



# City of Marion Reconciliation Action Plan

January 2020 – June 2023







The City of Marion acknowledges we are situated on the traditional lands of the Kurna people and recognise the Kurna people as the traditional custodians of the land.

## Kurna Acknowledgment

Ngadlu tampendi Kurna meyunna yaitya  
mattanya yaintya yerta

This Kurna acknowledgement was done in consultation with Traditional Custodians. Kurna language used within the Marion Reconciliation Action Plan has been supported by Traditional Custodians.



# Mayors Message

Welcome to the City of Marion Reconciliation Action Plan 2020-2023.

Its name represents formal recognition of Council's progress towards better relationships between Aboriginal and Torres Strait Islander people and the wider Australian community. The plan demonstrates our commitment to leading, promoting and facilitating reconciliation.

The plan is based on four pillars:

- Relationships
- Respect
- Opportunities
- Governance

In here you will find almost 300 actions Council has committed to. They range from acknowledging the local Kaurna people at Council events to removing barriers to employment at the City of Marion for Aboriginal and Torres Strait Islander peoples.

Marion was one of the first metropolitan Councils to develop a Reconciliation Action Plan.

This plan expands and improves the way we, and our community, will build relationships with Aboriginal and Torres Strait Islander peoples.

## **Kris Hanna**

Mayor, City of Marion





# Our Vision for Reconciliation

Our Vision for Reconciliation is for strong two-way relationships built on trust, respect, integrity, inclusion, equality and equity, working together to grow awareness, understanding and positive outcomes for all.



The City of Marion values respect, integrity, achievement and innovation. Planning and decision-making by Council is informed by the Community Vision - Towards 2040, representing the community's aspirations for a Liveable, Prosperous, Connected, Engaged and Innovative city that Values Nature.

The Reconciliation Action Plan consists of significant, tangible and meaningful actions that the organisation and community can achieve together. The Reconciliation Action Plan includes activities that we know can make a difference: building good relationships, respecting the special and cultural contribution of Aboriginal and Torres Strait Islander peoples to Australia, implementing good governance and working together to ensure Aboriginal and Torres Strait Islander peoples have the same life opportunities as all people in our city.





## Our business and community

The City of Marion is located on the traditional lands of the Kaurna people.

Located 10 kilometres south-west of Adelaide city centre, South Australia, we are a large southern metropolitan Council of about 55 square kilometres.

Our population of about 91,300 residents is showing healthy growth, due in part to overseas migration.

The 2016 Australian Census reveals that 1.2% of our population identify as Aboriginal and/or Torres Strait Islander peoples.

The City of Marion has over 300 full-time equivalent employees, with 1% (3 individuals) identifying as Aboriginal and/or Torres Strait Islander peoples.

The City of Marion is passionate about Volunteering and has over 350 volunteers, with 0.5% known to identify as Aboriginal and/or Torres Strait Islander peoples.

The community of Marion is made up of many different cultures that have come to live in and appreciate this land and we value the diversity of our community and the richness this brings to our contemporary life.

Our community is at the forefront of everything we do. Council aims to deliver quality, affordable, inclusive services, programs and public infrastructure, in partnership with the community, State and Federal Governments.

Marion is home to the Living Kaurna Cultural Centre, the Marion Cultural Centre, the Tonsley Innovation District, Westfield Marion shopping centre, the South Australian State Aquatic Centre and Hallett Cove Conservation Park.

**The Living Kaurna Cultural Centre**, located at Warriparinga, was built in 2001 as a result of the work between the Kaurna community and the City of Marion, which attracted Commonwealth Centenary of Federation Funding.

Warriparinga is an important cultural heritage site where Aboriginal and early European heritage sit side by side. For the Kaurna people of the Adelaide plains, this site is a traditional ceremonial meeting place that is still used today. Warriparinga is also an important part of the Tjilbruke Dreaming Track.

The centre offers a variety of Aboriginal and environmental education programs, events and performances. The venue is also available to hire for meetings, training days, events and workshops.

***"Yaintya trrukunka ngadlu, Kaurna miyurna, ngadluku pirrku yarta-unangku war Reconciliation Action Plananthi. Ngadlu kumangka tuwilila manku-mankurrinthe Munaintya purruti-apiti purtitya.***

English translation: "In this centre we, Kaurna people, tell our stories from the land. We assemble together in the spirit in order to celebrate the renewal of the Dreaming.

***Warriparinga is the Gateway to the Tjilbruke story***

***Warriparinga is an important sacred place for Kaurna people***

***The spirit of Tjilbruke lives here***

***The spirit of the wind visits here***

***The spirit of the river makes us alive***

Activities at the Living Kaurna Cultural Centre include income-generating programs and the development of partnerships based on community development principles.

