

# RECONCILIATION ACTION PLAN

MAY 2026 — MAY 2028





# ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Barngarla People, the Traditional Custodians of the land we meet on today and their continuing connection to land, sea, culture and community. We pay our respects to Elders past, present and emerging, and we extend that respect to other Aboriginal and Torres Strait Islander people in our community.

# RECONCILIATION ACTION PLAN

**MAY 2026 – MAY 2028**

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## CITY OF PORT LINCOLN

# MAYOR'S MESSAGE

The City of Port Lincoln is proud to adopt the Innovate Reconciliation Action Plan and reaffirm our ongoing commitment to reconciliation as a shared journey grounded in respect, learning and meaningful action.

Our Reflect Reconciliation Action Plan marked an important step for Council. It provided an opportunity to listen, learn and reflect on shared histories, and to deepen understanding of the cultures, experiences and enduring connections to Country of the Barngarla People, and all Aboriginal and Torres Strait Islander peoples. The Reflect Reconciliation Action Plan has strengthened our understanding of our responsibilities and reinforced the importance of moving beyond intent to purposeful and sustained action.

This Innovate Reconciliation Action Plan represents the next stage of our reconciliation journey. It reflects a strong commitment to continuing to listen, strengthening relationships and partnerships, supporting cultural expression and co-creating places and opportunities with Aboriginal and Torres Strait Islander peoples.

The Innovate RAP has been developed in a collaborative spirit with representatives from the Barngarla Determination Aboriginal Corporation, Port Lincoln Aboriginal Health Services Inc and the Port Lincoln Aboriginal Community Council. Council sincerely thanks all involved for their invaluable guidance and support and we look forward to continuing to walk together on our shared journey of reconciliation.

Reconciliation in Port Lincoln means walking together, acknowledging the past, acting in the present, and working collaboratively towards a future founded on mutual respect, understanding and shared opportunity. Council is committed to continuous learning, listening with respect, and holding ourselves accountable for meaningful and measurable progress.

I encourage our community to join us in this important work as we continue to build a reconciled Port Lincoln, where culture is respected, diversity is valued, and everyone feels a sense of belonging.

*Diana Mislov*

Mayor  
City of Port Lincoln



RECONCILIATION AUSTRALIA

# CHIEF EXECUTIVE OFFICER STATEMENT

Reconciliation Australia commends City of Port Lincoln on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for City of Port Lincoln to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, City of Port Lincoln will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. City of Port Lincoln is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals City of Port Lincoln's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations City of Port Lincoln on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

*Karen Mundine*

Chief Executive Officer  
Reconciliation Australia



# RAP ARTIST AND ARTWORK

## VERA RICHARDS

I am a local Barngarla Woman belonging to the Barngarla tribe of Galinyala (Port Lincoln). My traditional connection to country spans from the Eyre Peninsula, the West Coast right through to the Goldfields regional and Southern Wheatbelt of Western Australia.

My father, Brenton Richards (dec.) was an Elder and Traditional Owner of Galinyala who worked tirelessly to improve the conditions within Port Lincoln, not only for his family but the entire community.

My father imparted local stories of the Yangooroo (Tjukurpa) of the Barngarla region and I continue to follow the themes that were passed down to me.

My connection to country is strong and I am passionate about sharing this knowledge with the wider community as well as ensuring my children are taught our traditional customs.

My creative inspiration is drawn through passion for my culture, heritage and the Dreaming and Creation Stories that have been passed down through my ancestors.

I am connected to country, the sky and the universal spirit, I have a unique love of the natural world with all its wondrous creatures.

I primarily focus on acrylic painting on a variety of surfaces and my works are imbued with the deep emotion that is etched into the landscape from the beginning of time immemorial.

I am a practising artist, my paintings follow a story with a dynamic narrative, when I put paint to brush, it is always to tell a story.

## ABOUT THE ARTWORK

Vera's artwork for the Reconciliation Action Plan is a powerful visual story grounded in culture, ancestral knowledge, and the shared responsibility of moving forward together. Her inspiration comes from the Creation stories, teachings, and wisdom passed down through her family, forming the foundation of her identity and creative practice.

