



**Cumberland Council Innovate**  
**Reconciliation Action Plan**  
February 2019 – February 2021



CUMBERLAND  
COUNCIL



RECONCILIATION  
ACTION PLAN

INNOVATE

# Contents

---

Message from our Mayor .....	1
Message from Uncle David Williams .....	2
Message from Raelene Billedo .....	2
Why develop a Reconciliation Action Plan? .....	3
About Cumberland Council .....	3
Cumberland Community Profile .....	4
Aboriginal Heritage of Cumberland .....	6
Settlement .....	7
Significant Sites .....	7
Our Vision for Reconciliation .....	8
What we currently do to support Reconciliation .....	9
Community Engagement .....	10
What the community told us .....	11
RECONCILIATION ACTION PLAN .....	13
Accountability .....	13
Relationships .....	14
Respect .....	16
Opportunities .....	19
Governance, Tracking Progress and Reporting .....	22
Consultation Key Stakeholder List .....	23

## ACKNOWLEDGEMENT OF COUNTRY

Cumberland Council acknowledges the Darug Nation and People as Traditional Custodians of the land on which the Cumberland Local Government Area (LGA) is situated and pays respect to Aboriginal Elders both past, present and future.

We acknowledge Aboriginal and Torres Strait Islander Peoples as the First Peoples of Australia.

Cumberland Council also acknowledges other Aboriginal and Torres Strait Islander Peoples living in the Cumberland Local Government Area and reaffirms that we will work closely with all Aboriginal and Torres Strait Islander communities to advance reconciliation within the area.

## Message from our Mayor

---

Welcome to Cumberland Council's inaugural Reconciliation Action Plan 2019–2021.

This plan has been developed after extensive consultation with Aboriginal and Torres Strait Islander Peoples, local primary and high schools, service providers, residents and other key stakeholders.

It will guide Council's actions towards building an inclusive community by working together, promoting respect, creating opportunities and building on existing strengths.

Cumberland is fortunate enough to have many significant Aboriginal heritage sites including Prospect Hill where the first recorded act of reconciliation took place on 3 May 1805, when a group of Aboriginal women together with a young European settler brokered a peace deal between Aboriginal leaders and European settlers – bringing an end to a period of violence and conflict in the area.

These historic moments continue to shape our actions in the present day as we strive as a Council towards our vision of reconciliation, building on successful initiatives implemented by the former Auburn, Holroyd and former Parramatta councils in the new Cumberland Local Government Area.

Across Cumberland we have many programs which focus on the histories, cultures and achievements of Aboriginal and Torres Strait Islander peoples including our annual NAIDOC Week celebrations; Darug language workshops delivered in schools, community centres and child care centres; and cultural awareness and protocol training for Council employees and local community service providers.

This Reconciliation Action Plan is our commitment to our community and achieving reconciliation. Thank you to everyone who assisted in bringing this plan to life.



**Clr Greg Cummings**  
Mayor of Cumberland Council

## Message from Uncle David Williams

---

The Cumberland Aboriginal and Torres Strait Islander Consultative Committee would like to recognise and thank Cumberland Council and its staff members for acknowledging the importance of consultation and connecting with the Aboriginal Elders and wider Indigenous community when developing this important Reconciliation Action Plan.

Council's vision for reconciliation is a community where Aboriginal and Torres Strait Islander People are truly valued and respected with equal access and opportunities. The values of Relationships, Respect and Opportunities are the foundation on which true reconciliation stands. It is these values that will guide Council and its staff through their journey of implementing the actions contained in the plan to achieve real and positive outcomes for the local Indigenous community.

My vision for reconciliation is a world of equality where Indigenous people and non-Indigenous people can walk side-by-side, acknowledging the past, but looking to the future. I look forward to engaging in an ongoing relationship with Council in striving to achieve positive outcomes from the actions contained within this 2019–2021 Reconciliation Action Plan.



*Chairperson of Cumberland Council's Aboriginal and Torres Strait Islander Consultative Committee and member of the Reconciliation Action Plan Working Group*

## Message from Raelene Billedo

---

I would like to thank Cumberland Council and its staff for developing Council's Reconciliation Action Plan (RAP), developed through extensive consultation with the Aboriginal and Torres Strait Islander community and other key stakeholders. The RAP document will be Council's guiding policy, ensuring that Aboriginal and Torres Strait Islander people are recognised, respected and included in the planning and implementation of Council services, employment, facilities, programs and decision-making processes.

The RAP will focus on building positive relationships, creating meaningful opportunities and acknowledging and respecting Aboriginal and Torres Strait Islander history and culture as a valued and proud part of our shared national identity. The implementation and outcomes of the RAP will create a better understanding between cultures and also strengthen the relationship between Council, Aboriginal and Torres Strait Islander peoples and the wider community.

Through foundations of reconciliation – unity, equity and equality, together, we can drive an inclusive and resilient community.

It is an honour to be part of the Cumberland Council's Aboriginal and Torres Strait Islander Consultative Committee.



*Deputy Chairperson of Cumberland Council's Aboriginal and Torres Strait Islander Consultative Committee*

# Why develop a Reconciliation Action Plan?

---



*Guildford Public School students collaborated to create our NAIDOC 2017 'Our Languages Matter' Artwork to symbolise the importance of valuing each other through the concepts of Unity, Belonging and Courage*

A Reconciliation Action Plan (RAP) is considered 'best practice' and helps organisations across Australia to turn their good intentions into real actions.

Council's Reconciliation Action Plan is a 2-year document which aims to:

- guide Council on best practice for Aboriginal and Torres Strait Islander matters;
- outline Council's position regarding accessibility and opportunities for Aboriginal and Torres Strait Islander peoples;
- identify specific actions to improve access and equity for Aboriginal and Torres Strait Islander peoples to Council services and facilities;
- acknowledge and celebrate Aboriginal and Torres Strait Islander peoples' participation in and contribution to the Cumberland community.

## About Cumberland Council

---

Cumberland is at the heart of Sydney's west. Our vision is to serve our diverse community, creating opportunities for a vibrant future for Cumberland's people.

Cumberland Council has over 1,000 staff employed across four locations. At this stage we don't have clarity around the number of Aboriginal and Torres Strait Islander peoples employed in our organisation, and this is one of the areas we aim to improve through implementing our RAP.

Council is responsible for maintaining recreational spaces, delivering programs that enhance community life, ensuring our streets are clean, delivering public health programs, formulating urban planning strategies and instruments, processing development applications and providing education and care services for our community.