## These programs include:

### Income Generating Programs

- Environmental, Historical, Cultural and Warriparinga Bush Tours
- Aboriginal Art workshops
- Weaving Workshops
- Gallery and gift shop

### Community Programs (free)

- Miyurna Kumangka – Men's group
- Ngangki Kumangka – Women's Group
- Community Days and Open Days
- Youth events
- History Month events
- National Reconciliation Week events
- NAIDOC events

### Community Development Programs

- Access 4U partnership – development of open access bush and medicine garden
- Sonder/Close the Gap team – food collected from Second Bite for free community distribution
- Tauondi Aboriginal College partnership - Aboriginal Career Service Development Officer and other training courses

Council is continuing to work with the Kaurna community to provide Kaurna management of the site through a proposed 51% / 49% co-management model for the Living Kaurna Cultural Centre.

**The Marion Cultural Centre** houses metropolitan Adelaide's premier performing arts space being the Domain Theatre. The centre also incorporates a Library, Gallery M, Next Chapter Gourmet Cafe and meeting spaces and rooms for hire for functions and events.

**Gallery M** is available for visual arts exhibitions for groups, individual artists or community projects, and provides a versatile exhibition area which is the ideal setting for both local and touring art exhibitions. A gallery shop selling a wide range of handcrafted items by local artists is adjacent to the gallery.

**The Tonsley Innovation District** is a revitalised area within Marion focussed to bring together research, businesses, government and the wider community to connect and collaborate in Australia's leading innovation district.

**Hallett Cove Conservation Park** is one of Australia's most outstanding geological and archaeological sites, where more than 1,700 Aboriginal artefacts have been found. The City of Marion manages and maintains an interpretative walking trail, which describes the park's cultural and geological heritage, including evidence of an Australian ice age some 280 million years ago. The outstanding glacial pavements along the northern cliff tops are recognised as the best record of Permian glaciation in Australia and have international significance.



# Our Journey

The City of Marion is located on the traditional lands of the Kaurna people.

The City of Marion values the diversity of our community, including the rich combined heritage of First Australian and European history.

In 2011 our first Reconciliation Action Plan Working Group was formed. We began our Reconciliation Action Plan journey by engaging broadly across the organisation and with Elected Members to establish our reconciliation vision. The City of Marion endorsed its inaugural Reconciliation Action Plan in 2013.

The Reconciliation Action Plan Working Group maintains representation from across the organisation, including senior leadership, Elected Member and community representation. The diversity of our working group enables strong stewardship across the organisation of the Reconciliation Action Plan, thus enabling a broad commitment to drive, monitor, deliver and report on our reconciliation vision commitments.

## Highlights from the implementation of the City of Marion's Reconciliation Action Plans since 2013 include:

- The City of Marion continues to develop and deliver outstanding annual National Reconciliation Week (NRW) and National Aborigines and Islanders Day Observance Committee (NAIDOC) Week program of events
- During 2018/19 the first 12 month Aboriginal and Torres Strait Islander traineeship was funded by the City of Marion
- Living Kaurna Cultural Centre staff have developed a strong partnership with Tauondi Aboriginal College and are currently working with them to deliver career and employment advice to Aboriginal and Torres Strait Islander people, delivery of Kaurna language classes and other short courses such as hospitality
- The commissioning of artwork for permanent display in the Council Chamber, recognising the Kaurna people as the Traditional Owners of the land on which Marion Council meets
- Marion Council endorsed in May 2019 to continue providing one Aboriginal and/or Torres Strait Islander Traineeship each year for three years
- A range of programs and services working with the Aboriginal and Torres Strait Islander community continue to be funded by the City of Marion, including library programs, language classes, art and craft sessions, men's and women's groups.

In March 2013 Council endorsed the inaugural City of Marion Reconciliation Action Plan for 2013-2014. Throughout 2013-2014 all 19 deliverables focusing on respect, relationships and opportunities were either achieved, on-track, or adopted as on-going actions.

The second City of Marion Reconciliation Action Plan 2014-2015, endorsed in May 2014, continued to achieve outcomes with 24 deliverables achieved (or 92%) in progress or adopted as on-going operational actions.

Successful implementation of 208 deliverables (or 94%) within the City of Marion's third Reconciliation Action Plan 2016-2019, further demonstrates our commitment to leading reconciliation outcomes within our city.



# City of Marion Reconciliation Milestones

The City of Marion is proud of the progress made over the years towards fostering, championing and embedding our reconciliation commitments, as can be seen in the timeline of milestones below.

1995-97

## **Tjilbruki Gateway**

Tjilbruki Gateway, located at the Living Kurna Cultural Centre is an artwork commemorating Kurna Ancestral Being Tjilbruki, changes brought about by European colonisation, and reconciliation between people, their cultures and the land.



2001

## **Opening of Living Kurna Cultural Centre**

The Living Kurna Cultural Centre is located at Warriparinga and offers Aboriginal and environmental education programs, events and performances. The venue is also available to hire for meetings, training days, events and workshops



1998

## **Warriparinga Land Management Agreement**

The Land Management Agreement ensured that the area of significant Aboriginal culture, known as Warriparinga, is protected and appropriately maintained as well as ensuring that any adjacent developments do not encroach on the setting of the Laffer's residence and surrounds

## **Aboriginal Flag flying**

Council endorsed Aboriginal and Torres Strait Islander flags to be permanently flown outside the Council Administration Centre

*(Image supplied by the City of Marion)*

2006

## **Installation of six Kurna Interpretive signs along the Coast Park trail**

The Coast Park Interpretive signage project in 2006 was a partnership with State Government

