



Reflect Reconciliation Action Plan

December 2021 – December 2022





ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the South East Nation, the Melukerdee people of the Huon River and the Lyluequonny people of the Far South. We recognise their continuing connection to land, water and culture, and pay our respects to their Elders past, present and emerging.

ABOUT THE ARTWORK

The Huon Valley Council engaged local Aboriginal artist Reuben Oates to create an original artwork to celebrate and recognise the beginning of our reconciliation journey.

Inspired by his life growing up in the Huon Valley, 'From the Valley' highlights four key aspects of the region as a community and home.

- The Huon River: The chain that connects the Huon Valley
- Farming and community: Two aspects going hand in hand, bringing our community together for decades
- Orchards and fruit: A part of the Huon Valley's bloodline and reputation for generations
- Roots: A symbol of growth and heritage passed on

ABOUT THE ARTIST

Reuben Oates lives in Mountain River, south of Hobart in Tasmania. Reuben is the seventh great grandson to tribal warrior Chief Mannalargenna (Dolly Dalrymple line).

Reuben uses representations of Tasmanian native animals, local landscapes and bright and bold colours to tell stories of culture, travelling, family, community and connection.

Storytelling has been at the core of Aboriginal culture in Tasmania for generations and Reuben knows and understands the importance of storytelling. He finds joy in painting stories, whether it be stories of his own, a story of Aboriginal culture or a story for the viewer to discover.

artmob.com.au/artist/reuben-oates

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Local Aboriginal artist Reuben Oates, shares his connection to country through the commissioned work 'from the valley'.

The Huon Valley Council engaged the artist to create original artwork for this project/document.

Statement from the Huon Valley Council Mayor

I am pleased to present the Huon Valley Council's 2021 Reflect Reconciliation Action Plan (RAP).

Council is proud to commemorate the history, diversity and cultural richness of all our community members. We are committed to strengthening our relationships and working partnerships with the local Aboriginal and Torres Strait Islander community.

We've worked to raise cultural awareness amongst our staff, elected members and the broader community, with a focus on creating a more welcoming and diverse workplace and developing respectful relationships with the Traditional Custodians of our land.

We will focus on strengthening our relationships to continue to support meaningful engagement and achieve greater inclusion and participation of Aboriginal and Torres Strait Islander peoples.

The journey to reconciliation is ongoing and the RAP provides us with an opportunity to learn and build our capacity for reconciliation that will prepare our council for the journey ahead.

We are committed to building genuine and meaningful relationships with our communities and the foundations for this have commenced with an ongoing and significant engagement process to understand the aspirations of our staff, the local Aboriginal community and the wider Huon Valley community.

On behalf of Council, I wish to thank the local Aboriginal community who without their leadership and sharing of their cultural knowledge and practice, this Reflect RAP would not have been possible.

I also wish to acknowledge Council staff on the Reconciliation Action Plan Working Group who came together to support Council's reconciliation journey and forged a strong relationship with members of our local Aboriginal community.

Our vision for reconciliation is that all who live on this land, acknowledge our shared history and move forward together, in a respectful way. We look forward to creating positive outcomes on our reconciliation journey.



Bec Enders

Mayor
Huon Valley Council



Statement from the Reconciliation Action Plan Working Group

In late 2019, an invitation was extended to Huon Valley Council staff to join an internal Reconciliation Action Plan Working Group. The resulting diverse group came together to support Council's reconciliation journey.

As a group we are excited to be part of a meaningful change in mindset and culture, both within the organisation and the wider community. We hope that in some small way we can help progress reconciliation and we see great value in connecting and engaging with Aboriginal and Torres Strait Islander people in our community.

It is very important to us to recognise the culture and voices of our local clans, the Melukerdee and Lyluequonny people of the South East Nation. We recognise that their voices have not been heard through the years and that now we have an opportunity to listen and share their stories.