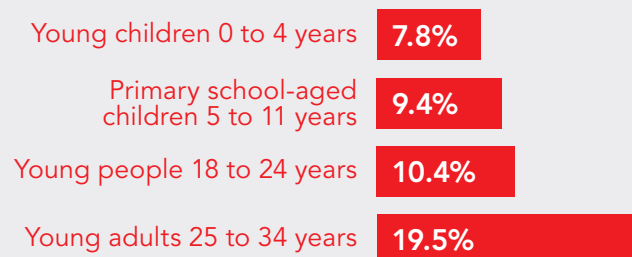
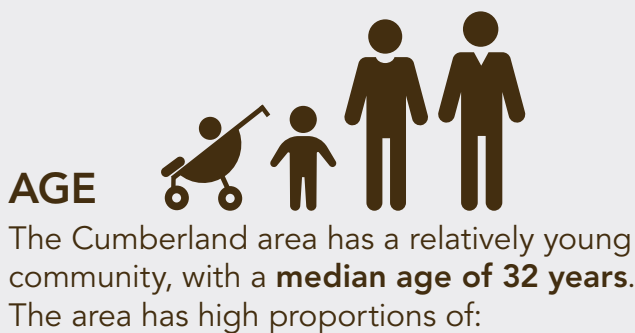
The community's vision is clear. People want Cumberland to be a place where everyone is welcome. Through a process of extensive community engagement, Council has identified the following six priorities as a focus for Cumberland for the next 10 years, within our Community Strategic Plan:

1. Great place to live
2. Safe and accessible community
3. Clean and green community
4. Strong local economy
5. Resilient built environment
6. Transparent and accountable leadership

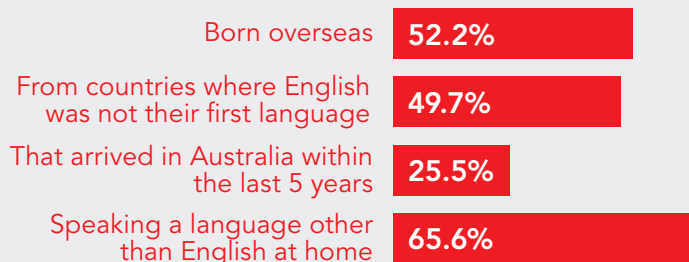
# Cumberland community

The Cumberland area has a population of 242,524.  
It is the fifth largest local government area in NSW in terms of population.

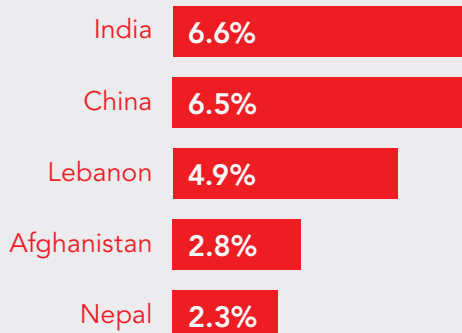
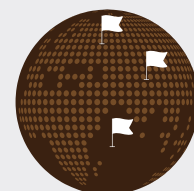
**Community profile:** This profile of the Cumberland community is based on the most recent (2016) Census of Population and Housing data. The profile provides insight into the unique characteristics of the Cumberland community<sup>1</sup>.



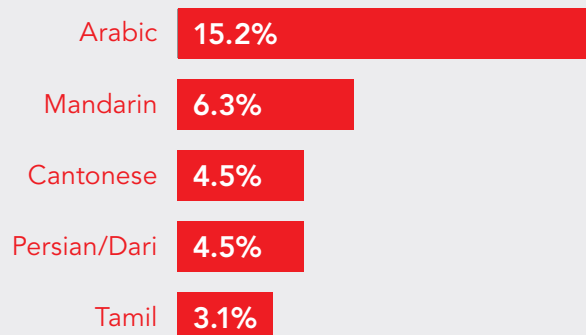
Cumberland is a culturally rich, vibrant and diverse area. The area has high proportions of people:



The top 5 overseas countries of birth for the Cumberland community are:



The top 5 languages spoken in the Cumberland area (other than English) are:



**1,362** PEOPLE IDENTIFIED AS BEING OF **ABORIGINAL AND TORRES STRAIT ISLANDER** BACKGROUND IN THE 2016 CENSUS

<sup>1</sup> Unique characteristics identified by comparing Cumberland statistics with statistics for Greater Sydney. Data sources include 2016 Census of Population and Housing (Australian Bureau of Statistics) and Cumberland Council Community Profile (.id)

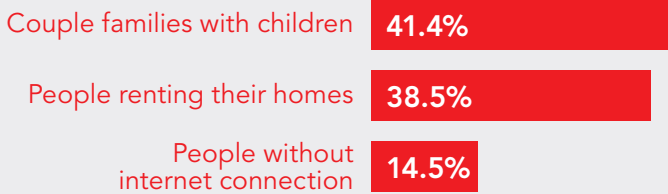


Cumberland has the **highest proportion of refugees per capita** and the **highest number of people seeking asylum** of any local government area in NSW<sup>2</sup>. Over the past 25 years, **20,000 refugees** have settled in the Cumberland area<sup>3</sup>.



## HOUSEHOLDS AND HOUSING

The Cumberland area has a high proportion of:

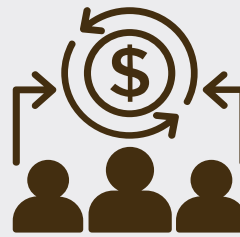


**DISABILITY**  
**5.8%**

PEOPLE IN THE CUMBERLAND AREA NEEDING HELP IN THEIR DAY-TO-DAY LIVES DUE TO DISABILITY



**MEDIAN WEEKLY HOUSEHOLD INCOME IN 2016 WAS \$1,377** (COMPARED TO \$1,745 FOR GREATER SYDNEY).



## EMPLOYMENT AND INCOME

The Cumberland area has a high proportion of:



## Aboriginal and Torres Strait Islander Population in Cumberland

The 2016 Census shows that the Aboriginal and Torres Strait Islander community in Cumberland is much younger than the non-Aboriginal and Torres Strait Islander community in the wider Sydney region. Around 46% of the Aboriginal and Torres Strait Islander population in the Sydney region were under 25 years of age compared to 34% of the non-Aboriginal and Torres Strait Islander community.

The median age of Aboriginal and Torres Strait Islander persons was 27, compared to the median age of the general population which is 33. There is an under representation of the Aboriginal and Torres Strait Islander community in the workforce across all age sectors compared with the non-Aboriginal and Torres Strait Islander community.

The majority of Aboriginal and Torres Strait Islander persons were employed in the private sector (80.9%) as compared with the Government sector (19%).