2005

## **Kurna Tappa Iri Regional Agreement 2005-2008 (Walking Together) including the Tjilbruki Dreaming Trail**

The City of Marion partnered with the Cities of Holdfast Bay, Onkaparinga and Yankalilla District Council to develop the Kurna Tappa Iri Regional Agreement 2005-2008 (Walking Together). This agreement outlined specific Council led reconciliation projects before Reconciliation Action Plans had been formalised. The Tjilbruke Dreaming story featured significantly in the Agreement, as this story travels through the four Council boundaries



2013/14

**Delivery of inaugural Reconciliation Action Plan**

19 actions delivered successfully

2014/15

**Delivery of 2nd Reconciliation Action Plan**

24 actions delivered successfully, including the commissioning of artwork for permanent display in the Council Chambers recognising the Kaurna people are the Traditional Owners of the land on which Marion Council meets

**Allan Sumner artwork 'Cultural Sustainability' for the Chamber Gallery**

The works reference, acknowledge and celebrate Kaurna culture. The works are intended to develop in the viewer a better understanding and appreciation of Kaurna people, particularly how cultural landscapes have changed within the City of Marion over time



2014

**Oaklands Wetland**

The Oaklands Wetland and Reserve development includes the wetland, water storage, adventure play space, biodiversity corridor and recreation plaza

2019-20

**Development of 4th Reconciliation Action Plan (January 2020 – June 2023)**

Our most ambitious Reconciliation Action Plan with over 70 deliverables identified to be actioned in each year

2019

**Inclusion of Acknowledgement of Country within strategic documents**

Inclusion of Acknowledgement of Country in Council's 4-year Business Plan 2019-2023

2016-19

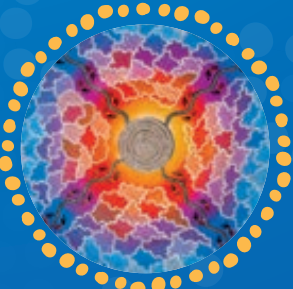
**Delivery of 3rd Reconciliation Action Plan**

208 actions delivered successfully over 3 years

2018-19

**Aboriginal and Torres Strait Islander traineeship endorsed by Council**

Council endorsed funding for four twelve month traineeships, to be delivered over four financial years





# Our Reconciliation Action Plans

The City of Marion Reconciliation Action Plans include activities that we know can make a difference: building and nurturing good relationships, implementing good corporate governance, respecting the special and cultural contribution of Aboriginal and Torres Strait Islander peoples to Australia, and working together for Aboriginal and Torres Strait Islander peoples to have the same opportunities as all people in our city.

The Reconciliation Working Group, comprising Aboriginal and cross-organisation representation continues to passionately lead the development and delivery of the City of Marion Reconciliation Action Plans (refer to list opposite).

The Reconciliation Action Plan Working Group, in developing this new plan, reflected on past achievements and challenges, whilst also focussing on future opportunities and how to best embed reconciliation into business-as-usual at the City of Marion. The Reconciliation Action Plan Working Group has consulted broadly across the organisation, using a variety of methods to gain input into this Reconciliation Action Plan, including face to face meetings, workshops with staff and Elected Members, delivery of presentations, collaboration with other local governments and Reconciliation Australia.





## Our Reconciliation Action Plan Working Group

### Working Group member position title

Aboriginal Trainee	Manager Community Connections
Elected Member	Manager Governance
Elected Member	Senior Procurement Specialist
General Manager City Services and Executive Reconciliation Action Plan representative	Social/Cultural Planner and Reconciliation Action Plan Coordinator and Chair
Living Kurna Cultural Centre Administration Assistant	Strategy Leader
Living Kurna Cultural Centre Coordinator	Unit Manager Community Cultural Development
Living Kurna Cultural Centre Cultural Tours and Programs Officer	Unit Manager People and Culture
Manager City Activation	Unit Manager Open Space and Recreation Planning

*\*Please note this position title list represents the main contributors as per Organisational Structure of 2019*

The City of Marion relies on several roles to champion the Reconciliation Action Plan, including:

- Two Elected Members to champion the Reconciliation Action Plan in Council decision making
- Senior manager to champion RAP at executive and senior management levels
- Reconciliation Action Plan Coordinator and Chair to champion amongst general staff body at action officer level

Our continued strong commitment to reconciliation principles and outcomes and to developing our sphere of influence is evident in our Reconciliation Action Plan. The development and endorsement of the 2020-2023 Stretch Reconciliation Action Plan, continues to clearly articulate the City of Marion's embedded commitment to reconciliation with Aboriginal and Torres Strait Islander peoples, ensuring ownership across the organisation in committing to reconciliation principles and actions. This Stretch Reconciliation Action Plan also demonstrates Council's longer-term strategic approach with actions to be delivered over three and a half years.

The City of Marion is proud to present our 4th Reconciliation Action Plan, which demonstrates just under 300 significant, tangible and meaningful deliverables that the organisation and community can achieve together over the next three and a half years.

We welcome you to this fourth, even more ambitious, Stretch Reconciliation Action Plan 2020-2023.



