




# Reconciliation Action Plan

June 2019 – December 2020

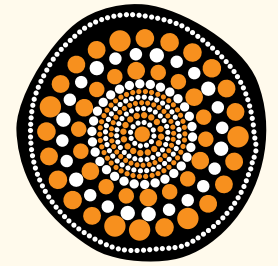
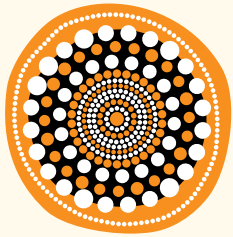






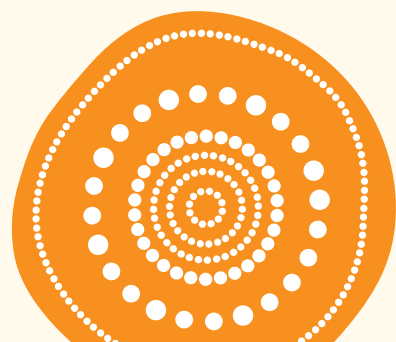
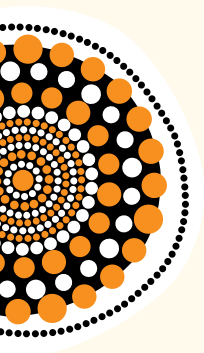
This is a two year  
plan to guide  
Logan City Council  
towards its vision  
for reconciliation in  
Logan.

Aunty Jeanette Fabila holding an interactive workshop at  
Logan Central Library



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# 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.”*

We thank local Elders, community members, and Council staff who helped develop our second Reconciliation Action Plan (RAP).

We would like to extend this appreciation to Reconciliation Australia for their support. They inspire and enable all Australians to contribute to reconciliation of the nation.

## RAP Artwork

**Artist name:** Casey Coolwell

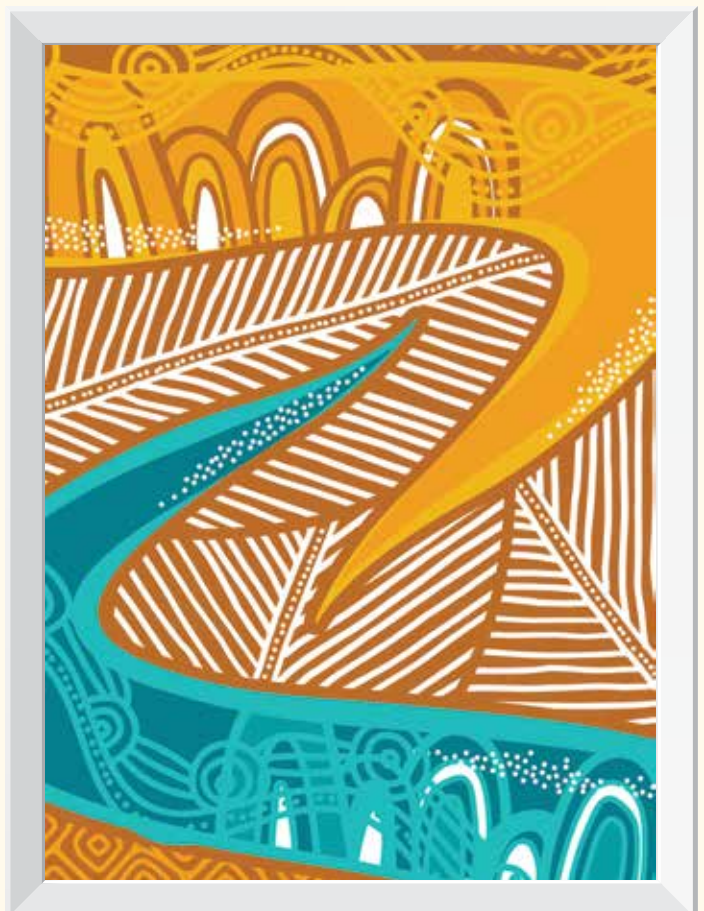
**Artwork Name:** Moving in Motion

**Artwork story:** The two ‘rivers’ represent different water catchments coming together.

The ‘U’ shaped elements represent significant people in each different community within Logan, and the small gathered white dots resemble the people within each.