The unemployment rate for Aboriginal and Torres Strait Islander persons was 14.8%, as compared to 9.4% for the general population. Aboriginal and Torres Strait Islander unemployment is higher across all age groups.

<sup>2</sup> Department of Immigration and Border Protection (June 2016), Illegal Maritime Arrivals on Bridging Visa E

<sup>3</sup> Department of Social Services (July 2016), Settlement Database [www.data.gov.au/dataset/settlement-reports](http://www.data.gov.au/dataset/settlement-reports)

# Aboriginal Heritage of Cumberland

For tens of thousands of years before European settlement, what would become the Cumberland Local Government Area was home to several clans of the Darug (also spelt Dharug, Daruk or Dharik) people. The Darug are thought to have inhabited the area between Port Jackson and Botany Bay in the east, the Georges River to the south and south-west, the Hawkesbury River in the north-west, and then as far west as the Blue Mountains.

The Cennemegal or Weymaly clan occupied what is now Prospect and Greystanes and the Bidjigal clan occupied the areas now known as Merrylands, Guildford, Villawood and Bankstown. The Burrattagal clan of Parramatta and Granville were part of the western Darug clan. Darug land extends from Parramatta to Sydney Harbour. The area now known as Auburn was located on the border between the Darug inland group and the Darug and Dharawal coastal groups.

The Wangal and Wategoro clans are recognised as the original inhabitants of the Auburn and Homebush Bay regions.



Artist: Jamie Eastwood

Wawali Wali means possum in the Darug language is one of the traditional totems of the Darug people.

Like all Aboriginal people, the Darug people did not own the land but belonged to the land. They respected it and referred to it as their mother and had excellent land management skills which meant they did not have to artificially cultivate crops to survive. Being primarily hunters and gatherers of their food, the Darug displayed seasonal and ecologically friendly practices within their environment. They only harvested food as was needed, before moving on to other sources, ensuring that plants and animals would be available the following year.

Darug culture had (and still has) a strong spiritual connection with the place an individual was born or conceived, which demanded a responsibility by each person to look after the land, as well as plant and animal life. Depending on their time and place of conception, children were allocated totem animals and they had to respect and protect their totem.



Aunty Sandra Lee talking to students about the significance of the hill at the Reconciliation Day Program held on 3 May 2012.

Prospect Hill, Pemulwuy is where the first recorded act of reconciliation in New South Wales took place on 3rd May 1805. The hill also serves as a look out point for the local Aboriginal people during the arrival of the European settlers.



# Settlement

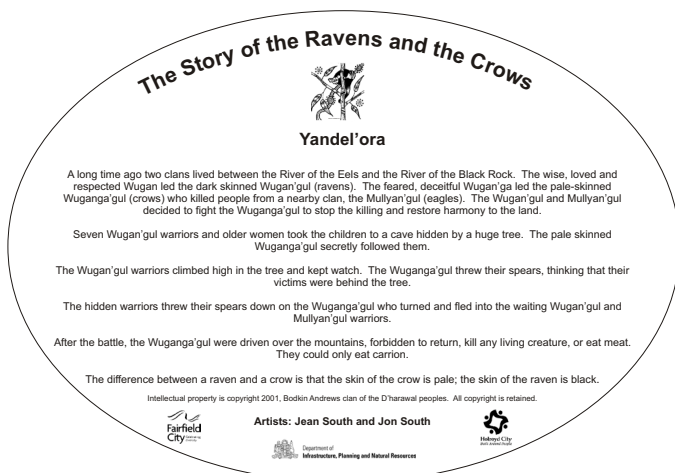
On 5 February 1788, soon after the landing of Captain Phillip at Sydney Cove, Captain John Hunter and Lieutenant William Bradley sailed up what is now known as the Parramatta River, to the area now known as Homebush Bay.

Ten days later, the Governor, along with a well-armed party in three boats, reached Homebush Bay and ventured about 3 kilometres inland. The following day, a party of explorers traced the river in a westerly direction, reaching the place where the Duck River enters the Parramatta River. They explored the tributary as far as the depth of water permitted.

In 1788, the Aboriginal population of the Sydney region was estimated to be between 5,000 and 8,000 people, of which about 2,000 belonged to the Darug people. They lived in semi-nomadic communities of around 50 members, each with their own hunting district.

On 26 June 1789, Watkin Tench, a young Marine officer of the First Fleet, and his party of five were the first Europeans to walk from Rosehill wharf (now Parramatta) to Marrong (now Prospect Hill). His route to Prospect Hill probably followed an existing Darug track, which today would be similar to the Great Western Highway and Old Prospect Road.

It was also noted by Watkin Tench, during a boat journey with Phillip up the Hawkesbury River in June 1789, 'Natives were found on the banks in several parts, many of whom were labouring under the small-pox'. The epidemic had struck in April with terrifying swiftness and killed at least half the Aboriginal population within three months.



# Significant Sites

Within the Cumberland LGA there are a number of significant sites, including:

## PROSPECT HILL

Prospect Hill was the site of the first Aboriginal-European reconciliation held in Sydney. On 3 May 1805, a group of Aboriginal women together with a young free settler, John Kennedy, facilitated a meeting on Prospect Hill between the Aboriginal leaders of the Darug clan and European settlers headed by Rev John Marsden. This was the first recorded act of reconciliation between Indigenous people and Europeans in Australia, and brought about an end to the ongoing conflict in Parramatta and Prospect.

Since 2010 this event has been commemorated on the 3rd of May each year in a ceremony on Prospect Hill.

## PROSPECT CREEK

Prospect Creek was a traditional travel route connecting the Darug and D'harawal people. Today this creek forms the border between Cumberland and Fairfield City Councils.

## PEMULWUY

Pemulwuy, a suburb created in 2004 is located on the historic Prospect Hill and is named in honour of the Bidigal clan leader who fought against the European colonists for his people's right to live on their land. The suburb name was nominated by the Aboriginal and Torres Strait Islander Consultative Committee of the former Holroyd Council.

Further information about Cumberland's Aboriginal heritage and history and sites of significance can be found on Council's website.

# Our Vision for Reconciliation

---

*Cumberland Council's vision for reconciliation is a community where Aboriginal and Torres Strait Islander Peoples are truly valued and respected with equal access and opportunities. Council acknowledges and celebrates Aboriginal and Torres Strait Islander peoples' participation in and contribution to the Cumberland community.*

Reconciliation is not a new concept. It is an ongoing journey which has a variety of meanings to different people.