# Relationships

The City of Marion values respectful relationships between Aboriginal and Torres Strait Islander peoples and other Australians in our community. The City of Marion recognises that fostering strong relationships and partnerships facilitate positive outcomes for the community we serve.

**Focus area:** *The following City of Marion strategic themes align with Relationships:*

**Liveable** – by 2040 our city will be well planned, safe and welcoming, with high quality and environmentally sensitive housing, and where cultural diversity, arts, heritage and healthy lifestyles are celebrated

**Engaged** – by 2040 our city will be a community where people are engaged, empowered to make decisions, and work together to build strong neighbourhoods

**Connected** - By 2040 our city will be linked by a quality road, footpath and public transport network that brings people together socially, and harnesses technology to enable them to access services and facilities

Action	Deliverable	Responsibility	Timeline
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.1 Continue meeting with local Aboriginal and Torres Strait Islander organisations to continuously improve guiding principles for future engagement	Living Kurna Cultural Centre Manager	June 2020, 2021, 2022 & 2023
	1.2 Implement the City of Marion's Public Consultation Policy and Procedure to work with Aboriginal and Torres Strait Islander stakeholders	Customer Experience Manager	June 2020, 2021, 2022 & 2023
	1.3 Establish and maintain 2 formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations including Tauondi College for educational outcomes and SONDER for health and wellbeing outcomes	Living Kurna Cultural Centre Manager	June 2020, 2021, 2022 & 2023
	1.4 Seek opportunities to establish or continue informal partnerships with various agencies to deliver a variety of reconciliation outcomes, for example: <ul style="list-style-type: none"> <li>SAPOL on safety and at-risk youth outcomes</li> <li>Family by Family on peer support outcomes</li> <li>Access for you on social isolation and volunteering outcomes</li> </ul>	Living Kurna Cultural Centre Manager	June 2020, 2021 2022 & 2023
	1.5 Encourage employees to uptake volunteer leave allocation with Aboriginal and Torres Strait Islander not-for-profit organisations	People and Culture Manager	December 2020, 2021, 2022
	1.6 Partner with the local Aboriginal community to strengthen Living Kurna Cultural Centre management outcomes	General Manager City Services	June 2020, 2021, 2022
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff	Communications Manager	May 2020, 2021, 2022 & 2023
	2.2 Reconciliation Action Plan Working Group members to participate in 1 external NRW event	Reconciliation Action Plan Working Group	May 2020, 2021, 2022 & 2023



Action	Deliverable	Responsibility	Timeline
	2.3 Promote, encourage and support staff and senior leaders to participate in 1 external event recognising and celebrating NRW, including National Reconciliation Week Breakfast	Executive Leaders Group NRW Week events program coordinator	May 2020, 2021, 2022 & 2023
	2.4 Organise 6 public NRW events, including at least 1 organisation-wide NRW event, each year	Living Kurna Cultural Centre Manager Arts and Cultural Officer	May 2020, 2021, 2022 & 2023
	2.5 Include NRW focus annually at a General Staff Meeting	Communications Manager Reconciliation Action Plan Working Group Executive Leadership Team Reconciliation Action Plan Champion	May 2020, 2021, 2022 & 2023
	2.6 Register all our NRW events on Reconciliation Australia's website	Communications Manager NRW Events Program Coordinator	May 2020, 2021, 2022 & 2023
	2.7 Invite staff and Elected Members to attend events showcasing reconciliation achievements	Reconciliation Action Plan Coordinator	June 2021
<b>3. Promote reconciliation through our sphere of influence</b>	3.1 Review and update Reconciliation Action Plan content in Elected Member induction program	Governance Manager Reconciliation Action Plan Coordinator	June 2021
	3.2 Include a presentation at a General Staff meeting from the Living Kurna Cultural Centre's Cultural and Environmental Officer	Living Kurna Cultural Centre Manager Communications Manager	December 2020
	3.3 Communicate our commitment to reconciliation publicly via the development and implementation of a public Reconciliation Statement Policy	Reconciliation Action Plan Coordinator Communications Manager	June 2020
	3.4 Communicate our commitment to reconciliation publicly with an annual Aboriginal and Torres Strait Islander feature story in a City of Marion publication	Communications Manager	June 2020, 2021 2022 & 2023
	3.5 Connect with other South Australian Local Governments and the Local Government Association of South Australia to encourage and support other Local Governments to develop Reconciliation Action Plans	Reconciliation Action Plan Coordinator	June 2021
	3.6 Work with other community and service groups to increase the profile of reconciliation outcomes e.g. Lions, Rotary, Kiwanis etc.	Community Connections Manager	June 2021

