

Tablelands Regional Council

Innovate Reconciliation Action Plan

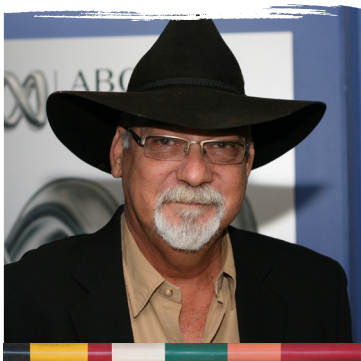
June 2020-June 2022



Acknowledgement of Country

Tablelands Regional Council acknowledge the Traditional Custodians of the Tablelands region and recognise their continuing connection to country. We pay respect to Elders past, present and future.

Artwork



The artwork on the front cover is an image of a painting by Ian Waldron - 'Rdeemp (Bark of Tree)'.

Ian was born in 1950 in Atherton and is now a long-term resident of Yungaburra. Ian's traditional country and language group is Kurtjar. Kurtjar country is in the Gulf of Carpentaria. Ian completed a Bachelor of Fine Arts at the Northern Territory University in Darwin, working with internationally renowned Indigenous artists such as Rover Thomas and Queenie McKenzie. In 1995, his final year of study, Ian was awarded the prestigious National Aboriginal and Torres Strait Islander Art Award for best painting. Many impressive awards have followed including the Glover Prize (2010), Australia's richest landscape painting award.



Ian Waldron and Arts Management Specialist, Katrina Chapman, are currently delivering an Art Mentoring project to local Aboriginal and Torres Strait Islander artists on the Tablelands with the support of TRC grant funding from the Department of Social Services. Ian highlights "Social development into the art world is just as important as skills development. Aspiring artists need to become aware of the mechanics of the art world; networks, national and international protocols, etiquette, the art economy, the structure and hierarchies of both public and private institutions, courting collectors, communication skills, becoming a respected art ambassador for your community". The Art Mentoring project participants and their work is featured in this plan.

Message from the Mayor



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

Reconciliation Australia's Reconciliation Action Plan (RAP) Framework provides organisations with a structured approach to advance reconciliation. There are four types of RAPs within the framework — reflect, innovate, stretch and elevate. Each type of RAP suits organisations at different stages of their reconciliation journey. I am proud to continue our journey towards reconciliation and build on the strong foundations set through the implementation of the TRC Reflect RAP (May 2018–May 2019).

A key priority of our TRC Corporate Plan is vibrant communities. We want our region to develop and progress to be a resilient and sustainable community with an improved quality of life and the RAP process helps us work towards this vision. The TRC Innovate RAP (2020–2022) sets us new goals to strive to create social change and economic opportunities for our First Nations peoples. We want to work with and support First Nations people to showcase their rich heritage and develop opportunities for future prosperity.

I thank the members of the RAP Working Group. In particular, the essential participation and guidance of our Traditional Custodians representing our regions Aboriginal and Torres Strait Islander community. I thank the staff including senior management, indoor and outdoor workforce, Aboriginal and Torres Strait Islander staff and non-Indigenous staff as well as former Deputy Mayor Katrina Mellick (outgoing Chair).

Our Traditional Custodians' knowledge and wisdom is critical for us to continue our path to reconciliation.

A handwritten signature in black ink, appearing to read 'Rod Marti'. The signature is fluid and cursive.

Rod Marti
Mayor Tablelands Regional Council

Message from the Chief Executive Officer



I thank the members of the RAP Working Group for their ongoing commitment and dedication to reconciliation in the Tablelands region. I particularly acknowledge our community Traditional Custodian representatives who graciously volunteer their time to guide us on this journey. The group have worked hard to develop and deliver the TRC Reflect RAP (May 2018–May 2019). A lot has been learnt through the process, understanding how we can formalise our commitment to reconciliation and, in doing so, turn mere good intentions into tangible outcomes for the whole community.

