



*Yorke Peninsula Council
Reconciliation Action Plan Working Party*

NOTICE OF MEETING

Held on Wednesday 13 September 2023
at the Minlaton Office,
18 Main Street, Minlaton commencing at 3.30pm.
(Subject to confirmation)

NOTES

ITEM 1 Yorke Peninsula Council Reconciliation Action Plan (RAP) Working Party

1.1 Welcome – Meeting declared open by Tanya Walsh (Deputy Chair) at 3.32pm.
Acknowledgement of Country.

1.2 Present
Mayor Darren Braund
Cr Naomi Bittner

Stephen Goldsworthy	Operations Manager
Adele Wyatt	Executive Services Support Officer
Tanya Walsh	YP Leisure Options Coordinator

1.3 Leave of Absence
Nil.

1.4 Apologies
Cr Kylie Gray

Letitia Dehl-Heim	Environment Officer
Sue Beech	Property Tenure Officer
Letitia Dahl-helm	Environment Officer
Carina Congdon	Team Leader Human Resources and People Experience
Ben Thompson	Director Corporate and Community Services
Sonya Rankine	Arts and Cultural Facilitator (advisory)

1.5 Notes of previous meeting
Distributed to Committee members via email following previous meeting.

ITEM 2 VISITOR TO THE MEETING
Nil.

ITEM 3 CORRESPONDENCE

3.1 Reconciliation South Australia – June E-News
Distributed by Letitia as received.

3.2 Reconciliation South Australia – July E-News
Distributed with September meeting agenda.

ITEM 4 DEBATE AGENDA

4.1 Reflect Template – update of assigned tasks
Review of all actions with notes about progress below.

Goldy

Item 6 – increase staff understanding of protocols

Tanya noted Council's current email signature banner supports the annual Good Day at Minlagawi event, scheduled to be held 12 October 2023.

Action: Goldy suggested to add special event email signatures to the action list to recognise this is current practice.

Carina

Item 8 – understand First Nations staffing to inform professional development opportunities

Attended Point Pearce in August to attend an employment workshop that was being held by At Work Australia as part of their Jobs for Mobs programme. We were invited to attend to give some insight to the participants in relation to what employers are looking for in prospective applicants CV's and what interviews look like. Carina is hoping to continue to assist when they hold their next workshops.

Action: Carina to report back to Working Party about any future workshops.

Adele

Item 4 – best practice and policies for race relations and anti-discrimination

Noted that National Anti-Racism Framework is in development by the Australian Human Rights Commission and a key finding within the scoping report was around workplace initiatives for cultural safety, including:

- Incorporating cultural safety within policies, programs and WHS practices as a best practice.
- Ensure a representative and culturally safe workforce.
- Ongoing cultural awareness and competency training for staff.

Additional research found suggestions to improve race relations and anti-discrimination include:

- Complete the Racism It Stops With Me workplace cultural diversity assessment tool, resources provided based on results.
- Cultural accommodations or flexibility in working arrangements for family responsibilities, religious beliefs or culture.
- Empower community to respond to racism, public education and awareness raising, reward projects and community efforts that address racism.

The Working Party suggested the next Enterprise Bargaining Agreement process may like to consider flexibility in working arrangements for cultural events.

Cr Naomi noted that the Yorke Peninsula area is becoming more multi-cultural and there may be an appetite for Council to get involved with working with the community to promote learning around anti-discrimination.

Tanya noted Shane Warrior is a consultant for organisations about cultural respect and could provide advice about conducting interviews and policy development.

Action: Adele will discuss these findings with Carina to understand a HR perspective before progressing discussion within Working Party.

ITEM 5 GENERAL BUSINESS

5.1 The Story of Us by Nharangga Aboriginal Progress Association Inc.

Tanya shared a learning from this book with the Working Party, noting that the native 'pig face' plant is currently flowering which means blue tongue lizards are out and this is how Narrungga know what fish are out. The Working Party appreciated this learning and decided to incorporate the sharing of a learning from these books at end of each meeting.

5.2 Good Day at Minlagawi

This annual event is scheduled for 12 October 2023.

5.3 Town Sign Upgrades

The Working Party discussed the possibility of upgrading town signs to include Narrungga names and totems or to include QR codes linking to information on tourism signs. Goldy advised this is not currently in progress but has been considered.

5.4 Voice to Parliament

The Working Party discussed whether Council would decide on a position for the Voice to Parliament referendum. The Mayor advised that it is not Council's place and suggested Council could instead direct to resources.

ITEM 6 NEXT MEETING

Next meeting to be confirmed.

ITEM 7 CLOSURE
4:06pm

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