We understand that everyone within our community will need to go at their own pace during this reconciliation journey but we hope that we can at least be there to help people along.

We feel honoured to be part of reconciliation in our community and look forward to sharing what we learn along the way.



At the launch of the 2021 NAIDOC Week exhibition, local Tasmanian Aboriginal artist Gemma O'Rourke led an ochre ceremony during the Welcome to Country.



Local Tasmanian Aboriginal artist Bronwyn Englert, led a smoking ceremony as part of her rich Welcome to Country at the 2021 NAIDOC Week exhibition.

Statement from Reconciliation Australia

Reconciliation Australia welcomes the Huon Valley Council to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Huon Valley Council joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables the Huon Valley Council to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to the Huon Valley Council, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Introduction

The Huon Valley Council is committed to strengthening our relationships and working partnerships with the local Aboriginal and Torres Strait Islander communities so that we can support their languages, cultures and heritage to be respected, shared and celebrated into the future.

As part of this commitment, Council chose to develop a Reflect Reconciliation Action Plan (RAP), one of four types of plans endorsed by Reconciliation Australia and supported locally by Reconciliation Tasmania.

The RAP Framework provides organisations with a structured approach to advance reconciliation. The four different types of RAPs that an organisation can develop: Reflect, Innovate, Stretch and Elevate.

Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey. Our Reflect RAP will act as a guide, preparing our organisation for reconciliation initiatives in future RAPs.

The RAP's development is supported through existing Council strategies and plans, including:

Huon Valley Council Strategic Plan 2015–2025:

- Take into account the diverse needs of the local community.
- Represent and promote the interests of the community.

Huon Valley Health and Wellbeing Strategy

- Collaborate with the Aboriginal community.

Huon Valley Arts and Culture Strategy 2018–2022:

- Work with the Aboriginal community to determine the Aboriginal heritage they wish to be featured and how this should be done.
- Work with the Aboriginal community to create access to significant Aboriginal art and stories.
- Work with the Aboriginal community to develop an engagement and cultural protocol.

When developing this Reflect RAP, Council committed to taking time to understand and build relationships with local Aboriginal and Torres Strait Islander communities. We hope that this considered approach will build the foundations for us to work effectively together into the future.



A re-creation of a Tasmanian Aboriginal bark hut at the local child and family centre, wayraparattee. The hut featured in the 2021 NAIDOC Week exhibition.

Our place

The Huon Valley is a green, inviting valley located in the south of Tasmania. Spread over a large geographical area, the Huon Valley is home to regional centres like Huonville and bustling towns like Cygnet, Dover, Geeveston and Franklin.

The Huon Valley is a collection of dynamic communities, with nearly 18,000 residents and 48 localities. The region attracts a diverse population and foresees considerable growth of 21.3 percent over a 25-year period. This growth is driven largely by migration both nationally and internationally, and with a current median age of 42, we are aging as older people move to the region. The Huon Valley's percentage of residents who identify as Aboriginal or Torres Strait Islander is higher than the state average, at 9.3 percent of the population.

We are proud to recognise that the Huon Valley was originally home to the Melukerdee and Lyluequonny people of the South East Nation, who remain the Traditional Custodians of these lands. Neighbouring clans of the South East Nation include the Nuenonne people of Bruny Island and the Muwinina people of Hobart.

Early colonisation in the region dates from the 1820s, with the first Europeans harvesting timber and establishing apple orchards. Over the years the major industries have centred around the forest, agriculture and maritime industries. Major industries currently include agriculture, aquaculture, fishing, forestry and tourism.

Today, we are well known for apple orchards, historical towns, enchanting forests, and friendly locals. Our region boasts incredible natural beauty, from the pristine Huon River and Far South coastline, to the mountain ranges, World Heritage-listed national parks, tall forests, caves, and iconic bushwalks.

Our business

The Huon Valley was declared a municipal area in 1993 when the municipalities of Esperance, Huon and Port Cygnet were amalgamated and the Huon Valley Council was formed.