The background ‘leaf’ elements depict growth and the sharing of knowledge naturally through our people to the wider community.

The corner ‘square’ elements symbolise our Logan landscapes, with the wavy lines representing our footprints left on land through community links.





**Artist name:** Jessica Skeen-McKinnon  
(Muralappi)

**Artwork Name:** Journey to a Brighter  
Tomorrow

**Artwork story:** This artwork depicts the journey to a more united society. It takes many gathering to bring about growth and change in a positive way. It starts with coming together and communicating with both our mouths and more importantly our ears. Only then can we make lasting changes that will flow through to our future generations.

**Artist name:** Sylvia Nakachi

**Artwork name:** Bridging history, showing respect  
through acknowledgement

**Artwork story:** The circular shape represents our nation; each banana fibre represents a time line in our country, from creation, to first contact, to society changing, to life in the present. The make up of our nation has been founded upon many different histories, diversities and cultures. This is represented by the different coloured wool fibres and burnt circle shapes. Throughout all these changes, Australia's first peoples will always be the core foundation of our nation. This is represented by the colours in the middle of the weaving. Our nation must always continue to connect to its first nations peoples. Such acts of reconciliation can only help to bridge our histories, emphasize respect and show acknowledgement to all Aboriginal and Torres Strait Islander peoples. This is represented by the brown twines, holding the weaving (our nation) together.







## Our Business

The City of Logan is a vibrant and diverse community, home to more than 320,000 people from 217 different cultures. It is one of the largest and fastest growing local government areas in Australia. We expect our population to reach 548,724 people by 2041, with many “new cities” planned over the next 30 years. Our City comprises of 70 suburbs and 12 Council divisions. We border Brisbane, Gold Coast, Scenic Rim, Ipswich and Redlands local government areas.

## Our City Vision

Logan City: Innovative, Dynamic, City of the Future

## Our Purpose

To make a positive difference in people's lives through the quality of the services we provide.

## Corporate Plan 2017-2022

The Corporate Plan sets our strategic direction and vision for the City. It outlines our organisational priorities and service delivery commitments. This includes embedding and prioritising the implementation of reconciliation initiatives in our work. Our priorities embrace an improved quality of life for Aboriginal and Torres Strait Islander people.







# Reconciliation Action Plan

June 2019 – December 2020



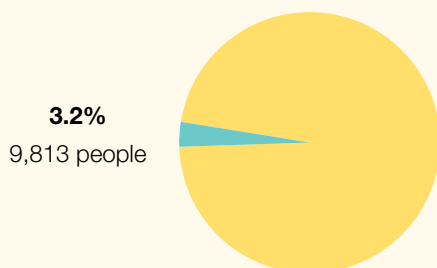
Torres Strait Islander dance group “Thanh Fire” performing at our 2018 National Reconciliation Week event



# Our Aboriginal and Torres Strait Islander Community

Logan is home to a diverse Aboriginal and Torres Strait Islander population. This includes descendants from the original Aboriginal peoples of Logan and from across Australia.

The 2016 census recorded 9,813 Aboriginal and Torres Strait Islander people residing in Logan, representing 3.2% of the population. Local community members have advised that the actual figure is much higher.



Of the Aboriginal and Torres Strait Islander people who completed census:



**8,620** identified as Aboriginal



**639** identified as Torres Strait Islander



**558** identified as both Aboriginal and Torres Strait Islander<sup>1</sup>

Of our 1,848 staff, 31 (1.7%) identify as being of Aboriginal and Torres Strait Islander heritage.

We celebrate Logan's talented, passionate, dedicated and successful Aboriginal and Torres Strait Islander community. We also acknowledge the impact associated with the loss of people, lands, identity, language and culture. We recognise that these losses continue to impact upon individuals and the community.