Through the Reflect RAP we have built the foundations for relationships, respect and opportunities in our community. Examples of some of the outcomes include:

- increased connection and partnerships with Aboriginal and Torres Strait Islander peoples and organisations
- cultural capability training delivered to TRC's Executive and Leadership team
- the Aboriginal and Torres Strait Islander flags are now flying at the front of the Atherton Customer Service Centre and in the Council meeting chamber
- participation and delivery of events in partnership with community including NAIDOC celebrations and National Reconciliation Week
- change to standing orders so we now deliver Acknowledgement of Country prior to each Council meeting
- Acknowledgement of Country displayed in customer service centres, visitor information centres and libraries
- the National Apology displayed in the Atherton Customer Service Centre
- People and Culture team have introduced many actions to support a more culturally competent organisation including a buddy system, RAP staff induction information and inclusive job advertisements.

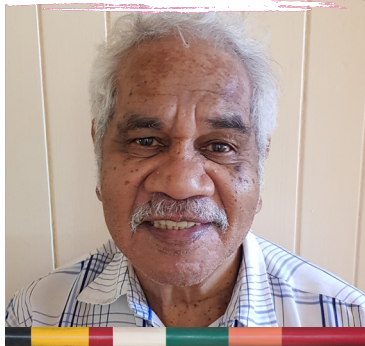
Much more has been achieved but I am also conscious there is much more to do.

We have continued our journey to develop the TRC Innovate RAP (2020–2022). I am excited by the actions we have set and the willingness of teams across Council to drive change.

I look forward to seeing the continued advancement of reconciliation across the Tablelands.

Bob Owen
Chief Executive Officer

Messages from RAP Working Group members



Laurie Padmore
Dulguburra Yidinji
Traditional Owner

It has been a positive shared experience, being involved in the RAP Working Group. As part of the Reflect RAP actions, I was really impressed with the cross cultural training with the TRC leadership team. I could see an awakening for some people and a growth in understanding of our culture and history. People were transparent about their thoughts and it was a safe environment for discussion and learning without judgement. The group talked about how their education did not include an Indigenous perspective and the need for truth telling to progress reconciliation. I hope the cross cultural training is delivered consistently within TRC as it supports the healing process. Delivered in a sensitive way, it helps provide closure on both sides.

I have heard more positive conversations in community – people are wanting to learn. Schools want to connect to their Traditional Custodians; visitors are looking for local Indigenous history; and community organisations like the Tablelands Folk Festival are being progressive and incorporating an Indigenous perspective. We have to make a start somewhere and working on these win-win situations is a good step.

The RAP Working Group is a good mixture of people. I really like the fresh ideas and perspective that the young people bring. They can see things for the future that I can't. They understand where they can fit. I have enjoyed watching our young people speak at the NAIDOC celebrations. They are expressing themselves and sharing their stories. They have worked hard to get where they are and they are good role models for the children. It is their time.



Completing School 2019
Storm Clubb

Our Community

The TRC Local Government Area population is 25,575 (ABS ERP 2019), with 1,823 (7.4%) of the population identifying as Aboriginal and/or Torres Strait Islander.

TRC recognises nine Native Title parties across its footprint and acknowledges other family groups within the determination area. The Native Title parties are:

- Bar Barrum People of the area around the Walsh River and to the west of the Wild River
- Dulabed and Malanbarra Yidinji People of the Gillies Range area
- Girramay People of the Kirrama area
- Gugu Badhun People of the Wairuna / Lamonds Lagoon area
- Jirrbal People of the Koombalooomba, Ravenshoe and Herberton areas
- Mamu People of the Millaa Millaa area
- Ngadjon-Jii People of the Malanda and Topaz areas
- Tableland Yidinji People of the Kairi, Tolga, Tinaroo and Lake Barrine areas
- Warrungnu People of the Gunnawarra/Goshen area.

The Tablelands region in Far North Queensland is located about 1,800km north of the Brisbane CBD and 100km west of the Cairns CBD. The considerable variation in elevation, rainfall and soil types produces an incredibly diverse and beautiful region encompassing World Heritage forests, crater lakes, dry savannah, wetlands, tropical waterfalls and unique wildlife. Rural land is used mainly for agriculture, with some timber production and nature-based tourism.

TRC has a range of services and community development initiatives to reinforce the many positive aspects of life in the region including events, libraries, facilities such as swimming pools, social housing, sporting fields and aerodromes, disaster preparedness and support for heritage, arts and culture. There are many opportunities to join groups and participate in an assortment of health, sporting and recreational activities.

The region has a rich heritage and stories of First Nations peoples, the early pioneers, miners, farmers, and a once thriving Chinese community are told in the local museums and heritage displays.