The Huon Valley Council is the southernmost local government area in Australia, covering 5,819 km². The major township, Huonville, is just a 30-minute drive from Hobart. Our neighbouring local government areas include Hobart, Kingborough and the Derwent Valley.

Council's 2015–2025 Strategic Plan describes how Council works with and within the community to deliver the governance and services that achieve community objectives and priorities. Council is focused on ensuring our decisions and processes deliver the following community objectives:

- A great environment
- A prosperous and resilient economy
- Capable and productive people and assets
- Community wellbeing and liveability

Council employs 204 staff, with a total FTE of 157.26, dispersed across five service areas:

- Legal and Governance Services
- Corporate Services
- Infrastructure Services
- Environment and Development Services
- Community Services

Council employees work across a broad range of services, programs and locations in the Huon Valley. Whilst many staff are based in Huonville, some staff are based in outlying services in smaller townships such as Dover, Cygnet, Geeveston and Glen Huon. With responsibility for roads, recreational spaces and community facilities, staff often work across the region.

Council looks forward to building the cultural capacity of our staff and increasing our understanding of our Aboriginal and Torres Strait Islander workforce.

Our RAP

In 2020 the Huon Valley Council began developing a 'Reflect' Reconciliation Action Plan (RAP), led by an internal working group with support from Reconciliation Tasmania. We are fortunate that several members of the working group identify as Aboriginal and we have greatly appreciated their involvement.

Working group members represented a cross section of Council including Recreation Services, Community Development, Infrastructure Services, Economic Development, Development Services, Community Services, and Human Resources.

Members roles include; Arts and Culture Officer, Recreation Services Officer, Health and Community Connector, Manager Community Development, Director Community Services, Manager Human Resources, Planning Officer, Economic Development Projects Officer and Multiskilled Field Worker.

Through a significant engagement process, we have listened to the aspirations of our staff, the local Aboriginal community, and the wider Huon Valley community. The ideas and feedback received through this process will not only directly shape the actions set out in this RAP, but will inform the reconciliation actions in future RAPs.

The RAP Working Group has engaged with staff, Councillors and the community in a variety of ways, including:

- Workshops with Council's Executive Leadership Team and Councillors
- Staff and Councillor surveys
- Staff workshops
- Community surveys
- Locally-led Aboriginal cultural awareness sessions
- Discussions with neighbouring councils
- Individual conversations with Aboriginal community members and groups

Council recognises that we are in the early stages of our reconciliation journey. We are committed to continued learning and building collaborative relationships across our community.



Local Tasmanian Aboriginal artist Deb Cobern, creates a large scale artwork 'Leafy Sea Dragon' from Bruny Island bull kelp.

Our conversations

To help shape our Reconciliation Action Plan (RAP) actions, we listened to our community, Council staff members, and Councillors. Surveys enabled us to hear from the community, staff and Councillors about what Council could commit to in our RAP. Representatives from Council's RAP Working Group were privileged to sit with local Aboriginal community members and talk about how Council can support reconciliation.

Whilst reconciliation means different things to different people, all the people we spoke with said they looked forward to a time when Aboriginal and Torres Strait Islander people and the wider Australian community can work together to protect and celebrate Aboriginal and Torres Strait Islander cultures and histories.

Staff and Councillors shared their thoughts on reconciliation, and local Aboriginal groups and people suggested how Council and the wider community can take steps to better understand and support local Aboriginal cultures and histories.

With thanks to the people who shared their thoughts and ideas with us, please find below a summary of our conversations, highlighting common themes.

Key themes

- Recognise the Traditional Custodians of our land.
- Acknowledge the wrongdoings of the past.
- Continue to build relationships with the local Aboriginal and Torres Strait Islander communities.
- Learn about and share local Aboriginal cultures and histories.
- Celebrate local Aboriginal cultures.
- Work together to share stories that educate and inform.
- Be respectful and inclusive.