Action	Deliverable	Responsibility	Timeline
	3.7 Continue to include and promote Reconciliation outcomes in Community Grants Programs	Community Connections Manager	June 2020, 2021, 2022 & 2023
	3.8 Collaborate with 4 Reconciliation Action Plan and other like-minded organisations to implement ways to advance reconciliation, including; <ul style="list-style-type: none"> <li>• Tauondi College on educational outcomes</li> <li>• SAPOL on safety and at-risk youth outcomes</li> <li>• SONDER (Close the Gap) on health and wellbeing outcomes</li> <li>• Family by Family on peer support outcomes</li> <li>• Access for you on social isolation and volunteering outcomes</li> </ul>	Living Kurna Cultural Centre Manager Reconciliation Action Plan Coordinator	June 2020, 2021, 2022 & 2023
	3.9 Collaborate with neighbouring Councils to promote the local Kurna Tjilbruke Dreaming Tracks	City Activation Manager	June 2022
	3.10 Review and update Reconciliation Action Plan content in new staff induction program to drive reconciliation outcomes	Learning and Development Coordinator and Reconciliation Action Plan Coordinator	June 2021
	3.11 Engage staff in development, implementation and review of City of Marion Reconciliation Action Plans	Reconciliation Action Plan Working Group Communications Manager Customer Experience Manager	June 2020, 2021, 2022 & 2023
	3.12 Reconciliation Action Plan Working Group members to champion the Reconciliation Action Plan at team and toolbox meetings	Reconciliation Action Plan Working Group	June 2020, 2021, 2022 & 2023
	3.13 Hold an annual Reconciliation focussed lunch and learn session	Reconciliation Action Plan Working Group	June 2020, 2021, 2022 & 2023
4. Promote positive race relations through anti-discrimination strategies	4.1 Implement and communicate the City of Marion's Equal Opportunity, Discrimination, Harassment and Workplace Bullying Policy and Procedure and Equity, Access and Social Inclusion Policy to all staff and Elected Members and review these policies each Council term	People and Culture Manager	June 2023
	4.2 Diversity and Inclusion Committee and Reconciliation Action Plan Working Group to engage with Aboriginal and Torres Strait Islander employees to identify opportunities to continuously improve our Equity, Access and Social Inclusion Policy and Equal Opportunity, Discrimination, Harassment and Workplace Bullying Policy and Procedure	People and Culture Manager	June 2022



Action	Deliverable	Responsibility	Timeline
	4.3 Provide ongoing education opportunities for senior leaders and managers on the effects of racism	People and Culture Manager Reconciliation Action Plan Coordinator	June 2020, 2021, 2022 & 2023
	4.4 The City of Marion demonstrates its anti-discrimination and anti-racism position through a variety of public policies, e.g. Equity, Access and Social Inclusion Policy and the Reconciliation Statement Policy	People and Culture Manager Diversity and Inclusion Committee People and Culture Manager	June 2020, 2021, 2022 & 2023
5. Promote and advocate for localised truth-telling processes and initiatives	5.1 Partner with Reconciliation Australia and Reconciliation South Australia to identify resources required to support local governments to engage with local Aboriginal communities around the topic of 'truth-telling'	Reconciliation Action Plan Working Group	June 2021 June 2023



# Respect

The City of Marion recognises that the Kaurna culture is an evolving and contemporary culture. We value Kaurna culture. We recognise the fundamental importance of heritage, language, and cultural expression for all peoples. We also acknowledge the important place that Kaurna and all Aboriginal and Torres Strait Islander cultures have in increasing the sort of community we envisage.

**Focus area:** *With the community and safety at the forefront of everything we do, one of the City of Marion's core values is Respect.*

**Treating everyone as we want to be treated, where all contributions are valued**

- We embrace and celebrate diversity
- We demonstrate courtesy
- We acknowledge and listen to others
- We communicate openly and provide explanations for our decisions

Action	Deliverable	Responsibility	Timeline
<b>1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning</b>	1.1 Conduct a review of cultural learning needs within our organisation and update the Diversity and Inclusion Plan	People and Culture Manager	June 2021
	1.2 Consult local Traditional Owners in the Diversity and Inclusion Plan review process to improve our cultural learning outcomes	People and Culture Manager	June 2021
	1.3 Continue to implement and communicate our cultural learning strategy, informed by our Diversity and Inclusion Plan	People and Culture Manager	June 2020, 2021, 2022 & 2023
	1.4 Commit all staff to undertake online cultural competency learning	People and Culture Manager Learning and Development Coordinator	June 2020
	1.5 Partner with State Government to deliver South Australian Aboriginal Heritage and Legislative Awareness face to face training to 15% (40) of staff	People and Culture Manager Reconciliation Action Plan Coordinator	June 2021
	1.6 Provide all staff and Elected Members with the opportunity to participate in cultural training opportunities e.g. Cultural Tour at Living Kaurna Cultural Centre	Governance Manager	June 2023
<b>2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols</b>	2.1 Implement and communicate Welcome to Country and Acknowledgement of Country protocols	Communications Manager Governance Manager	June 2020
	2.2 Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	Communications Manager Reconciliation Action Plan Coordinator Governance Manager	June 2020
	2.3 Visibly promote Aboriginal and Torres Strait Islander cultures within Council buildings and facilities by flying flags	Governance Manager Living Kaurna Cultural Centre Manager City Property Manager	June 2020, 2021, 2022 & 2023