Our Business

TRC is the local government authority and the area encompasses 11,000km². Notable regional centres are Atherton, Malanda and Ravenshoe with villages at Herberton, Kairi, Millaa Millaa, Mount Garnet, Tinaroo, Tolga, Walkamin and Yungaburra.

As at June 2019, TRC had 341 employees with 17 employees (5%) identifying as Aboriginal and/or Torres Strait Islander peoples.

TRC's Corporate Plan 2017–21 has four key priorities with aligned strategic goals:

- 1. Strong Economies** - drive local economic development, incentivise investment and diversification, develop entrepreneurs and innovation, leverage emerging opportunities in domestic/international markets, showcase our region.
- 2. Vibrant Communities** - support inclusive resilient communities, build community capacity, develop catalytic infrastructure and services that nurture connectivity and opportunity, cultivate integrated health and wellbeing, grow a diverse population, preserve a healthy natural environment with sustainable biodiversity management of resources and growth.
- 3. Smart Centres** - embrace innovative practices and technologies, develop digital connectivity and engagement, overcome the digital divide, mitigate the impact of natural disasters.
- 4. Towards Council 2050** - create an enterprising innovative Council, model good governance and leadership, initiate smart and sustainable infrastructure and service delivery, adopt and implement smart participatory civic engagement, support public-private partnerships.

Our Vision for Reconciliation

Our vision for reconciliation is a Tablelands community that embraces unity between Aboriginal and Torres Strait Islander peoples and all community members. We strive to promote a culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations. As an organisation, Tablelands Regional Council will be an inclusive and diverse workplace that is culturally safe and proud.



The Black Ballerina
Arceeya Clubb

Our RAP



This is the Rock
Kaitanu Clubb

As the local government authority for the Tablelands Region we have a critical role to play, in partnership with our community, to establish a clear roadmap toward a reconciled, just and equitable region. We strive to be a community that values diversity and celebrates culture. The RAP Framework is guiding Council to look within our organisation to understand how we can nurture and lead reconciliation in our region. As we work together, building relationships based on mutual respect and understanding, we continue to grow as a vibrant and inclusive community.

In December 2016, Council resolved to develop a Reflect RAP with identified actions, timelines and targets for relationships, respect and opportunities. Council approved a framework to develop the plan including the establishment of a RAP Working Group with the then Deputy Mayor Katrina Mellick as Chair.

Staff were invited to nominate to be involved in the RAP Working Group, the first of which convened on 25 August 2017. The RAP Working Group comprises of representatives from Council's indoor and outdoor workforce including Aboriginal and Torres Strait Islander staff and non-Indigenous staff, and Aboriginal and Torres Strait Islander Elders from the community.

The TRC Reflect RAP (May 2018–May 2019) was endorsed by Council and Reconciliation Australia in May 2018. The RAP Working Group, in consultation with work groups across Council, strived to build the foundations for relationships, respect and opportunities through the Reflect RAP deliverables. The Reflect RAP assisted TRC to develop a solid RAP governance model, grow understanding in cultural learning and cultural protocols, and strengthen relationships with First Nations peoples and organisations in community. The implementation of the Reflect RAP has enabled the RAP Working Group to understand TRC's sphere of influence in progressing our reconciliation journey, creating cultural change and appreciation within Council and community.

On 30 April 2019 Council approved the TRC RAP Working Group to continue to advance reconciliation in the region through Reconciliation Australia's RAP Framework. The RAP Working Group, in consultation with groups across Council, worked to deliver the TRC Innovate RAP 2020–2022 to continue building on the foundations of the Reflect RAP process.

RAP Working Group members have included Katrina Mellick, former TRC Deputy Mayor and RAP Working Group Chair; Laurie Padmore, Kaylene Malthouse and Wayne Seden, Southern Tablelands Traditional Owners Alliance; Caroline O'Reilly, Malanda Information Centre Officer; Carolyn Noye, Rates and Revenue Support Officer; Casira Cottier, Support Services Officer; Catherine Kent, Management Accountant; Deborah Gillespie, Supervisor Community Development; Erin Hoskins, Trainee Community Services; Jo Bentley-Davey, Community Engagement Officer; Kelly Edwards, Manager People and Culture; Nicole van Beunigen, Senior Executive Officer; Robert Carson, Workshop Mechanic; Ryan Brown, Ganger; Sharee Andrews, Administration Officer; Shaun Sarmardin, Labourer; Sonny Bresolin, Supervisor Building Construction & Maintenance; Simon Towle, Community Cultural Advisor; and Emma Fehring, Community Health and Wellbeing Officer.