In the broadest sense of the word, 'reconciliation' in Australia refers to the coming together of Aboriginal and Torres Strait Islander and non-Indigenous Australians to overcome the significant inequalities in health, employment, income and living standards. It is also about justice, recognition, healing, respect, equality and an acknowledgement of Aboriginal peoples being the first people of Australia. Celebrating Aboriginal and Torres Strait Islander peoples' survival, resilience, talent and achievements is something we can all be part of.

'Reconciliation involves raising awareness and knowledge of Aboriginal and Torres Strait Islander histories and cultures, changing attitudes and encouraging actions where everyone plays their part in building a better relationship between us as Australians'.

Reconciliation in Cumberland is about unity and respect between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander Australians. It is about understanding and respecting Aboriginal and Torres Strait Islander heritage and valuing justice and equity for all Australians.

Cumberland Council believes that through actively participating in the reconciliation journey of Australia, Council and the broadly diverse Cumberland community (which includes our culturally diverse, geographical diverse, gender diverse and faith diverse communities) can also assist in the healing of the past. Cumberland will continue its commitment to reconciliation through partnerships, events, initiatives and strong leadership.

Lastly, reconciliation is a commitment to building genuine and strong relationships that will continue into the future. Council is proud to participate in the celebration of many significant events that contribute to the reconciliation healing process such as NAIDOC Week and National Reconciliation Week.

This Reconciliation Action Plan provides our whole organisation with a path to follow, in solidarity with our community, on this journey.

## Statements from RAP consultations

---

### Reconciliation...

"Means not only reconciling with me as an Aboriginal and Torres Strait Islander person but its reconciling with my country, my environment and the animals in it."

---

"Recognising Aboriginal and Torres Strait Islander peoples, their cultures, history and ongoing connection to their land."

---

"Recognising and making Aboriginal peoples more visible."

---

"Connects and creates an inclusive community and society."

---

"Improving how we do things and making things right and fair for everybody."

---

"Saying sorry and making it better for Aboriginal people."

---

"Aboriginal culture is celebrated and promoted more often in community and schools."

---

"Aboriginal and non-Aboriginal people needing to meet more often to establish and develop strong relationships with each other."

---

"More Aboriginal history is taught in History, more murals and other visual representation of Aboriginal culture in schools and communities."

---

"Implement programs that educates new arrivals and migrants about Indigenous history and reconciliation and how they could help."

---



RAP Consultation workshop held at Hilltop Road Public School on the 19 June 2018. Hilltop Road Public School Library banner background text reads: "We may all be different but in this school we are all the same"

# What we currently do to support Reconciliation

Currently, Cumberland Council:

- Has an active and long-standing Aboriginal and Torres Strait Islander Consultative Committee.
- Includes a Welcome to Country or Acknowledgement of Country at all major Council events and programs.
- Implements NAIDOC Week and National Reconciliation Week events and programs.
- Implements an annual program for schools on the 3rd of May marking the First Recorded Act of Reconciliation in Cumberland.
- Flies Aboriginal and Torres Strait Islander flags.
- Engages and subsidises Aboriginal educators to visit local schools to raise awareness of Aboriginal cultures, histories, languages and stories.

In adopting the 2019–2021 Reconciliation Action Plan (RAP), Council commits to completing the following actions to ensure we are positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans. Council's RAP will identify actions in the categories of Relationships, Respect and Opportunities.

This RAP will allow Council to focus on building relationships both internally and externally, and raise awareness with stakeholders to ensure there is shared understanding and ownership of reconciliation within the organisation and the community.

Cumberland Council would like to acknowledge and thank everyone involved in the development of this RAP and for their demonstrated and ongoing commitment towards reconciliation.



*Dreamtime Stories Time with Aunty Cleonie Quayle at NAIDOC Week Tent Program at the Fun 4 Kids Event held on 13 July 2018.*

# Community Engagement

To develop this RAP, Cumberland Council undertook consultation with a range of key stakeholders including Aboriginal and Torres Strait Islander residents and stakeholders, representatives from across Council, local services, community organisations, schools and residents.

Council engaged local Aboriginal Elder and consultant, Aunty Cleonie Quayle to facilitate the community consultations.

Community engagement occurred from May to July 2018.

Community engagement was undertaken by:

- Face to face open public consultations held in Merrylands, Lidcombe and Wentworthville
- School consultations involving primary and high schools from the LGA: Auburn, Berala, Guildford, Granville, Granville South, Merrylands, Merrylands East, Pendle Hill and Wentworthville. Schools from outside the LGA: Ringrose, Parramatta West and Widermere

- Face-to-face pop up surveys during community events for National Reconciliation Week and NAIDOC Week
- Online surveys on Council website – Have Your Say in the Cumberland Reconciliation Action Plan 2019–2021
- Consultation with ATSIC Committee and RAP Working Group in Merrylands

Council widely promoted opportunities for the community to have their say through all Council’s communication channels and community networks.

Cumberland Council would like to acknowledge the contribution of the many residents, organisations, and community stakeholders who contributed to the development of its first Reconciliation Action Plan.

# What the community told us

---

The community would like to see:

## Increased visibility of local Aboriginal histories, cultures, people and languages.

For example:

- Signage having an Acknowledgement of Country in Darug Language
- Aboriginal heritage information more prominently featured in Council facilities, parks and open spaces
- Easy to find Aboriginal heritage information on Council's website
- Recognition of local 'heroes' – such as a communications campaign featuring local people of significance or exhibitions
- Public artworks such as big wall murals, developed in collaboration with the community
- Flying Aboriginal and Torres Strait Islander flags

---

## More opportunities for non-Aboriginal and Torres Strait Islander people to build their cultural awareness and understanding.

For example:

- Public events and programs such as NAIDOC and National Reconciliation Weeks
- Darug language classes
- Cultural awareness training for local workers/ opportunities to network and build connections to Aboriginal communities
- Dreamtime storytelling sessions in libraries
- An Aboriginal Education/Cultural Centre (long-term)

---

## Initiatives for children and young people.

For example:

- Workshops in schools which connect children and young people to Aboriginal Elders, cultures, histories and languages
- School holiday programs for children and young people which focus on things like Aboriginal dance workshops, art projects, music, cooking classes, and excursions to go bushwalking and connect with nature
- Mentoring programs for Aboriginal and Torres Strait Islander young people, connecting them to Elders

and culture

- Council working with schools to develop new initiatives and programs which increase understanding of and pride in Aboriginal and Torres Strait Islander cultures

---

## Opportunities for local Aboriginal and Torres Strait Islander people to connect with each other and share.

For example:

- Bi-annual gathering at Prospect Hill with a BBQ around a camp fire to pass on knowledge and culture and where non-Aboriginal and Torres Strait Islander people also welcomed
- Collaborating with other Councils to connect communities and celebrate together noting that LGA boundaries do not match Aboriginal land boundaries