Action ideas

- Connect the community through local Aboriginal cultural experiences.
- Support Aboriginal and Torres Strait Islander cultural awareness and competency training.
- Build relationships with local Aboriginal and Torres Strait Islander people and groups.
- Raise the profile of local Aboriginal cultures, heritage and histories.
- Show respect through actions such as Acknowledgements of Country and flying the Aboriginal flag.
- Create an inclusive safe environment for Aboriginal and Torres Strait Islander people.
- Consult with Aboriginal and Torres Strait Islander staff and community members about projects that impact on them.
- Create a dedicated Aboriginal and Torres Strait Islander liaison role within Council.
- Consider dual naming using local language.
- Share local Aboriginal cultures and histories to all in an inclusive and accessible way (interpretation signage, displays, films, exhibitions).

Our commitments

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander (A&TSI) stakeholders and organisations.	1.1. Identify Aboriginal and Torres Strait Islander stakeholders within the local area or sphere of influence.	January 2022	CDM ACO
	1.2. Meet with local Aboriginal and Torres Strait Islander communities in the Huon Valley, acknowledging the diverse communities in the region and the importance of engaging with different individuals and groups.	June 2022	ACO CDM
	1.3. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	ACO
	1.4. Nominate a primary contact at Council for Aboriginal and Torres Strait Islander groups, Council staff and the broader community to manage enquiries regarding RAP commitments and related issues.	January 2022	ACO
	1.5. Identify an Aboriginal and/or Torres Strait Islander position on Special Committees of Council that have actions related to Aboriginal and Torres Strait Islander matters.	January 2022	GM CDM
	1.6. Schedule and lead local celebratory events in collaboration with local Aboriginal and Torres Strait Islander groups (e.g. NAIDOC Week exhibition, cultural workshops).	May 2022 July 2022	ACO

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week.	2.1. Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to staff.	May 2022	ACO
	2.2. RAP Working Group members to participate in an external National Reconciliation Week event.	27 May to 3 June 2022	ACO
	2.3. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	27 May to 3 June 2022	ACO
3. Promote reconciliation through our sphere of influence.	3.1. Communicate our commitment to reconciliation to all staff.	January 2022	Mayor GM
	3.2. Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2022	ACO
	3.3. Identify like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2022	ACO
4. Promote positive race relations through anti-discrimination strategies.	4.1. Research best practice and policies in areas of race relations and anti-discrimination.	June 2022	HR
	4.2. Conduct a review of Human Resources policies and procedures to identify existing anti-discrimination provisions and future needs.	June 2022	HR

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1. Investigate opportunities for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation, including options for a resource library and workshops.	June 2022	ACO CDM
	5.2. Conduct a review of cultural learning needs within our organisation.	June 2022	HR

6.	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within the Huon Valley.	March 2022	ACO CDM
		6.2.	Increase our staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2022	ACO CDM
		6.3.	Deliver an Acknowledgment of Country at all Council and Committee meetings.	January 2022	Mayor GM
		6.4.	Invite a local Traditional Owner or Custodian to provide a Welcome to Country for significant public events of Council.	January 2022	GM ACO
		6.5.	Support ongoing Acknowledgement of Country through flying the Aboriginal flag and including Acknowledgement of Country on Council email signatures and public signage.	March 2022	GM
7.	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1.	Raise awareness and share information among our staff about the meaning of NAIDOC Week.	July 2022	ACO GM
		7.2.	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	ACO
		7.3.	RAP Working Group to participate in an external NAIDOC Week event.	July 2022	CDM
8.	Build respect for Aboriginal and Torres Strait Islander cultures and histories through inclusion in local educational initiatives.	8.1.	Provide opportunities for the diverse Aboriginal and Torres Strait Islander community groups to be included in local cultural education and awareness workshops.	September 2022	ACO GM
		8.2.	Support an inclusive, shared space that can display diverse cultural stories of the Huon Valley (e.g. The Hub, ARTBOX), with a commitment to include local Aboriginal stories.	September 2022	ACO
		8.3.	Explore opportunities for the Huon Beings film project to share local Aboriginal cultural and heritage stories (caring for country, food, weaving, art, etc.).	March 2022	DAO ACO
		8.4.	Explore the inclusion of local Aboriginal cultural storytelling and cultural awareness information in public interpretative signage.	August 2022	ACO

Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	9.1. Develop a business case for Aboriginal and Torres Strait Islander employment within our organisations.	July 2022	HR
	9.2. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2022	HR
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1. Develop a business case for Aboriginal and Torres Strait Islander owned businesses.	July 2022	GM LAGS
	10.2. Investigate Supply Nation membership.	July 2022	GM LAGS
	10.3. Ensure that appropriate fees for service are paid to Aboriginal and Torres Strait Islander peoples in all situations where the sharing of cultural knowledge and expertise is required.	January 2022	ACO GM
	10.4. Invite representation on Council committees and Boards from the local Aboriginal and/or Torres Strait Islander communities.	August 22	CDM EDM
11. Facilitate professional development and improve access to employment for Aboriginal and Torres Strait Islander peoples.	11.1. Explore opportunities to support local Aboriginal and Torres Strait Islander social enterprise initiatives that generate employment and professional development opportunities for Aboriginal and Torres Strait Islander peoples in the Huon Valley.	June 2022	CDM ECM

Governance

12. Establish and maintain an effective RAP Working Group to drive governance of the RAP.	12.1. Maintain the RAP Working Group to govern RAP implementation.	January 2022	ACO GM
	12.2. Review the Terms of Reference document for the RAP Working Group.	January 2022	ACO
	12.3. Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	January 2022	ACO

13.	Provide appropriate support for effective implementation of RAP commitments.	13.1.	Define and allocate resource needs for RAP implementation.	January 2022	ACO GM
		13.2.	Engage senior leaders in the delivery of RAP commitments.	January 2022	GM
		13.3.	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2022	ACO
14.	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	14.1.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	ACO
		14.2.	Connect with Reconciliation Australia on RAP reporting requirements	July 2022	ACO
15.	Continue our reconciliation journey by developing our next RAP.	15.1.	Register via Reconciliation Australia's website to begin developing our next RAP.	August 2022	ACO GM

Responsibility shortened forms:

ACO – Arts & Culture Officer/RAP Working Group
 CDM – Community Development Manager
 DAO – Digital Arts Officer
 EDM – Economic Development Manager
 GM – Council/ELT
 HR – Manager Human Resources
 LAGS – Director Legal and Governance Services
 Mayor – Councillors