There is a significant gap between outcomes for Aboriginal and Torres Strait Islander and non-Indigenous Australians. Logan's Aboriginal and Torres Strait Islander community experiences gaps in life expectancy, health, educational attainment and employment. The 2016 census reflects the following observations for the Logan area:

- have completed year 12



**46%** Logan residents

**37%** Aboriginal and Torres Strait Islander residents

- have a tertiary education



**19.6%** Logan residents

**11.6%** Aboriginal and Torres Strait Islander residents

- are looking for work



**8.8%** Logan residents

**17.4%** Aboriginal and Torres Strait Islander residents

In 2008 the Coalition of Australian Governments set ambitious targets to 'close the gap'. We commit to working within our sphere of influence to contribute to closing the gap in Logan.





# Reconciliation Action Plan

June 2019 – December 2020



Community members at our 2018 National Reconciliation Week event





# Our Reconciliation Journey

Parts of our organisation have been on a reconciliation journey for some time. For example, Logan Central library has an established Nyeumba Meta space and collection. Our Art Gallery has held several exhibitions to showcase Aboriginal and Torres Strait Islander artists. Our events team have supported local Elders for annual NAIDOC flag ceremonies. These actions have helped to foster respect for Aboriginal and Torres Strait Islander cultures.

In 2015 we committed to the Reconciliation Action Plan framework. This is a whole-of-organisation approach to reconciliation. Our first RAP was for the three year period from 2015 to 2017. Highlights from our first RAP include:

2015

- Endorsed our first Reconciliation Action Plan.
- Installed the Aboriginal and Torres Strait Islander flags on permanent display at our Administration building.
- Established a staff guideline for engaging Aboriginal and Torres Strait Islander people.
- Introduced an Acknowledgement of Country into the formal agenda for full Council meetings.

2016

- Installed Acknowledgement of Country signs in:
  - The foyer of our Administration building.
  - Across our libraries and art gallery.
- Developed an Aboriginal and Torres Strait Islander Employment and Retention Strategy.

2017

- Became a member of Supply Nation.
- Hosted an information session for local Aboriginal and Torres Strait Islander business owners.
- Held an organisation-wide Year of Reconciliation. This engaged staff in learning more about Aboriginal and Torres Strait Islander: culture, histories and perspectives.
- Introduced Aboriginal Cultural Intelligence training as part of our staff development plan.



## Case Study: Staff Art Workshops

In 2016 Colleen Sam (Ngungernnumma), the artist for our first RAP, delivered an art workshop for Council staff. In the workshop staff were able to connect with Aboriginal culture in a meaningful way. Colleen shared the stories behind her contemporary and dreamtime paintings. She also explained the meaning behind some of the symbols used in Aboriginal art.

Staff then created their own artworks using the symbols and inspiration from Colleen. Here are some of their creations:





## Case Study: Aboriginal Cultural Intelligence Training

In 2017, we piloted Aboriginal Cultural Intelligence training as a key initiative in our previous RAP. We recruited Banaam, a reputable Aboriginal owned organisation to deliver the training. Banaam inspires people to adopt cultural principles across workplaces and in everyday life. The training aims to:

- Build the foundation of knowledge of our staff.
- Enhance our cross-cultural competence and engagement.

By the end of 2017 over 450 of our staff had completed the training. Here is what some of our staff have had to say about the training sessions:

*.....by the end of the session, I definitely had a better understanding of traditional cultural principles.*

*This training gives you a different perspective.*

*For the first time in many years in Australia, I feel a connection with the land and people. You put it in a language that I understand and I thank you.*

*Just lovely to begin understanding the culture.*

*I'm very much connected with this training.*



## Development of this RAP

Our Reconciliation Action Plan for the June 2019 – December 2020 period is a strategic document involving the whole organisation. It outlines our commitment to supporting reconciliation across the City of Logan. We also aim to lead and encourage others to begin their own journey of reconciliation.