---

## Opportunities for Aboriginal and Torres Strait Islander small business and entrepreneurship.

For example:

- Capacity building workshops for small business owners to develop business plans and comply with government regulations
- Pop up shops to activate under-utilised buildings/ areas
- Council to develop and promote a directory of local Aboriginal and Torres Strait Islander suppliers
- Council engaging more Aboriginal and Torres Strait Islander suppliers (social procurement policy)
- Supporting artists – artist development, exhibitions, artists in residence, collaborative public art programs

## Cumberland building towards being a destination for Aboriginal and Torres Strait Islander cultural tourism.

For example:

- Food tourism opportunities – Aboriginal markets, cooking classes, bush tucker tasting, understanding native ingredients, Aboriginal catering
- Bush tucker talks in native gardens
- Increase the number of native/bush tucker gardens in parks and open spaces
- Development and promotion of sites of significance such as Prospect Hill
- Heritage tours (in person and self-guided with apps)
- More events and festivals which focus on Aboriginal and Torres Strait Islander peoples and cultures

## Opportunities for Aboriginal and Torres Strait Islander employment within Council.

For example:

- Aboriginal and Torres Strait Islander identified positions
- Council partnering with Aboriginal and Torres Strait Islander recruitment agencies to promote employment opportunities
- Ensuring Council as an organisation is culturally safe for Aboriginal and Torres Strait Islander peoples – staff being culturally aware



Reconciliation statement written by children 6–12 years old at the NAIDOC Week Tent Program at the Fun 4 Kids Event held on the 13 July 2018.

# Reconciliation Action Plan

---

The actions in this plan are based on the findings and recommendations of community consultation and Council staff engagement. The plan aligns with both Reconciliation Australia's recommendations for a 2 year Innovate RAP and the Department of Local Government Integrated Planning and Reporting framework.

The Action Plan identifies four key areas:

## 1. RELATIONSHIPS

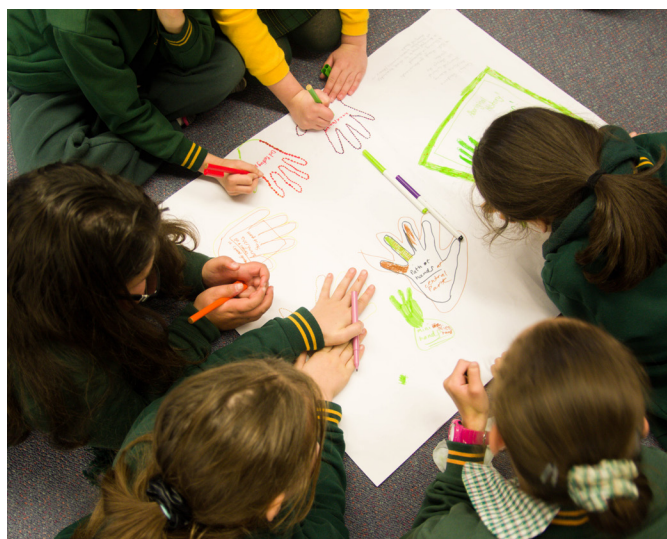
Building positive, respectful and meaningful relationships between Aboriginal and Torres Islander peoples, organisations, communities, professionals and staff is important to Cumberland Council. Our core business is to service the whole community and build and maintain relationships that are mutually respectful at all times.

## 2. RESPECT

Council acknowledges the Darug People and Nation of Cumberland as the Traditional Custodians of this land. In respecting this unique status, Council undertakes to instill a culture of mutual communication and education between Aboriginal and Torres Strait Islander peoples, Council and community members of the LGA. The Council will develop and adapt practices and processes that reflect this relationship and actively promote reconciliation and respect for Aboriginal and Torres Strait Islander cultures and heritage throughout the LGA.

## 3. OPPORTUNITIES

Providing opportunities for Aboriginal and Torres Strait Islander Peoples in our community is important to Council. Council will endeavour to contribute to closing the gap in education and employment outcomes between Aboriginal and Torres Strait Islander and non-Aboriginal members of the community and identify areas to support greater self-determination and contribute to an inclusive community.



*Students working on a RAP consultation activity*

## 4. TRACKING PROGRESS AND REPORTING

Monitoring the implementation and effectiveness of the actions outlined in this RAP provides valuable information to Cumberland Council about the success of the RAP, what worked well what didn't and what is needed in the next iteration of the RAP. Reporting on the successful actions in this RAP also provides valuable insights for other organisations undertaking the reconciliation process and adds to the body of evidence Reconciliation Australia can draw upon to support them through the process.

## Accountability

---

The Reconciliation Action Plan Working Group, Aboriginal and Torres Strait Islander Consultative Committee and Council will monitor its implementation through half-yearly and annual report-back meetings to key stakeholders. They will evaluate, and report on the Reconciliation Action Plan based on achievements, lessons learned and new opportunities identified.

Cumberland Council's RAP will be championed by the Director of Community Development, ensuring a commitment to reconciliation and delivering the RAP at a senior leadership level within our organisation.

# Reconciliation Action Plan 2019–2021

## 1. RELATIONSHIPS

Building positive, respectful and meaningful relationships between Aboriginal and Torres Strait Islander peoples, organisations, communities, professionals and staff is important to Cumberland Council. Collaboration, consultation and liaison with Aboriginal and Torres Strait Islander community leaders and key organisations will provide guidance for Council in delivering services to Aboriginal and Torres Strait Islander peoples. Our core business is to service the whole community and build and maintain relationships that are mutually respectful at all times.

**Focus area:** Expanding networks, advocacy, community engagement and encouraging initiatives that support building relationships with Aboriginal and Torres Strait Islander Peoples, communities, services and corporations.