Glossary/language

Aboriginal and Torres Strait Islander Peoples	The Aboriginal and Torres Strait Islander peoples of Australia descended from groups that existed in Australia and surrounding islands before British colonisation.
Acknowledgement of Country	An acknowledgement to Aboriginal and Torres Strait Islander peoples provided at the beginning of meetings, events and other gatherings, usually spoken, as a way to pay respect to Aboriginal and Torres Strait Islander peoples and their land. An acknowledgement can be performed by an Aboriginal and/or Torres Strait Islander person or non-Aboriginal person.
Cultural awareness	An awareness of the differences between one's self and people from other cultural backgrounds and understanding that this may require a different approach to people of other cultures.
Cultural safety	Providing an environment that is welcoming and respectful of other people's culture, and actively working to reduce barriers to participation for people with diverse cultural backgrounds.
Elder	An Aboriginal or Torres Strait Islander Elder is someone who has gained recognition as a Custodian of knowledge and lore, and who has permission to disclose knowledge and beliefs. In some instances, Aboriginal and Torres Strait Islander people above a certain age will refer to themselves as Elders. It is important to understand that, in traditional Aboriginal and Torres Strait Islander cultures, age alone doesn't necessarily mean that one is recognised as an Elder. Aboriginal and Torres Strait Islander people traditionally refer to an Elder as 'Aunty' or 'Uncle'. However, it is recommended that non-Aboriginal or Torres Strait Islander people check the appropriateness of their use of these terms.
Lyluequonny (lil a KWO nee)	The name for the Aboriginal family group based in the Recherche Bay area, forming a part of the South East Nation of Southern Tasmania.
Melukerdee (mel uh ker DEE)	The name for the Aboriginal family group based in the Huon River area, forming a part of the South East Nation of Southern Tasmania.
NAIDOC	NAIDOC stands for National Aborigines and Islanders Day Observance Committee. NAIDOC activities are now overseen by the National NAIDOC Committee, providing guidance to NAIDOC Week celebrations that are held across Australia each July to celebrate the histories, cultures and achievements of Aboriginal and Torres Strait Islander peoples.
Reconciliation Australia	Reconciliation Australia is the body established to promote and facilitate reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples following the end of the Council for Aboriginal Reconciliation in December 2000.

Reconciliation Tasmania

Reconciliation Tasmania is an independent organisation that provides a safe and friendly place for all Tasmanians to become involved in real reconciliation.

South East Nation

The South East Nation includes four family groups or clans who live in the south-east lands of Tasmania. These groups include the Muwinina clan of Nipaluna/Hobart, the Nuenonne clan of Lunawanna-alonnah/ Bruny Island, the Melukerdee clan of the Huon River and the Lyluequonny clan of Recherche Bay.

Traditional Owner or Custodian

A Traditional Owner or Custodian is an Aboriginal or Torres Strait Islander person or group of Aboriginal or Torres Strait Islander people directly descended from the original Aboriginal or Torres Strait Islander inhabitants of a culturally defined area of land or country who has/have a cultural association with this country which derives from the traditions, observances, customs, beliefs or history of the original Aboriginal or Torres Strait Islander inhabitants of the area.

Welcome to Country

A welcome given by Aboriginal or Torres Strait Islander people to visitors to their land. A Welcome to Country might involve a speech from an Elder or community representative providing a short history of the people and the area and may include other ceremonial elements.



Local Tasmanian Aboriginal Jason Smith, shares his passion and knowledge for caring for country with traditional fire workshops.

APPENDIX 1

Creating a Reflect Reconciliation Action Plan Conversations with local Aboriginal community members

Representatives from Council's Reconciliation Action Plan (RAP) working group have been privileged to sit with local Aboriginal community members and talk about how Council can support reconciliation.

Whilst 'reconciliation' means different things to different people, all the people that we spoke with, look forward to a time when Aboriginal and non-Aboriginal people work together to protect and celebrate Aboriginal history and culture.

Local Aboriginal groups and people suggested how Council and the wider community can act to better understand and support local Aboriginal history and culture.

With thanks to those who shared their thoughts and ideas with us, please find below a summary of our conversations, highlighting common themes.

- Take time to learn about Aboriginal history
- Acknowledge the impact of colonisation on Aboriginal culture
- Move forward together (Aboriginal and non-Aboriginal)
- Be inclusive
- Build relationships with the local Aboriginal community
- Work with the local Tasmanian Aboriginal community to identify opportunities to share local Aboriginal culture and history
- Support locally led Aboriginal cultural education and awareness activities
- Support the whole of the community to learn about local Aboriginal culture and history
- Use local language wherever possible
- Acknowledge that the use of language is complex
- Consider using public interpretation signage to share local culture and history
- Don't underestimate the importance of flying the Aboriginal flag
- Support localised cultural awareness training
- Support a culturally safe workplace for Aboriginal people