This RAP has been developed with Aboriginal and Torres Strait Islander Council staff and communities. This collaborative effort included:

- A review of our existing policies and plans.
- A review of our previous RAP.
- Consultation with key stakeholders.

The development and delivery of our RAP is led by an internal working group. This group includes Aboriginal and Torres Strait Islander staff, Council officers and Elected Members.







Mabel Park State School dance group "Mabel Mob" performing at our 2018 National Reconciliation Week event





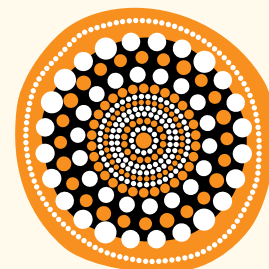
## Our Vision for Reconciliation

### 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.

# Action Plan

## 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:

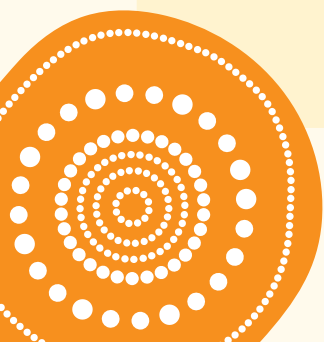
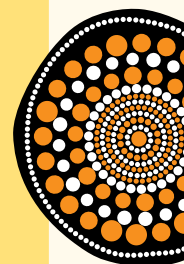
**Develop and strengthen relationships through shared activities and increased learning.**

Action	Deliverable	Timeline	Responsibility
<b>1.</b> RAP Working Group monitors development, implementation, tracking progress and reporting.	<b>1.1</b> Coordinate a RAP Working Group (RWG) to oversee the launch, implementation, monitoring and reporting of this RAP.  <b>1.2</b> Maintain an up to date Terms of Reference for the 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>	March, June, September, December, Annually  December, 2020	Community Services
<b>2.</b> Celebrate and share in National Reconciliation Week (NRW) to build and maintain relationships.	<b>2.1</b> Organise at least one internal NRW event each year.  <b>2.2</b> Encourage RWG members and all staff to attend external and internal NRW events.  <b>2.3</b> Register all NRW events on Reconciliation Australia's website.  <b>2.4</b> 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>	27 May to 3 June, Annually	Community Services





Action	Deliverable	Timeline	Responsibility
<b>3.</b> Develop and maintain meaningful relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations.	<b>3.1</b> 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
	<b>3.2</b> Collaborate with community representatives to update our existing staff engagement guideline to: <ul style="list-style-type: none"> <li>• Meet 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	
	<b>3.3</b> 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
	<b>3.4</b> 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
	<b>3.5</b> Continue to partner with the Nyeumba Meta Advisory Group. This group enables meaningful dialogue between our libraries, art gallery and Aboriginal and Torres Strait Islander communities.	December, 2020	Libraries and Creative Industries
<b>4.</b> Raise awareness about our RAP and provide opportunities for learning and connection.	<b>4.1</b> 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
	<b>4.2</b> Promote our RAP and commitment to reconciliation through: <ul style="list-style-type: none"> <li>• Maintaining and promoting our RAP webpage.</li> <li>• Promoting NRW, NAIDOC and relevant events and activities.</li> </ul>	December, 2020	
	<b>4.3</b> Update the events toolkit to include engagement with community Elders and Traditional Custodians. This may include Welcome or Acknowledgement of Country.	June, 2020	Marketing and Events
	<b>4.4</b> Deliver public programs that allow community to learn and engage with Aboriginal and Torres Strait Islander history and culture. Some initiatives may include: <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



## 2. Respect

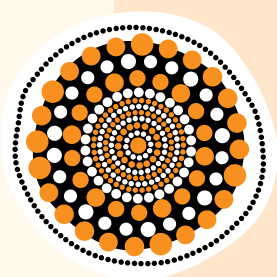
Learning about local culture and heritage helps build respect and understanding. Sharing this learning demonstrates respect for Aboriginal and Torres Strait Islander peoples as the First Australians.