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
1.1	RAP Working Group (RWG) actively monitors RAP 2019–2021 development and implementation of actions, tracking progress and reporting	RWG oversees the development, endorsement and launch of the RAP.	March 2019	Director Community Development
		Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.	February & August 2019 February & August 2020	Director Community Development
		Meet at least twice per year to monitor and report on RAP implementation.	February & August 2019 February & August 2020	Director Community Development
		Establish Terms of Reference for the RWG.	May 2019	Director Community Development
		Ensure representation on the RWG from the ATSIC Committee, Council staff and local residents and/or community services and organisations.	February 2019 & February 2020	Director Community Development
1.2	Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Organise at least one internal event for NRW each year.	27 May – 3 June 2019, 2020	Aboriginal Education & Programs Officer
		Register all NRW events via Reconciliation Australia's NRW website.	May 2019 & 2020	Aboriginal Education & Programs Officer
		Support the development and implementation of a minimum of 3 external (community) events and programs to celebrate NRW.	May 2019 & 2020	Aboriginal Education & Programs Officer
		Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	27 May – 3 June 2019, 2020	Aboriginal Education & Programs Officer
1.3	Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	September 2019 & 2020	Aboriginal Education & Programs Officer
		Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	September 2019 & 2020	Aboriginal Education & Programs Officer
		Develop a network and database of Aboriginal and Torres Strait Islander services and organisations.	October 2019	Aboriginal Education & Programs Officer



## 1. Relationships *(continued)*

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
1.4	Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	September 2019 & 2020	Director Community Development
		Promote reconciliation through ongoing active engagement with all stakeholders.	September 2019 & 2020	Director Community Development
1.5	Ensure that Aboriginal and Torres Strait Islander peoples are consulted on matters which affect them in the LGA and around sites of significance to Aboriginal and Torres Strait Islander peoples. This should be implemented through the ATSIC Committee.  This includes: consultation in the development of relevant Council policies, strategies, events, programs, masterplans and Plans of Management	Ensure Consultation with Aboriginal and Torres Strait Islander stakeholders is embedded within Council's Community Strategic Plan process.	September 2019 & 2020	Director People and Performance
		Ensure Consultation with Aboriginal and Torres Strait Islander stakeholders is embedded within Council's Community Engagement and Participation Strategy.	March 2019	Director Community Development
		Ensure that a minimum of 4 ATSIC Committee meetings are held annually.	February, May, August and November 2019 & 2020	Director Community Development
		Actively recruit for any vacancies on the ATSIC Committee to ensure a range of community perspectives are provided.	September 2019 & 2020	Director Community Development
		Actively recruit for Aboriginal and Torres Strait Islander representation on Council's Youth Advisory Committee and Heritage Committee.	September 2019 & 2020	Director Community Development Director Environment & Planning
1.6	Develop, support and promote opportunities for local residents to gather, connect and build relationships, share knowledge between generations and develop cross-cultural understanding and respect	Organise 2 x informal community gatherings per year hosted in Council's outdoor spaces, plan these in consultation with Aboriginal and Torres Strait Islander Elders and residents.	June & December 2019 & 2020	Aboriginal Education and Programs Officer

## 2. RESPECT

Council acknowledges the Darug People and Nation of Cumberland as the Traditional Custodians of this land. In respecting this unique status, Council undertakes to instill a culture of mutual communication and education between Aboriginal and Torres Strait Islander peoples, Council and community members of the LGA. The Council will develop and adapt practices and processes that reflect this relationship and actively promote reconciliation and respect for Aboriginal and Torres Strait Islander cultures and heritage throughout the LGA.

**Focus area:** Acknowledging the Traditional Owners of the land, cultural awareness training and participation in significant public celebrations. Enhancing existing practices and protocols to guide the Council's dealings with Aboriginal and Torres Strait Islander peoples.

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
2.1	Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	December 2019	Director Community Development
		Provide a minimum of 2 x cultural awareness training sessions for Council staff annually.	May and October 2019 & 2020	Director People & Performance
		Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.	December 2019	Aboriginal Education & Programs Officer
		Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training.	May and October 2019 & 2020	Director People & Performance
2.2	Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	February 2019	Director Community Development
		Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	February 2019	Aboriginal Education & Programs Officer
		Invite a Traditional Owner to provide a Welcome to Country at a minimum of 15 significant Council events, including the annual Cherry Blossom Festival.	August 2019 & 2020	Aboriginal Education & Programs Officer
		Encourage staff to include an Acknowledgement of Country at the commencement of all important internal and external meetings.	September 2019 & 2020	Director Community Development
		Incorporate information on the Aboriginal heritage of the Cumberland LGA and an introduction to the Aboriginal & Torres Strait Islander Cultural Protocols into the quarterly staff inductions held every year.	September 2019 & 2020	Director People & Performance

## 2. Respect (continued)

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
		Incorporate an Acknowledgement of Country into all new/developing strategic plans, masterplans and plans of management, email and correspondence templates.	September 2019 & 2020	Director Community Development Director Environment and Planning Director Works & Infrastructure Director People & Performance
		In Consultation with Traditional Custodians, investigate naming Council's internal meeting rooms and/or rooms in new community facilities to be of Aboriginal significance.	September 2020	Director Community Development
2.3	Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	April 2019 & 2020	Director People & Performance
		Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	First week in July 2019 & 2020	Director People & Performance
		Develop and deliver at least 3 public programs and activities during NAIDOC Week annually.	July 2019 & 2020	Aboriginal Education & Programs Officer
2.4	Embed initiatives which celebrate Aboriginal and Torres Strait Islander cultures, languages, peoples, stories and heritage into Council's major events calendar and ongoing programs	Develop and include Aboriginal and Torres Strait Islander-led components within at least 3 major Council events per year.	September 2019 & 2020	Director Community Development
		Deliver a program for schools around the annual local date of significance: 3rd of May First Act of Reconciliation program on Prospect Hill, Pemulwuy.	May 2019 & 2020	Aboriginal Education & Programs Officer
		Develop and include at least one Aboriginal and Torres Strait Islander-led program within Council's school holiday programs for children and young people per year.	October 2019 & 2020	Director Community Development
		Investigate the development of a public food and cultural tourism program around native ingredients, bush tucker and Aboriginal cuisine.	November 2019	Aboriginal Education & Programs Officer
		Deliver a minimum of one Darug language class per year.	July 2019 & July 2020	Aboriginal Education & Programs Officer
		Subsidise a minimum of 15 workshops per year to local schools and childcare centres to deliver Aboriginal heritage, culture and language workshops.	September 2019 & 2020	Aboriginal Education & Programs Officer
		Increase number of participants in all Aboriginal and Torres Strait Islander focused programs and events annually through improving promotion, marketing and continuous monitoring and improvement of programs.	September 2019 & 2020	Aboriginal Education & Programs Officer
		Collect feedback on these events and programs and benchmark to identify areas for continuous and evaluation	April 2019	Aboriginal Education & Programs Officer