Action	Deliverable	Responsibility	Timeline
	2.4 Include an Acknowledgement of Country in strategic documents and public policies	Governance Manager	June 2020, 2021, 2022 & 2023
	2.5 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at 3 significant events each year, e.g. biennial Marion Celebrates Festival, biennial Concert at the Cove, Adelaide Symphony Orchestra at Warriparingga, official openings of significant facilities or sites within the City of Marion	Individual Event Organisers	June 2020, 2021, 2022 & 2023
	2.6 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	Reconciliation Action Plan Coordinator	June 2020, 2021, 2022 & 2023
	2.7 Include Acknowledgement of Country on staff email signature and City of Marion website	Reconciliation Action Plan Coordinator Communications Manager	June 2020, 2021, 2022 & 2023
	2.8 Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events	Event Coordinator	June 2020, 2021, 2022 & 2023
	2.9 Design and display at least 4 Acknowledgment of Country signs in our offices or on our buildings	City Property Manager Communications Manager	June 2020, 2021, 2022 & 2023
<b>3. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week</b>	3.1 Reconciliation Action Plan Working Group to participate in an external NAIDOC Week event	Reconciliation Action Plan Working Group	July 2020, 2021, 2022 & 2023
	3.2 Review People and Culture policies and procedures to remove barriers to staff participating in NAIDOC Week	People and Culture Manager	May 2020, 2021 & 2022
	3.3 Implement and communicate existing cultural leave entitlement for staff	People and Culture Manager	June 2020, 2021, 2022 & 2023
	3.4 Support all staff to participate in 1 NAIDOC Week event in our local area	Chief Executive Officer	July 2020, 2021, 2022 & 2023
	3.5 In consultation with Aboriginal and Torres Strait Islander stakeholders, develop and deliver a NAIDOC Week program of events	Living Kurna Cultural Centre Manager	July 2020, 2021, 2022 & 2023
	3.6 Promote external NAIDOC Week events via advertising events on Marion's website and social media	Communications Manager	July 2020, 2021, 2022 & 2023
<b>4. Increase the use of Kurna language across the City of Marion</b>	4.1 Create and improve signage using Kurna language across the City of Marion	Governance Manager City Property Manager	June 2022
	4.2 Continue to include Kurna language workshops in the Living Kurna Cultural Centre education program for members of the public and school students to access	Living Kurna Cultural Centre Manager Community Connections Manager	June 2020, 2021 & 2022

Action	Deliverable	Responsibility	Timeline
<b>5. Ensure the City of Marion Library Collection contains resources to educate people of all ages on Aboriginal and Torres Strait Islander cultures and history</b>	5.1 Increase Aboriginal and Torres Strait Islander library resources by 30 items per annum	Community Connections Manager	July 2020, 2021, 2022 & 2023
	5.2 Include Aboriginal and Torres Strait Islander activities in the annual life-long learning library program	Community Connections Manager	June 2020, 2021, 2022 & 2023
	5.3 Develop an Aboriginal and Torres Strait Islander-led program for inclusion in the school holiday library-based programs	Community Connections Manager	June 2021
<b>6. Ensure Aboriginal and Torres Strait Islander activities are included in the annual arts program</b>	6.1 Include at least 2 Aboriginal and Torres Strait Islander activities in the City of Marion annual arts program	Community Connections Manager	June 2020, 2021, 2022 & 2023
	6.2 Hold an annual Aboriginal and Torres Strait Islander art exhibition in Chamber Gallery and/or Gallery M	Community Connections Manager	June 2020, 2021, 2022 & 2023
	6.3 Display and acknowledge local Kaurna artworks in the City of Marion Chamber	Community Connections Manager	June 2020, 2021, 2022 & 2023
<b>7. Recognise dates of significance to Aboriginal and Torres Strait Islander peoples</b>	7.1 CEO to deliver a message to staff and Elected Members regarding 13 February for National Apology Day	Chief Executive Officer	February 2020, 2021, 2022 & 2023
	7.2 CEO to deliver a message to staff and Elected Members regarding 22 March for Close the Gap	Chief Executive Officer	March 2020, 2021, 2022 & 2023
	7.3 CEO to deliver a message to staff and Elected Members regarding 26 May for National Sorry Day	Chief Executive Officer	May 2020, 2021, 2022 & 2023
	7.4 CEO to deliver a message to staff and Elected Members regarding National Reconciliation Week 27 May - 3 June	Chief Executive Officer	May 2020, 2021, 2022 & 2023
	7.5 CEO to deliver a message to staff and Elected Members regarding NAIDOC Week (July)	Chief Executive Officer	July 2020, 2021, 2022 & 2023
	7.6 Include Aboriginal and Torres Strait Islander dates of significance in the City of Marion Corporate Diary, including: <ul style="list-style-type: none"> <li>• National Apology Day</li> <li>• Close the Gap</li> <li>• National Sorry Day</li> <li>• National Reconciliation Week</li> <li>• NAIDOC Week</li> </ul>	Reconciliation Action Plan Coordinator	July 2020, 2021, & 2022
<b>8. Promote Reconciliation Film Club</b>	8.1 Host a Reconciliation Film Club screening for staff and invite participants to a follow-up discussion following the screening, utilising the accompanying Film Club guides	Marion Cultural Centre Manager	June 2021 & 2023





# Opportunities

The City of Marion seeks to promote the participation of Aboriginal and Torres Strait Islander people in all aspects of Council business, including our workforce, our procurement and project partners and our representation and decision making.