The RAP Working Group is now known as the Reconciliation Action Advisory Committee, as endorsed by Council in May 2020. The Supervisor Community Development is the TRC RAP champion.



Relationships

Tablelands Regional Council aims to strengthen respectful and mutually beneficial relationships with our First Nations peoples, community groups, organisations and government agencies to support reconciliation within the region. The building of relationships through the RAP process and significant events such as National Reconciliation Week will embed the importance and meaning of reconciliation to our staff and the broader community.

Action	Deliverable	Timeline	Responsibility
Note – the Manager for each work group is responsible for deliverables.			
1. Celebrate and participate in National Reconciliation Week (NRW).	1.1 Organise at least one internal event for NRW each year, inviting First Nations peoples to share their reconciliation experiences and stories.	27 May–3 Jun 2021/22	Reconciliation Action Advisory Committee (RAAC) & Community Services
	1.2 Register NRW events via Reconciliation Australia’s NRW website.	May 2021/22	
	1.3 RAAC members to participate in an external NRW event.	Jun 2021/22	
	1.4 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	Jun 2021/22	
	1.5 Investigate TRC art galleries showcasing local Aboriginal and Torres Strait Islander art during NRW.	Jun 2021/22	Tourism, Culture & Events
	1.6 Investigate TRC libraries hosting events that showcase local Aboriginal and Torres Strait Islander culture during NRW.	Jun 2021/22	Libraries
	1.7 Download Reconciliation Australia’s NRW resources, circulate to staff and display within workplaces.	May 2021/22	RAAC & Community Services
2. Further reconciliation by enhancing relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations.	2.1 Meet with local Aboriginal and Torres Strait Islander organisations to develop communication principles for future engagement.	Dec 2020	Community Engagement & Community Services
	2.2 Review TRC’s engagement policy to ensure it adequately reflects our work with our Aboriginal and Torres Strait Islander stakeholders.	Jul 2021	
	2.3 Ensure Aboriginal and Torres Strait Islander groups and organisations are invited to participate in key community networks and forums.	Dec 2020/21	
3. Raise awareness of our RAP to promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation publicly.	Jun 2020–22 Jul 2020/21	RAAC, Communications & Community Services
	3.2 Develop and implement a strategy to communicate the RAP to internal and external stakeholders.		
	3.3 Engage and inform key internal stakeholders of their responsibilities within our RAP.	Jul 2020/21	
	3.4 Promote the RAP in inductions for new staff.	Jun 2020–22	People and Culture
	3.5 Present the RAP to executive leadership, leadership, Council and community to enhance reconciliation awareness.	Jun 2020–22	RAAC & Community Services
	3.6 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Aug 2020/21	
	3.7 Liaise with neighbouring local government authorities and businesses to share RAP learnings and ideas, encourage RAP participation, and identify opportunities for shared initiatives.	Jan 2021	
4. Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jul 2021	People and Culture & RAAC
	4.2 Promote and monitor the anti-discrimination policy for our organisation in consultation with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors.	Sep 20/21	
	4.3 Ensure Cultural Awareness training for leadership and staff addresses the impact of racism.	Jun 2021	



Respect

TRC is committed to working with First Nations peoples to improve our understanding of, and respect for, tradition, protocol and culture. We endeavour to work, act, communicate and live respectfully by acknowledging and celebrating the significance of our Traditional Owners, their culture and their history. Respect for Aboriginal and Torres Strait Islander peoples enhances relationships, embraces diversity and promotes harmony.