At the centre of the painting is the Tree of Life, symbolising strength, renewal, and the continual passing of knowledge between generations. Surrounding the tree are Nanuma and Mingaloo, the whales – sacred knowledge holders and protectors whose presence reminds us that water is life, and that all living things depend on balance, respect, and care for Country.



A gathering of people appears above the whales, accompanied by the possum, representing the sacred land Dreaming. This gathering symbolises unity, connection, and the importance of community standing together with shared purpose. It speaks to the idea that reconciliation is not one pathway, but many – woven through relationships, respect, and genuine understanding.

Vera's artwork reflects the belief that all people come from the first man and woman, forming one continuous circle of life. "Our ancestors stand behind us, shaping who we are, and we remain connected to them through the stories we carry forward. That circle – of culture, identity, and belonging – is unbroken."

Through this piece, Vera invites viewers to recognise the strength of cultural knowledge, to honour the old ways, and to see reconciliation as a living journey. The artwork embodies the spirit of unity: communities learning from each other, walking together, and acknowledging the past while building a better future. Her painting reminds us that reconciliation begins with listening, respect, and truth – and that healing grows strongest when we stand together.

## OUR VISION FOR RECONCILIATION

We envision a reconciled Port Lincoln where the histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples are recognised, respected, and meaningfully included in every aspect of community life.

Our community values the knowledge, experience, and expertise of the Traditional Custodians of the land on which Port Lincoln rests, the Barngarla People and their Elders. We value their deep connection to the land, their rich cultural heritage and their enduring contributions to the history and identity of Port Lincoln and we are committed to building respectful relationships that honour their enduring connection to Country. We value and respect the knowledge, experience and expertise of all Aboriginal and Torres Strait Islander peoples in our community. Reconciliation for Port Lincoln means walking together, learning together, and growing together.

We will embed reconciliation into our everyday practices by fostering cultural learning and listening deeply to Aboriginal and Torres Strait Islander voices. We are committed to creating culturally safe places and spaces that recognise our shared histories and where culture is embedded in the way we design, plan, and engage. Through collaboration and truth-telling, we aim to contribute to lasting, systemic change.

We are committed to creating opportunities for all voices to shape our policies, programs and public spaces. By embedding cultural protocols and fostering inclusive practices, we will ensure our community and spaces are places of safety, pride, and belonging. Through collaboration and continuous learning, we will work to dismantle barriers and build a future grounded in mutual respect and understanding.

# OUR BUSINESS

The City of Port Lincoln is a local government council, governed under the Local Government Act 1999.

Our vision is to be an inclusive, connected and sustainable community committed to excellence in lifestyle culture, industry and innovation and we work for and with the community to achieve this vision by:

- Strengthening community connection through proactive communication and seeking opportunities to unify, collaborate and support.
- Providing best value and timely services and infrastructure through responsible long-term financial planning and a customer centric approach.
- Striving for excellence in lifestyle, culture and industry through inclusivity, continuous improvement and embracing change.
- Improving community resilience and sustainability by being proactive, environmentally conscious and innovative.

Employing over 80 individuals, the City of Port Lincoln provides leadership on behalf of the community by providing cost effective and relevant services aligned with the following strategic goals:

- Economic Growth and Opportunity
- Liveable and Active Communities
- Governance and Leadership
- Sustainable Environment
- Community Assets and Placemaking

Our core business includes infrastructure, assets, parks and reserves maintenance and renewals, managing urban planning and development, waste management programs, environmental sustainability initiatives, animal management and promoting local economic growth. Council also supports cultural, recreational and community wellbeing programs and services to enhance quality of life for residents while fostering a sense of community engagement and inclusion. This includes the wellbeing of all Aboriginal and Torres Strait Islander peoples who live in Port Lincoln and/or have strong connections to the area. Respect for Aboriginal and

Torres Strait Islander cultures, histories, knowledge, and rights is fundamental to the City of Port Lincoln's vision and core business.

Information about employees who identify as Aboriginal and Torres Strait Islander people is confidential, and disclosure is voluntary. Appropriate strategies to capture the diversity of our staff will be investigated throughout the implementation of our Innovate RAP in a culturally safe way.