**Focus area:** *The following City of Marion strategic themes align with the Opportunities:*

**Liveable** – By 2040 our city will be well planned, safe and welcoming, with high quality and environmentally sensitive housing, and where cultural diversity, arts, heritage and healthy lifestyles are celebrated

**Prosperous** – By 2040 our city will be a diverse and clean economy that attracts investment and jobs, and creates exports in sustainable business precincts while providing access to education and skills development

**Engaged** – By 2040 our city will be a community where people are engaged, empowered to make decisions, and work together to build strong neighbourhoods

**Valuing Nature** – By 2040 our city will be deeply connected with nature to enhance peoples' lives, while minimising the impact on the climate, and protecting the natural environment.

Action	Deliverable	Responsibility	Timeline
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	1.1 Engage with Aboriginal and Torres Strait Islander staff to consult on the Diversity and Inclusion Plan review	People and Culture Manager	June 2021
	1.2 Review and update the Diversity and Inclusion Plan with relevant Aboriginal and Torres Strait Islander recruitment, retention and professional development strategies	People and Culture Manager	June 2021
	1.3 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders e.g. Indigenous Employment Australia	People and Culture Manager	June 2020, 2021, 2022 & 2023
	1.4 Review recruitment policies and procedures to identify and remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	People and Culture Manager	June 2023
	1.5 Aboriginal and Torres Strait Islander employees to be supported to take on leadership development opportunities such as the Local Government Challenge or City of Marion LEAD program	People and Culture Manager	October 2020 2021 & 2022
	1.6 Encourage Aboriginal and Torres Strait Islander staff to self-identify in staff Diversity and Inclusion survey	People and Culture Manager	June 2020
	1.7 Recruit and appoint an appropriate candidate for City of Marion's Aboriginal and Torres Strait Islander traineeship	People and Culture Manager	July 2020, 2021, & 2022
	1.8 Increase identified Aboriginal and Torres Strait Islander employees from 0.5% to 1.0% (3-4 people) of workforce	People and Culture Manager	June 2023
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	2.1 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses	Strategic Procurement Manager	June 2021
	2.2 Investigate Supply Nation membership	Strategic Procurement Manager	June 2020 & 2022
	2.3 Promote procurement opportunities to Aboriginal and Torres Strait Islander owned businesses via Aboriginal and Torres Strait Islander media	Strategic Procurement Manager Reconciliation Action Plan Coordinator	June 2021

Action	Deliverable	Responsibility	Timeline
	2.4 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to Council staff	Strategic Procurement Manager	June 2021 & 2023
	2.5 Set targets for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses	Strategic Procurement Manager	June 2023
	2.6 Promote the Southern Region Business Advisory Service to Aboriginal and Torres Strait Islander owned and operated businesses and start-ups	City Activation Manager	June 2020, 2021, 2022 & 2023
	2.7 Meet with existing and potential Aboriginal and Torres Strait Islander business owners to understand conditions that would be attractive and barriers that they might experience to their businesses operating in the city	City Activation Manager	June 2022
	2.8 Maintain commercial relationships with 2 Aboriginal and/or Torres Strait Islander businesses	City Activation Manager	June 2020
	2.9 Deliver information sessions in partnership with other Councils regarding Aboriginal and Torres Strait Islander businesses tendering for Council contracts	Strategic Procurement Manager	June 2020 & 2022
	2.10 Train relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation	Strategic Procurement Manager	June 2020 & 2022
<b>3. Value Cultural connection to nature</b>	3.1 Establish an accessible open garden at the Living Kaurna Cultural Centre “Plant a seed, pull a weed and take what you need”	Living Kaurna Cultural Centre Manager	June 2020
	3.2 Continue to plant local provenance plants and bush tucker plants throughout the City and promote traditional methods for use of these plants	Operations Manager	June 2020, 2021, 2022 & 2023
	3.3 Investigate collaborative opportunities with Local, State and Federal Government, e.g. the City of Marion will actively collaborate with State Government regarding Field River management and seeking opportunities to protect and promote local Kaurna culture	Executive Leadership Team Reconciliation Action Plan Champion	June 2020, 2021, 2022 & 2023
<b>4. Improve visibility of Aboriginal and Torres Strait Islander peoples and cultures in cultural and recreational programs</b>	4.1 Include Aboriginal and Torres Strait Islander performance or presentation celebrating Aboriginal and Torres Strait Islander cultures in the annual Marion Cultural Centre program	City Property Manager	June 2020 2021, 2022 & 2023
	4.2 Promote Community Grants program to Aboriginal and Torres Strait Islander groups	Community Connections Manager	June 2020, 2021, 2022 & 2023
	4.3 Promote the Move it Marion program to Aboriginal and Torres Strait Islander peoples over 55 years of age. Move it Marion is a program designed to increase sport and physical activity levels for older people	City Property Manager	January 2020 & 2021
<b>5. Include cultural considerations in Council-led design processes</b>	5.1 Collaborate with Kaurna representatives regarding open space design and upgrades	Open Space and Recreation Planning Manager	June 2023





# Governance


The City of Marion recognises the importance of good governance. We actively work with integrity, ensuring compliance with legislation and a code of conduct, timely delivery of Council resolutions and outstanding project management.

