

## Item 2.

### Stretch Reconciliation Action Plan 2020-2023

**File No:** X024568

#### Summary

A Reconciliation Action Plan (RAP) is the strategic framework developed by Reconciliation Australia for organisations to document and progress the aims of reconciliation within their sphere of influence. It includes actions to strengthen relationships with Aboriginal and Torres Strait Islander organisations and community, build respect and cultural capability within the organisation and the wider community and provide opportunities through procurement and employment.

The City of Sydney (the City) has a long-standing commitment to the Aboriginal and Torres Strait Islander communities of Sydney and the process of reconciliation. The City's initial Innovate Reconciliation Action Plan 2015-2017 was adopted in 2015 and consolidated our commitment to the Eora Journey, our Aboriginal and Torres Strait Islander protocols, the Aboriginal and Torres Strait Islander Advisory Panel and the services and programs we provide through our community centres and libraries.

Following the Innovate Reconciliation Action Plan Final Report which outlined the outcomes of Reconciliation Action Plan actions and key achievements since adopting the Reconciliation Action Plan in 2015, the City commenced a process to develop new actions for the next Stretch Reconciliation Action Plan.

The Stretch Reconciliation Action Plan has been developed over the last 12 months and has recently been endorsed by Reconciliation Australia. It includes goals and deliverables from teams across the organisation including Procurement, Recruitment and Learning and Development. The Aboriginal and Torres Strait Islander Advisory Panel and Aboriginal and Torres Strait Islander staff have been consulted throughout the process.

Subject to Council endorsement, the Stretch Reconciliation Action Plan implementation will commence.

#### Recommendation

It is resolved that Council endorse the City of Sydney's Stretch Reconciliation Action Plan 2020-2023 as shown in Attachment A to the subject report.

#### Attachments

**Attachment A.** Stretch Reconciliation Action Plan 2020-2023

## Background

1. The Council of the City of Sydney acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of our land – Australia. The City acknowledges the Gadigal of the Eora Nation as the traditional custodians of this place we now call Sydney.
2. The City's flagship program that celebrates and strengthens the resilience of Aboriginal and Torres Strait Islander communities in Sydney is the Eora Journey. Eora means 'people' in the Sydney Aboriginal language, so the Eora Journey is 'the people's journey'. The Eora Journey projects are supported and strengthened by the Reconciliation Action Plan (RAP).
3. The City's inaugural Innovate Reconciliation Action Plan was adopted by Council in June 2015. The Reconciliation Action Plan contained ongoing actions focusing on strengthening relationships, building respect and developing opportunities with Aboriginal and Torres Strait Islander peoples.
4. The City's first Reconciliation Action Plan was an opportunity to understand our organisation better. It proved an excellent vehicle for positive staff engagement, inspiring City staff to incorporate and embed reconciliation actions into their projects, programs and processes. This includes increasing awareness and understanding of Aboriginal and Torres Strait Islander cultures.
5. Tangible outcomes from the Innovate Reconciliation Action Plan included increased procurement from a diverse range of Indigenous businesses, park signs featuring Aboriginal language, increased community engagement through grants programs, and the development of the City's Aboriginal and Torres Strait Islander workforce strategy.
6. A Stretch Reconciliation Action Plan is best suited to organisations that have already developed strategies and established a strong approach towards advancing reconciliation internally and within the organisation's sphere of influence. This type of Reconciliation Action Plan is focused on implementing longer-term strategies and working towards defined measurable targets and goals. The Stretch Reconciliation Action Plan requires organisations to embed reconciliation initiatives into business strategies to become 'business as usual'.
7. In developing the Stretch Reconciliation Action Plan, 25 teams across various City divisions were consulted in order to determine relevant goals, deliverables and targets. These were reviewed numerous times following feedback from Reconciliation Australia to ensure they were clear, ambitious and achievable.
8. Feedback on the Stretch Reconciliation Action Plan was sought from the Aboriginal and Torres Strait Islander Advisory Panel and Aboriginal and Torres Strait Islander employees. The Stretch Reconciliation Action Plan includes a statement from the Aboriginal and Torres Strait Islander Advisory Panel which is a new addition.
9. The Stretch Reconciliation Action Plan has 131 deliverables. Key focus areas include increasing the number of Aboriginal and Torres Strait Islander employees from 2.4 per cent to 3 per cent, a target of \$2.00M spend annually with Indigenous businesses and all staff taking part in cultural learning activities by 2023.