## 2. Respect (continued)

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
2.5	Increase the public visibility of Cumberland's Aboriginal heritage	Install suburb signage which incorporates an Acknowledgement of the Traditional Custodians installed in locations around the LGA where suitable.	December 2019	Director Works & Infrastructure Director Community Development
		Fly the Aboriginal and Torres Strait Islander flags on prominent Council buildings daily and at significant cultural events.	February 2019	Director Community Development
		Collaborate to develop and implement a communications campaign leading up to and during NAIDOC Week which profiles and celebrates local Aboriginal and Torres Strait Islander people of significance and their achievements and contributions.	July 2019 & 2020	Director Community Development
		Develop and publish a dedicated section of Council's website which has information on the Aboriginal and Torres Strait Islander heritage of Cumberland and Cultural Protocols.	February 2019	Director Community Development
		Investigate opportunity to include community education on Aboriginal significance and traditional use of native plants at community plant giveaways and National Tree Day planting event.	December 2019	Aboriginal Education & Programs Officer
2.6	Strengthen the local community sector's Aboriginal and Torres Strait Islander cultural awareness and community engagement through regular training and networking opportunities.	Deliver a minimum of one Aboriginal and Torres Strait Islander cultural awareness training per year for local service providers/ community organisations.	June 2019 & 2020	Aboriginal Education & Programs Officer
		Investigate developing a network of local organisations who are engaging with Aboriginal and Torres Strait Islander residents.	September 2019 & 2020	Aboriginal Education & Programs Officer
2.7	Investigate opportunities to develop and deliver public art projects and programs involving Aboriginal and Torres Strait Islander artists	Develop a database of local Aboriginal and Torres Strait Islander artists.	June 2019	Aboriginal Education & Programs Officer
		Undertake community consultation with artists, local schools and community groups to identify opportunities to develop public art projects and seek funding if necessary.	September 2019 & 2020	Director Community Development
		Implement Aboriginal and Torres Strait Islander public art into the Granville Multipurpose Centre.	December 2020	Director Community Development
2.8	Investigate Aboriginal history and heritage of the Cumberland LGA, including Duck River.	Meet with Council's Libraries team to investigate existing records and historical accounts.	March 2019	Aboriginal Education & Programs Officer
		Identify opportunities and relevant stakeholders to develop historical resources as relevant.	August 2019	Aboriginal Education & Programs Officer
		Seek funding to engage a research project if required.	February 2020	Aboriginal Education & Programs Officer

### 3. OPPORTUNITIES

Providing opportunities for Aboriginal and Torres Strait Islander peoples in our community is important to Council. Council will endeavour to contribute to closing the gap in education and employment outcomes between Aboriginal and Torres Strait Islander and non-Aboriginal members of the community and identify areas to support greater self-determination and contribute to an inclusive community.

**Focus area:** Supporting employment and retention of Aboriginal and Torres Strait Islander staff with Cumberland Council. Supporting Aboriginal and Torres Strait Islander community groups, organisations and corporations.

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
3.1	Investigate and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	September 2019	Director People & Performance
		Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention Strategy.	June 2020	Director People & Performance
		Ensure the Aboriginal and Torres Strait Islander Employment and Retention Strategy is endorsed by Council.	August 2020	Director People & Performance
		Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	July 2019	Director People & Performance
		Advertise vacancies through Aboriginal and Torres Strait Islander employment networks	July 2019	Director People & Performance
		Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	October 2019	Director People & Performance
		Report annually on the number of Aboriginal and Torres Strait Islander employees working with and applying for positions with Council and monitor trends within the two year Innovate RAP period.	September 2019 & 2020	Director People & Performance
		Employ an Aboriginal Education and Programs Officer in an Aboriginal/Torres Strait Islander dedicated position	February 2019	Director Community Development
		Include Aboriginal and Torres Strait Islander young people as a key target group in the development of Council's Employment Pathways Program	June 2019	Director Community Development

### 3. Opportunities (*continued*)

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
3.2	Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	Update tender procurement policies and procedures to comply with the requirements of the Aboriginal Participation in Construction (APIC) policy to support participation by Aboriginal people in construction projects.	March 2019 & 2020	Director Finance and Governance
		Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	November 2019	Director Community Development
		Provide opportunities for engagement of Aboriginal and Torres Strait Islander-owned businesses in line with Council's procurement policies.	November 2019	Aboriginal Education & Programs Officer
		Investigate Supply Nation membership.	January 2020	Director Community Development
		Develop and implement a small business workshop program targeted to Aboriginal and Torres Strait Islander businesses	January 2020	Director Community Development
3.3	Promote, provide and support professional development opportunities for Aboriginal and Torres Strait Islander staff and Committee members	Provide opportunities for 2 x Council staff and 2x Committee members to attend the LGA NSW annual Aboriginal Networking Conference	September 2019 & 2020	Director People & Performance
		Develop and implement an Aboriginal and Torres Strait Islander professional development strategy	April 2020	Director People & Performance
3.4	Deliver programs which improve health and wellbeing of Aboriginal and Torres Strait Islander residents in partnership with local organisations and services	Deliver Yarn Up program monthly.	September 2019 & 2020	Director Community Development
		Embed the Ngroo Walking Together Program into Council's Children's Services to improve positive relationships with local Aboriginal and Torres Strait Islander communities and reduce barriers that may prevent Aboriginal and Torres Strait Islander children and families accessing centres.	December 2019	Director Community Development

### 3. Opportunities (*continued*)

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
3.5	Continue development and implementation of Plans of Management for Prospect Hill and the Lakewood Estate Riparian Corridor	Continue development of Prospect Hill Plans of Management, including:		
		<ul style="list-style-type: none"> <li>• Review of draft Plan of Management and Landscape Masterplan by ATSIC Committee</li> </ul>	February 2019	Director Works & Infrastructure
		<ul style="list-style-type: none"> <li>• Invite a member of the ATSIC Committee to provide a 'Welcome to Country' page in the draft Plan of Management and Landscape Masterplan</li> </ul>	February 2019	Director Works & Infrastructure
		Continue development of Lakewood Estate Riparian Corridor Plans of Management including:		
		<ul style="list-style-type: none"> <li>• Plan and execute a reserve naming project involving local school groups as recommended by Council's ATSIC Committee (Plan of Management Action Item 0.5)</li> </ul>	December 2020	Director Works & Infrastructure
		<ul style="list-style-type: none"> <li>• Develop a Cultural Interpretation Plan for Prospect Hill and Lakewood Estate Riparian Corridor to promote an integrated landscape and cultural experience for these open space areas in Pemulwuy (Plan of Management Action Item 0.6)</li> </ul>	December 2020	Director Works & Infrastructure
		Maintain and upgrade Prospect Creek Reserve West Artwork:		
		<ul style="list-style-type: none"> <li>• Review the existing Indigenous artwork titled 'Yande'ora' installed as part of the Warali Wali Project 2001 by the ATSIC Committee to include two options for art work improvement.<sup>4</sup></li> </ul>	December 2019	Director Works & Infrastructure

<sup>4</sup> The project is identified in the 2014 Special Rate Variation Program for Parks and Recreation renewal works in 2018/19 with a \$20k allocation.