**Focus area:** *With the community and safety at the forefront of everything we do, one of the City of Marion's core values is Integrity.*

## Fostering trust and honesty in all of our interactions

- We follow through on commitments
- We are frank, open, courageous and transparent
- We are genuine and authentic
- We lead by example

Action	Deliverable	Responsibility	Timeline
<b>1. Establish and maintain an effective Reconciliation Action Plan Working group (RAPWG) to drive governance of the Reconciliation Action Plan</b>	1.1 Maintain Aboriginal and Torres Strait Islander representation on the RAPWG	Reconciliation Action Plan Coordinator	June 2020, 2021, 2022 & 2023
	1.2 Apply a Terms of Reference for the RAPWG	Reconciliation Action Plan Coordinator	June 2020, 2021, 2022 & 2023
	1.3 Meet at least 4 times per year to drive and monitor Reconciliation Action Plan implementation	Reconciliation Action Plan Coordinator	June 2020, 2021, 2022 & 2023
<b>2. Provide appropriate support for effective implementation of Reconciliation Action Plan commitments</b>	2.1 Embed resource needs for Reconciliation Action Plan implementation	Elected Members Executive Leadership Team	July 2020, 2021, & 2022
	2.2 Embed key Reconciliation Action Plan actions in performance expectations	Reconciliation Action Plan Coordinator Executive Leadership Team Representative	July 2020, 2021, & 2022
	2.3 Use project management tool to monitor implementation of the Reconciliation Action Plan	Reconciliation Action Plan Coordinator	June 2020, 2021, 2022 & 2023
	2.4 Maintain an internal Reconciliation Action Plan Champion from senior management	Executive Leadership Team Representative on Reconciliation Action Plan Working Group	June 2020, 2021, 2022 & 2023
	2.5 Embed the Reconciliation Action Plan as a recurring item on Senior Leadership Team meeting agenda	Senior Leadership Team	June 2020, 2021, 2022 & 2023



Action	Deliverable	Responsibility	Timeline
<b>3. Build accountability and transparency through reporting Reconciliation Action Plan achievements, challenges and learnings both internally and externally</b>	3.1 Complete and submit the annual Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia	Reconciliation Action Plan Working Group	September 2020, 2021 & 2022
	3.2 Report Reconciliation Action Plan progress to all staff and senior leaders annually	Reconciliation Action Plan Coordinator	August 2020, 2021 & 2022
	3.3 Provide a public report on the City of Marion website, outlining our Reconciliation Action Plan commitments, annual achievements, challenges and learnings	Reconciliation Action Plan Coordinator Communications Manager	October 2020, 2021 & 2022
	3.4 Participate in Reconciliation Australia's biennial Workplace Reconciliation Action Plan Barometer	Reconciliation Action Plan Coordinator	May 2020 & 2022
<b>4. Continue our reconciliation journey by developing our next Reconciliation Action Plan</b>	4.1 Register via Reconciliation Australia's website to begin developing our next Reconciliation Action Plan	Reconciliation Action Plan Coordinator	August 2022





## Artwork by accomplished, contemporary Aboriginal Artist, Allan Sumner.

Born in 1975, Adelaide, South Australia.

Allan is a Ngarrindjeri Kaurna Yankunytjatjara man and is passionate about his Aboriginal culture, particularly learning the stories that have been passed down from generation to generation by his Elders. His work draws inspiration from family times around the campfire and fishing along the Murray River and Coorong. Blending abstract with dot work, Allan produces amazing acrylic pieces on canvas that reflect his culture and connection with the land. His use of both cool and earthy tones allow his work to convey a sense of movement, place and cultural influence.

## Photography Credits

**Front Cover:** Allan Sumner artwork commissioned by City of Marion, image supplied by City of Marion

**Page 2:** Jack Buckskin performing a Kaurna Welcome to Country at Sunset Symphony November 2019, image supplied by City of Marion

**Page 3:** City of Marion Mayor Kris Hanna, image supplied by City of Marion

**Page 6:** Southern Elders Weavers, image supplied by City of Marion

Pizza oven at Living Kaurna Cultural Centre, image supplied by City of Marion

Allan Sumner artwork commissioned by City of Marion, image supplied by City of Marion

**Page 8:** Tjilbruke Gateway at Living Kaurna Cultural Centre, image supplied by City of Marion

Aboriginal and Torres Strait Islander flags flying at City of Marion, image supplied by City of Marion

Oaklands Wetland, image supplied by City of Marion

Allan Sumner artwork commissioned by City of Marion, image supplied by City of Marion

## **Reconciliation Action Plan Contact**

Reconciliation Action Plan Coordinator

**Phone:** (08) 83756600

**Email:** [council@marion.sa.gov.au](mailto:council@marion.sa.gov.au)

**Mailing Address:** PO Box 21, Oaklands Park, South Australia 5046