10. In creating a Reconciliation Action Plan, Reconciliation Australia review and provide feedback to further develop and finalise the plan. The City's Stretch Reconciliation Action Plan has been reviewed by Reconciliation Australia three times this year and endorsement was provided in October 2020..
11. Each year the City reports to Reconciliation Australia for their Reconciliation Action Plan Impact Measurement Survey. Reconciliation Australia collect data from over 300 Reconciliation Action Plan organisations and aggregate the detail to provide them with information to measure the impact of the Reconciliation Action Plan network and improve the effectiveness of the Reconciliation Action Plan Program.
12. The City has recently completed this survey for the 2019/20 year. For the reporting period the City's dollar value of procurement from Indigenous business was \$0.96M.
13. The Stretch Reconciliation Action Plan will include annual public reporting to Reconciliation Australia, Councillors and the City's Aboriginal and Torres Strait Islander Advisory Panel.

## Key Implications

### Strategic Alignment - Sustainable Sydney 2030

14. Sustainable Sydney 2030 is a vision for the sustainable development of the City to 2030 and beyond. It includes 10 strategic directions to guide the future of the City, as well as 10 targets against which to measure progress. This report is aligned with the following strategic directions and objectives:
  - (a) Direction 1 - A Globally Competitive and Innovative City - The endorsement of a Stretch Reconciliation Action Plan will strengthen global connections with other cities around the world that are also working to promote reconciliation with their First Nations peoples. Sydney takes pride in its Aboriginal history, culture and contemporary expression which are a unique and internationally renowned part of our city.
  - (b) Direction 6 - Vibrant Local Communities and Economies - The Stretch Reconciliation Action Plan will build on our long-standing partnerships and commitments to Aboriginal and Torres Strait Islander communities and also forge new relationships.
  - (c) Direction 7 - A Cultural and Creative City - The Stretch Reconciliation Action Plan includes deliverables to ensure the continuous living cultures of Aboriginal and Torres Strait Islander communities are visible and celebrated in our city and includes increased opportunities for Aboriginal and Torres Strait Islander creatives, businesses and suppliers.
  - (d) Direction 10 - Implementation through Effective Governance and Partnerships - The Stretch Reconciliation Action Plan shows the City's commitment to accountability and responsibility. Aboriginal and Torres Strait Islander people are encouraged to help shape the city through active participation in respectful governance.

**Organisational Impact**

15. The delivery of the Stretch Reconciliation Action Plan will involve key staff across the City of Sydney. Deliverable action owners have been identified and will report internally on deliverables on a quarterly basis. Through the implementation of the Stretch Reconciliation Action Plan, staff will embed key deliverables in their everyday work.

**Social / Cultural / Community**

16. The Stretch Reconciliation Action Plan along with the Eora Journey Economic Development Plan are the City's vision for engaging with Aboriginal and Torres Strait Islander communities and businesses to achieve prosperity. Through increased employment, procurement and partnerships, the Stretch Reconciliation Action Plan aims to support the Aboriginal and Torres Strait Islander community's social and cultural aspirations.

**Economic**

17. Through Stretch Reconciliation Action Plan deliverables, the City is committed to creating opportunities with Aboriginal and Torres Strait Islander people and organisations. This is an area of tangible outcomes that will result in increased employment of Aboriginal and Torres Strait Islander people, and increased procurement from Indigenous businesses. The Stretch Reconciliation Action Plan includes development of relevant strategies to support these deliverables.

**Financial Implications**

18. The Stretch Reconciliation Action Plan continues the City's commitment to achieve its core objectives. The majority of the financial implications associated with implementing the plan are therefore already incorporated within the City's Long-Term Financial Plan and forward budget estimates. Where elements of the plan require additional resources, these projects and initiatives will be balanced against existing commitments, to ensure the City prioritises its efforts to deliver the plan while maintaining the City's financial sustainability.
19. The Stretch Reconciliation Action Plan has been reviewed by relevant action holders. Reviews have been undertaken following the commencement of the Covid-19 pandemic to ensure deliverables are still able to be appropriately resourced.

**Relevant Legislation**

20. Local Government Act 1993 (NSW).

**Critical Dates / Time Frames**

21. The Stretch Reconciliation Action Plan is undertaken for a three-year period from 2020 to 2023. All deliverables have specific timeframes.

## **Public Consultation**

22. An external Indigenous consultant was engaged to lead a Stretch Reconciliation Action Plan workshop with the Aboriginal and Torres Strait Islander Advisory Panel. This workshop was attended by the majority of panel members and included the development of the Reconciliation Action Plan panel statement.

### **KIM WOODBURY**

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