### Focus area:

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

Action	Deliverable	Timeline	Responsibility
<b>5.</b> Engage employees in opportunities to increase understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	<b>5.1</b> Continue to engage a reputable Aboriginal and/or Torres Strait Islander organisation to deliver Cultural Intelligence training. Ensure that all existing and new staff complete the training.	Annually	People and Culture
	<b>5.2</b> Promote cultural heritage training to relevant staff.		
	<b>5.3</b> Invite Aboriginal and Torres Strait Islander people as guest speakers for our staff events. This may include Leadership Live events.		RAP Working Group
	<b>5.4</b> 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
	<b>5.5</b> Review our Employee Excellence Awards and how to recognise staff for reconciliation initiatives.	June, 2019	
	<b>5.6</b> Establish a bush tucker garden within our administration and art gallery precinct.	December, 2019	RAP Working Group
	<b>5.7</b> Include produce from the bush tucker garden into our catering activities. This may include our cafeteria menu.	December, 2020	Sport, Leisure and Facilities
<b>6.</b> Engage staff in understanding the significance of cultural protocols.	<b>6.1</b> 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 festival and citizenship ceremonies).	December, 2020	Customer Experience and Community Engagement
	<b>6.2</b> Include an Acknowledgement of Country in public facing documents. This includes documents such as our Corporate Plan and the Our Logan Magazine.	December, 2020	Marketing and Events





Action	Deliverable	Timeline	Responsibility
	<p><b>6.3</b> 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.</p> <p><b>6.4</b> Include an Acknowledgement of Country on our public website.</p> <p><b>6.5</b> Display, where appropriate, Acknowledgement of Country plaques across our venues. This includes at customer service centres, administration buildings, depots and sporting venues.</p> <p><b>6.6</b> 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>	<p>December, 2019</p> <p>August, 2019</p> <p>May, 2020</p>	<p>Customer Experience and Community Engagement</p> <p>Administration; and Sport, Leisure and Facilities</p>
<p><b>7.</b> Continue to encourage, support and promote NAIDOC community celebrations.</p>	<p><b>7.1</b> Make sure our policies and procedures support staff to take part in NAIDOC week.</p> <p><b>7.2</b> Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture during significant events. This includes ensuring staff can take part in NAIDOC Week celebrations.</p> <p><b>7.3</b> Continue to partner with community to support a NAIDOC Week event. This may include a flag raising ceremony.</p>	<p>Annually</p> <p>September, 2019</p> <p>July, Annually</p>	<p>People and Culture</p> <p>Marketing and Events</p>
<p><b>8.</b> Aboriginal and Torres Strait Islander communities have opportunities for involvement in future planning and development.</p>	<p><b>8.1</b> 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.</p> <p><b>8.2</b> Develop a fact sheet to inform developers about obligations under the Aboriginal Cultural Heritage Act 2003.</p> <p><b>8.3</b> Identify opportunities to further acknowledge Aboriginal Cultural Heritage in the planning scheme.</p> <p><b>8.4</b> Investigate opportunities to display Acknowledgement of Country signage across parklands. This will be undertaken in consultation with the community.</p> <p><b>8.5</b> 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.</p> <p><b>8.6</b> Invite community groups to host significant cultural events at the Kingston Butter Factory.</p>	<p>August, 2020</p> <p>November, 2019</p> <p>December, 2020</p> <p>December, 2020</p> <p>June, 2020</p> <p>December, 2020</p>	<p>Development Assessment; and Parks</p> <p>Development Assessment</p> <p>Economic Development and Strategy</p> <p>Parks</p> <p>Sport, Leisure and Facilities</p>