Action	Deliverable	Timeline	Responsibility
Note – the Manager for each work group is responsible for deliverables.			
5. Engage staff in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	5.1 Review the cultural learning needs of employees in all areas of our business.	Oct 2020	People & Culture
	5.2 Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training framework for our staff that considers: <ul style="list-style-type: none"> ways cultural learning can be provided (online, face-to-face, peer education or cultural immersion) use of existing training materials and resources opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training opportunities for RAAC members, Managers and other key leadership staff to participate in formal and structured cultural learning. 	Mar 2021	
6. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared understanding.	6.1 Review, update and implement the Welcome to Country and Acknowledgement of Country Policy including payment schedule and Welcome to Country for official initiatives and functions.	Dec 2020	Governance
	6.2 Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	Dec 2020	Governance & Community Services
	6.3 Invite a Traditional Owner to provide a Welcome to Country at significant events, including NAIDOC Week celebrations.	Jan 2021/22	Executive Leadership, Tourism, Culture & Events
	6.4 Include an Acknowledgement of Country at the commencement of all important internal and external meetings.	Jan 2021/22	All staff
	6.5 Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	Jan 2021/22	Leadership Team
	6.6 Include Acknowledgement of Country cards in each meeting room to support staff.	Aug 2020	Community Services
7. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	7.1 Review policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	Jun 2020	People & Culture
	7.2 Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	Jul 2020/21	Leadership Team
	7.3 Support an external NAIDOC Week community event.	Jul 2020/21	Community Services
	7.4 Invite all staff and community to the NAIDOC Flag Raising Ceremony.	Jul 2020/21	Tourism, Culture & Events
	7.5 Develop a strategy to encourage a unified approach to TRC and external community NAIDOC events to ensure the events support each other.	Jul 2020/21	Community Services & Tourism & Culture



Respect (cont.)

TRC is committed to working with First Nations peoples to improve our understanding of, and respect for, tradition, protocol and culture. We endeavour to work, act, communicate and live respectfully by acknowledging and celebrating the significance of our Traditional Owners, their culture and their history. Respect for Aboriginal and Torres Strait Islander peoples enhances relationships, embraces diversity and promotes harmony.

Action	Deliverable	Timeline	Responsibility
8. Identify opportunities to Acknowledge the Traditional Owners of the land through greater visual representation.	8.1 Investigate the opportunity to incorporate cultural imagery as part of the TRC uniform.	Mar 2021	People & Culture
	8.2 Identify opportunities for increased visual representations such as art, flags and emblems in Council meeting rooms and facilities.	Mar 2021	Community Services & Facilities
	8.3 Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance via communication channels.	Dec 2020/21	Communications & Community Services
	8.4 Include an Acknowledgment of Country and the Aboriginal and Torres Strait Islander flags on the website, intranet home page and other public facing opportunities.	Jul 2020	Communications
9. Identify opportunities to showcase Aboriginal and Torres Strait Islander culture in the region.	9.1 Produce resources showcasing local cultural interpretive information.	Dec 2021	Tourism, Culture & Events
	9.2 Guided by the Tourism Signage Strategy, implement Acknowledgement of Country signage through the region.	Jun 2022	
	9.3 Local tourism promotional resources to include, where relevant, representation of Aboriginal and Torres Strait Islander culture, including Acknowledgement of Country.	Jun 2021/22	
	9.4 Review of Road Naming Policy to include consultation with Traditional Owner groups and RAAC.	Mar 2022	Planning & Regulatory Services



Opportunities

TRC seeks to strengthen the participation of Aboriginal and Torres Strait Islander people in our workforce by providing a culturally-supportive environment enabling our employees to thrive. TRC seeks to embrace opportunities to enhance the economic prosperity of First Nations peoples and organisations across the region.