## 4. GOVERNANCE, TRACKING PROGRESS AND REPORTING

Monitoring the implementation and effectiveness of the action outlines in this RAP provides valuable information to Cumberland Council about the success of the RAP, what worked well what didn't and what is needed in the next iteration of the RAP. Reporting on the successful actions in this RAP also provides valuable insights for other organisations undertaking the reconciliation process and adds to the body of evidence Reconciliation Australia can draw upon to support them through the process.

**Focus area:** Measuring success, celebrating progress, reflecting on challenges and opportunities for the future.

NO	ACTION	DELIVERABLE TARGET	TIMELINE	RESPONSIBILITY
4.1	Report RAP achievements, challenges and learnings to Reconciliation Australia	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	30 September 2019 & 2020	Director Community Development
		Investigate participating in the RAP Barometer.	May 2020	Director Community Development
4.2	Report RAP achievements, challenges and learnings internally and externally	Publicly report our RAP achievements, challenges and learnings in Council's Annual Report.	November 2019 & 2020	Director People & Performance Director Community Development
		Submit a half-yearly progress report to the ATSICC	August 2019 & 2020	Director Community Development
4.3	Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	June 2020	Director Community Development
		Send draft RAP to Reconciliation Australia for review and feedback.	August 2020	Director Community Development
		Submit draft RAP to Reconciliation Australia for formal endorsement.	December 2020	Director Community Development



# Consultation Key Stakeholder List

---

## Aboriginal and Torres Strait Islander Consultative Committee (ATSICC)

<b>Uncle David Williams</b>	Chairperson of Council ATSICC and Local Resident
<b>Raelene Billedo</b>	Darug woman, ATSICC Deputy Chairperson and Local Resident
<b>Uncle Rex Sorby</b>	ATSICC Member and Local Resident
<b>Lynette Leerson</b>	ATSICC Member
<b>Wayne Trindall</b>	ATSICC Member and Local Resident
<b>Margaret Gong</b>	ATSICC Member and Local Resident
<b>Christopher Haberecht</b>	ATSICC Member and School Principal at Guildford Public School
<b>Julie Nixon</b>	ATSICC Member and Local Resident
<b>Jeanice Corso</b>	ATSICC Member and Teacher at Guildford Public School
<b>Leanne Unie Day</b>	ATSICC Member
<b>Councillor Greg Cummings</b>	Mayor of Cumberland and ATSICC Member
<b>Councillor Glenn Elmore</b>	Councillor of Cumberland and ATSICC Member

## RAP Working Group

<b>Uncle David Williams</b>	Chairperson of Council ATSICC, Local Resident and RAP Working Group Member
<b>Uncle Rex Sorby</b>	ATSICC Member and Local Resident and RAP Working Group Member
<b>Lynette Leerson</b>	ATSICC Member and RAP Working Group Member
<b>Wayne Trindall</b>	ATSICC Member and Local Resident and RAP Working Group Member
<b>Sigrid Herring</b>	Local Aboriginal Elder, Educator, Resident and RAP Working Group Member
<b>Turkan Askoy</b>	Local Resident and RAP Working Group Member
<b>Helen Connell</b>	Manager Human Resources – Cumberland Council
<b>Jessica Brown</b>	Engagement Coordinator – Cumberland Council
<b>Amanda Moran</b>	Event Coordinator – Cumberland Council
<b>Mia Cox</b>	Community Participation Coordinator – Cumberland Council
<b>Beatrice Sesay</b>	Community Participation Officer – Cumberland Council

## Other key stakeholders

<b>Aunty Sandra Lee</b>	Darug Elder, former ATSICC Member and Local Resident
<b>Aunty Cleonie Quayle</b>	Local Aboriginal Elder, Educator and RAP Consultations Facilitator

## Council staff

<b>Helen Connell</b>	Manager – Human Resources – Cumberland Council
<b>Jessica Brown</b>	Engagement Coordinator – Cumberland Council
<b>Amanda Moran</b>	Event Coordinator – Cumberland Council
<b>Mia Cox</b>	Community Participation Coordinator – Cumberland Council
<b>Beatrice Sesay</b>	Community Participation Officer – Cumberland Council
<b>Paul Clark</b>	Supervisor Premium Parks – Cumberland Council
<b>Kirsty Plumeridge</b>	Children and Young Adults Librarian – Cumberland Council
<b>Chriss Bull</b>	Youth Participation and Programs Coordinator – Cumberland Council
<b>Evan Ellis</b>	Communications Officer – Cumberland Council
<b>Johnny Youseff</b>	Marketing Manager – Cumberland Council
<b>Adama Kamara</b>	Acting Manager Community Development and Planning – Cumberland Council
<b>Cara McClure</b>	Children’s Educator – Cumberland Council
<b>Corey Jones</b>	Manager Corporate Planning – Cumberland Council
<b>Susan Miles</b>	Senior Landscape Architect – Cumberland Council
<b>Anna Marquez</b>	Social Inclusion Assistant – Cumberland Council

## Community Organisations

Western Sydney Regional Reconciliation Network (WSRRN)  
Darug Tribal Aboriginal Corporation  
Western Sydney Family Referral Service – Relationships Australia  
Max Employment  
Friends of Linnwood  
House of Welcome  
Ability Linkers – Settlement Services International  
Sydney Youth Dragon and Lion Dance Troupe  
YMCA NSW  
Karabi Community and Development Services Incorporation  
NSW Multicultural Seniors Association  
Unfolding Futures – Reconciliation for Western Sydney  
Western Sydney Community Forum

## Primary Schools

Hilltop Road Public School  
Merrylands East Public School  
Guildford Public School  
Granville South Public School  
Wentworthville Public School  
Granville Public School  
Parramatta West Public School  
Ringrose Public School  
Pendle Hill Public School  
Greystanes Public School  
Widermere Public School  
Berala Public School

## High Schools

Auburn Girls High School  
Merrylands High School  
Granville Boys High School  
Greystanes High School  
Granville South Creative and Performing Art High School





CUMBERLAND  
COUNCIL

© Cumberland Council 2018

**Cumberland Council**

PO Box 42, Merrylands NSW 2160

**E** [council@cumberland.nsw.gov.au](mailto:council@cumberland.nsw.gov.au)

**W** [cumberland.nsw.gov.au](http://cumberland.nsw.gov.au)

**f** Cumberland Council Sydney

**Cumberland Council contact person:**

Aboriginal Education & Projects Officer: (02) 8757 9000