### 3. Opportunities

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



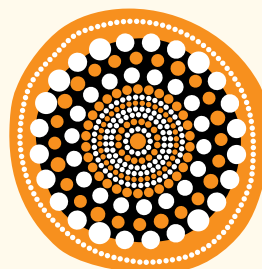
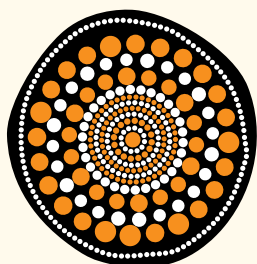
#### Focus areas:

**Employment attraction and retention, supplier diversity and funding opportunities.**

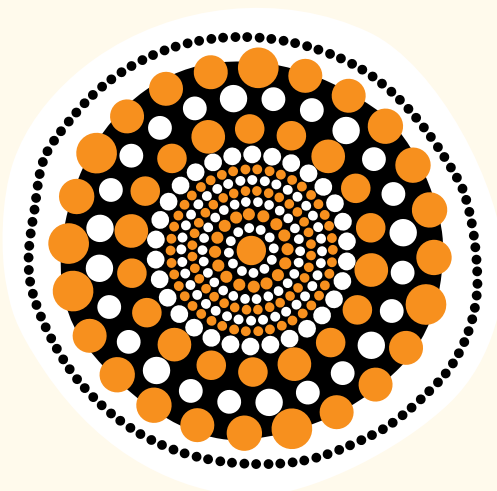
Action	Deliverable	Timeline	Responsibility
 <b>9.</b> Engage in opportunities to improve and increase employment outcomes within our workplace.	<b>9.1</b> Continue to support Aboriginal and Torres Strait Islander staff to share cultural information.	Annually	People and Culture
	<b>9.2</b> Engage Aboriginal and Torres Strait Islander staff in our Employment and Retention Strategy.		
	<b>9.3</b> 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	
	<b>9.4</b> 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	
	<b>9.5</b> Review policies and procedures to make sure there are no cultural barriers to workplace participation.	June, 2020	
	<b>9.6</b> Review opportunities for a dedicated Aboriginal and Torres Strait Islander education bursary.	May, 2020	Administration
	<b>9.7</b> 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







Action	Deliverable	Timeline	Responsibility
10. Investigate opportunities to incorporate supplier diversity within our organisation.	10.1 Review procurement policies to ensure there are no barriers for engaging Aboriginal and Torres Strait Islander businesses.	July, 2020	Administration
	10.2 Maintain Supply Nation membership.	December, 2020	
	10.3 Promote supplier diversity across our organisation. This includes promoting commercial relationships with Aboriginal and Torres Strait Islander businesses.		
11. Increase awareness of and engagement with our grants, programs, facilities and services.	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
	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.		Economic Development and Strategy
	11.3 Engage Aboriginal and Torres Strait Islander enterprises in our business support services.		



## 4. Governance, Tracking Progress and Reporting



Action	Deliverable	Timeline	Responsibility
<b>12.</b> Report RAP achievements, challenges and learnings.	<b>12.1</b> Complete and present an annual progress report for consideration and endorsement by Council. Include the RAP Impact Measurement Questionnaire as part of the report.  <b>12.2</b> Submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.  <b>12.3</b> Take part in the RAP Barometer. The RAP Barometer measures the attitudes and behaviours of employees towards reconciliation.  <b>12.4</b> Share an annual RAP progress report on our RAP webpage. Promote the RAP progress report through relevant networks.	July, Annually  September, Annually  May, 2020  October, Annually	Community Services
<b>13.</b> Refresh and update the RAP based on key learnings and achievements.	<b>13.1</b> Review key achievements and learnings of our RAP and develop priorities for a future plan.	July to December, 2020	RAP Working Group





# Reconciliation Action Plan

June 2019 – December 2020



Council staff and community members sitting in the Nyeumba Meta Space at Logan Central Library

## Contact Details

For more information about our RAP

### Postal address:

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Logan City Council  
PO Box 3226  
Logan City DC 4114

### Phone:

07 3412 3412