Action	Deliverable	Timeline	Responsibility
Note – the Manager for each work group is responsible for deliverables.			
10. Investigate opportunities to increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	10.1 Ensure policies, procedures and processes: <ul style="list-style-type: none"> align to Subdivision 4 — cultural leave obligations of the <i>Queensland Employment Standards Industrial Relations Act 2016</i> align with Council workforce strategy and maintain effective engagement with Aboriginal and Torres Strait Islander staff (including data collection) to identify appropriate actions to contribute to a supportive work environment including recruitment and retention strategies. 	Jun 2021/22	People & Culture
	10.2 Include Aboriginal and/or Torres Strait Islander representation on recruitment and selection panels (where possible) where applicants identify as Aboriginal and/or Torres Strait Islander.	Jul 2020/21	Leadership Team & panel chairs
	10.3 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Apr 2021/22	People & Culture
	10.4 Aim to increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Jun 2021/22	
	10.5 Engage with key stakeholders to encourage application from Aboriginal and Torres Strait Islander peoples for TRC vacancies.	Jun 2021/22	People and Culture & Community Services
11. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	11.1 Investigate Aboriginal and Torres Strait Islander procurement strategies from other local government entities and businesses.	Sep 2020	Finance
	11.2 Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Jan 2021	Finance
	11.3 Talk with Government agencies to explore opportunities within the Tablelands region to better engage with Aboriginal and Torres Strait Islander businesses.	Oct 2020	Economic Development
	11.4 Improve understanding of Aboriginal and/or Torres Strait Islander owned businesses within the region through encouraging these businesses to register as a local supplier.	Jun 2021	Economic Development & Finance
	11.5 Investigate Supply Nation membership.	Oct 2021	Finance
	11.6 Educate staff on the supplier diversity principles in Local Government procurement guidance.	Dec 2021	Finance
12. Research external grant prospects and better promote our grant opportunities to support more Aboriginal and Torres Strait Islander peoples.	12.1 Promote grant opportunities through Aboriginal and Torres Strait Islander networks.	Feb 2020	Community Services
	12.2 Monitor TRC grant programs (Community Grants, Sports Bursary, Economic Development Fund and Regional Arts Development Fund) to understand access by Aboriginal and Torres Strait Islander peoples.	Jul 2021 & Jun 2022	Community Services, Tourism, Culture and Events, & Economic Development
	12.3 Investigate funding options to employ a TRC Indigenous Liaison Officer to improve communication, relationships, mentoring and representation within the organisation.	Mar 2021	Community Services



Governance, tracking progress and reporting

Action	Deliverable	Timeline	Responsibility
Note – the Manager for each work group is responsible for deliverables.			
13. The Reconciliation Action Advisory Committee (RACC) actively monitors RAP development and implementation of actions, progress and reporting.	13.1 Ensure the RAP is developed, endorsed and launched on time.	Jun 2020	RAAC & Community Services
	13.2 Distribute an expression of interest to all staff to join the RAAC.	Jun 2020	
	13.3 Maintain membership of Traditional Owner representatives.	Jun 2020/21	
	13.4 Ensure a balance of Aboriginal and Torres Strait Islander peoples and non-Indigenous people are represented on the RAAC.	Jun 2020/21	
	13.5 Meet at least quarterly to monitor and report on the RAP implementation and progress.	Mar, Jun, Sep & Dec 2020–22	
	13.6 Host a minimum of two meetings annually outside TRC offices in a space that connects everyone.	Jun & Dec 2020–22	
	13.7 Review and apply the RAAC Terms of Reference.	Aug 2020	
14. Monitor the RAP and report RAP achievements, challenges and learnings to Reconciliation Australia.	14.1 Review current tracking and reporting systems and implement sustainable systems.	Sep 2020	RAAC & Community Services
	14.2 Complete and submit annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sep 2021/22	
	14.3 Investigate participating in the Workplace RAP Barometer.	Sep 2021	
15. Publicly report on annual RAP activities.	15.1 Report RAP achievements, challenges and learnings to the community, including a summary in the Annual Report.	Jun & Dec 2020–22	RAAC, Communications & Community Services
	15.2 Provide Council with an annual report on the RAP progress.	Dec 2020/2021	
16. Review, refresh and update RAP.	16.1 Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	Jul 2022	RAAC & Community Services
	16.2 Send draft RAP to Reconciliation Australia for review and feedback.	Dec 2022	
	16.3 Submit draft RAP to Reconciliation Australia for formal endorsement.	Feb 2023	



ARTWORKS
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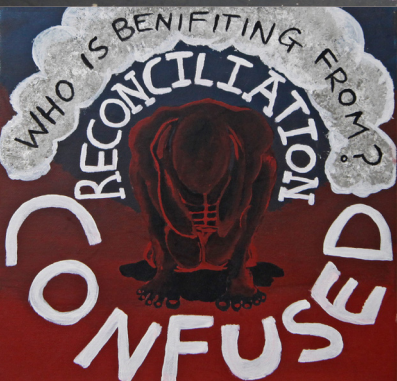
Reconciliation
Lynley Halliday

Steps
Christine Bojack

Please educate me in this word Reconciliation
Kylee Clubb

Reconciliation benefits who?
Arceya Clubb

What is Reconciliation
Rangi Clubb



Cairns Field Trip
Photo - Katrina Chapman



Contact us

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Yarrabah Field Trip
Photo - Katrina Chapman