- Recognise that some Aboriginal people have experienced significant stigma and racism and may not choose to openly identify
- Recognise that some Aboriginal people are interested in sharing and learning about their culture
- Recognise that many non-Aboriginal people are interested in learning and understanding local Aboriginal history and culture
- Celebrate local Aboriginal culture (to reduce stigma and increase understanding)
- Share cultural learning opportunities with the community
- Invite local Aboriginal people to be involved in locally led cultural education
- Develop local engagement protocols with the local Aboriginal community including Welcome to Country and Acknowledgement of Country protocols
- Incorporate local aboriginal history and culture into local storytelling (signage, displays, etc)
- Recognise that the local Aboriginal and Torres Strait Islander community is diverse
- Listen and build relationships with all local Aboriginal groups and individuals
- Recognise that storytelling can help bring all people on a journey of understanding
- Promote that country and caring for the land is important for all people
- Recognise the importance of cultural burning and management of the land
- Recognise that hands on cultural activities and workshops can help people learn and understand local Aboriginal history and culture
- Know that land and its care is spiritually important to Aboriginal people
- Know that family is very important to Aboriginal people
- Support the protection of significant places
- Recognise that some cultural practice is for the Aboriginal community only
- Support inclusive cultural awareness and education workshops for the whole of community
- Support Council staff and Councillors to participate in cultural awareness and competency training
- Work with the local Aboriginal community to support local celebrations of culture
- Consider the development of an Aboriginal Cultural Liaison role at Council
- Consider the development of a cultural history and interpretation centre
- Work together (Aboriginal and non-Aboriginal)
- Explore dual naming of the Huon River
- Allocate honorariums for Welcome and Acknowledgement of Country, workshops, cultural training etc
- Incorporate local Aboriginal history into historical records, interpretational signage and displays
- Acknowledge that sharing stories, culture and traditions can bring people together
- Consider actions that bring people together, rather than divide them
- Showcase local Aboriginal history and culture in an inclusive and accessible way, that invites all local groups to participate and learn
- Make activities family friendly
- Work collaboratively on local projects
- Offer cultural activities in all towns
- Support specialised Aboriginal community services where they are needed (health, employment, culture, etc)
- Work with the local Aboriginal community for NAIDOC events

APPENDIX 2

Creating a Reflect Reconciliation Action Plan Community Engagement Feedback

In 2020 the Huon Valley Council began developing a Reconciliation Action Plan (RAP).

Surveys were opened to hear from the community and Council staff members about what Council could commit to in our RAP. A summary of the feedback received is provided below, with responses grouped into themes to maintain anonymity.

Council is currently talking with the local Aboriginal community and will report back to the Huon Valley community with the key themes of these conversations.

1. Respondents told us what reconciliation meant to them, which we have summarised in the key themes below:
 - Recognising the traditional custodians of our land
 - Acknowledging the wrongdoings of the past
 - Learning about local Aboriginal history
 - Celebrating local Aboriginal culture
 - Being respectful and inclusive
2. 93.5% of respondents told us that reconciliation was important to them.*
3. 85% of respondents told us that they are confident in engaging with Aboriginal people, their culture or history.*
4. Respondents told us they engage with Aboriginal people, their culture or history in different ways which included:
 - Learning about Aboriginal culture and history
 - Being friends with Aboriginal people
 - Working for or with a local Aboriginal group
 - Appreciating Aboriginal arts and culture

5. Respondents shared some of their ideas for Council's Reflect Reconciliation Action Plan, which included:

- Connect the community through local Aboriginal cultural experiences
- Support Aboriginal cultural awareness and competency training
- Build relationships with local Aboriginal people and groups
- Raise the profile of local Aboriginal culture, heritage, and history
- Show respect through actions such as Acknowledgements of Country and flying the Aboriginal flag
- Create an inclusive safe environment for Aboriginal people
- Ensure Aboriginal staff and community members are consulted, and/or
- Create a dedicated Aboriginal liaison role within Council.

*Total respondents to the community and Council staff surveys was 60.



