning needs within our organisation.	December 2023	Manager, People and Culture
	5.3 Continue to provide opportunities for staff for cultural and Ngarrindjeri language learning and relationship building.	March 2023	Manager, People and Culture
	5.4 Investigate opportunities for Ramindjeri and Ngarrindjeri peoples to provide language cultural learning for staff, volunteers and Elected Members.	February 2023	Manager, People and Culture
	5.5 Investigate and set up a process for requests to MIPAAC for translations into Ngarrindjeri, as a fee for service.	September 2023	Arts and Cultural Facilitator
6. Demonstrate respect to Ramindjeri, Ngarrindjeri and other First Nations peoples. by observing cultural protocols	6.1 Increase understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2023	RAP Working Group
	6.2 Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2023	Office of the CEO



Action	Deliverables	Timelines	Responsibility
	6.3 Ensure all Council meetings begin with Acknowledgement of Country.	July 2023	Working Group Chair
	6.4 Investigate with Traditional Owners the preferred wording and use of Ngarrindjeri language in Acknowledgement of Country.	May 2023	Communications Officer
	6.5 Ensure all Council documents and promotional material contain Acknowledgement of Country.	May 2023	Communications Officer
	6.6 Investigate options to include Ramindjeri/Ngarrindjeri art, language or themes in Council email signatures and documents.	May 2023	Communications Officer
	6.7 Provide opportunities for Ramindjeri and Ngarrindjeri peoples to conduct a Welcome to Country at Council events.	June 2023	Festival and Events Officer
	6.8 Investigate and design an Acknowledgement of Country in the foyer of the Civic Centre and use of Ngarrindjeri flag.	April 2023	Director, Corporate and Customer Service
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	RAP Working Group Chair
	7.2 Promote NAIDOC Week events among staff, volunteers, Elected Members and the broader community.	3-10 July 2023	RAP Working Group Chair
	7.3 Continue to support local NAIDOC Week events in our community.	3-10 July 2023	Team Leader, Fleurieu Families
	7.4 RAP Working Group to participate in an external NAIDOC Week event.	3-10 July 2023	RAP Working Group Chair





OPPORTUNITIES

Action	Deliverables	Timelines	Responsibility
8. Investigate opportunities to improve Aboriginal and Torres Strait Islander employment outcomes within our workplace.	8.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2023	Manager, People and Culture
	8.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2023	Manager, People and Culture
	8.3 Investigate ways to encourage and support Ramindjeri, Ngarrindjeri or other First Nations peoples to become Elected Members of Council.	May 2023	RAP Working Group Chair
	8.4 Investigate Aboriginal Employment Register.	February 2023	Procurement Officer
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop a business case for procurement from Ramindjeri, Ngarrindjeri and other First Nation owned businesses.	May 2023	Manager, People and Culture
	9.2 Investigate Supply Nation membership and how it fits in current City of Victor Harbor Procurement Policy.	June 2023	Procurement Officer



GOVERNANCE

	Deliverables	Timelines	Responsibility
10. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1 Maintain effective Reconciliation Action Plan Working Group to drive implementation of RAP.	January 2023	Arts and Cultural Facilitator
	10.2 Review Terms of Reference of RAP Working Group.	January 2023	RAP Working Group Chair
	10.3 Maintain Ramindjeri and Ngarrindjeri representation on RAP Working Group.	January 2023	RAP Working Group Chair
11. Provide appropriate support for effective implementation of RAP commitments.	11.1 Define resource needs for RAP implementation and development of future RAP.	May 2023	RAP Working Group Chair
	11.2 Engage senior leaders in the delivery of RAP commitments.	January 2023	RAP Working Group Chair
	11.3 Appoint a senior leader to champion our RAP internally.	January 2023	RAP Champion (CEO)
	11.4 Define appropriate systems and capability to track, measure and report on Plan commitments.	July 2023	Director, Corporate and Customer Service
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2023	RAP Working Group Chair
	12.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023	RAP Working Group Chair
	12.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia and make available to all staff.	30 September 2023	RAP Working Group Chair
	12.4 Continue to encourage reconciliation agenda item on all team meetings to encourage and monitor uptake of Action Plan actions across Council.	May 2023	Director, Community and Development
13. Continue our reconciliation journey by developing next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next RAP.	September 2023	RAP Working Group Chair



city of
Victor Harbor



RECONCILIATION
ACTION PLAN

REFLECT

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For more information, visit victor.sa.gov.au