The City of Port Lincoln's administration office is located in the Central Business District while the depot operations are located within the City's industrial precinct. The City of Port Lincoln also operates the Nautilus Arts Centre, Port Lincoln Library and Visitor Information Centre. The Port Lincoln Leisure Centre is owned by the City of Port Lincoln and operated under a management agreement by the YMCA.

Our sphere of influence is broad and includes Council Elected Members, staff, contractors and volunteers associated with Council programs and initiatives. Additionally, our sphere of influence includes Aboriginal and Torres Strait Islander communities and peoples, community organisations, local businesses and residents. We also consider visitors, neighbouring councils and their residents to form part of our sphere of influence. We are committed to engaging with our sphere of influence throughout the delivery of our Innovate RAP to assist in ensuring broad reach of the purpose of the reconciliation movement.

The natural setting of Boston Bay is a defining feature of Port Lincoln with the foreshore considered a highly valued recreation space and visitor experience. Our economy continues to strive for diversification through the innovation and growth of production and industry, bringing in new investment, workforce and population growth. In the 2021 Census, the City of Port Lincoln had a population of approximately 14,404 people with a median age of 41 years. We are a diverse community with Aboriginal and Torres Strait Islander peoples making up 6.1% of our population and approximately 16.5% of our population born overseas.



# OUR RAP

The City of Port Lincoln is developing an Innovate Reconciliation Action Plan to build upon the foundational work undertaken during the implementation of our Reflect Reconciliation Action Plan, to build a stronger, more inclusive community that fosters understanding, respect and collaboration. We are committed to taking meaningful, practical steps towards reconciliation by embedding these values into our policies and everyday practices. This next phase will focus on strengthening partnerships with First Nations communities, ensuring their voices are heard and advancing key initiatives that support the key pillars of reconciliation; respect, relationships and opportunities.

The City of Port Lincoln adopted its inaugural Reflect RAP on 20 September 2021 and was welcomed into the RAP program by Reconciliation Australia. Actions and deliverables within Council's Reflect RAP sat across various Council teams and assessment indicated most actions had been achieved, with many also having an ongoing commitment and focus. There have been some noteworthy achievements, particularly in relationship building and First Nations histories and cultures being incorporated into the public realm.

Throughout the life of our Reflect RAP, Council is proud to have achieved the following outcomes, all of which have been undertaken and achieved in partnership with local First Nations people and communities:

- Barngarla language embedded into the redevelopment of Council's foreshore precinct through artwork and signage
- Installation of Welcome to Barngarla Country town entrance signage
- The creation of a Stolen Generations Memorial at Whait Reserve
- Signage installed in the Port Lincoln Wharf precinct that includes information on the Barngarla People
- Strong relationship development with the Barngarla Determination Aboriginal Corporation and other stakeholder organisations such as Port Lincoln Aboriginal Health Services and Port Lincoln Aboriginal Community Council
- Delivery of Cultural Awareness training to elected members and staff
- Delivery of Cultural Awareness training to contractors involved in the major redevelopment of Council's foreshore precinct



## < CONTINUED

- An Acknowledgment of Country is now undertaken at the commencement of all Council meetings, and is included in Council email signature and letterhead
- Engagement of local Barngarla Peoples to provide a Welcome to Country at Council events
- Framed Acknowledgment of Country signage has been installed at Council owned facilities
- Portable Acknowledgment of Country signage purchased for display at Council events and functions
- Events held in partnership with local First Nations Peoples during National Reconciliation Weeks
- Working alongside the NAIDOC Committee each year, helping coordinate the NAIDOC March and support other significant events
- Council's partnership with Country Arts SA has seen the elevation of local First Nations artists, with regular artist group workshops held that support skill development in visual arts and support such as to exhibit in the prestigious Tarnanthi Art Exhibition hosted by the Art Gallery of South Australia
- Worked collaboratively with the Mallee Park Football Club to deliver the South Australia Aboriginal football and netball carnival in 2024
- The inaugural Ngandyarnidi (to remember) event held on 26 January 2025 at Shelley Beach, an opportunity to reflect, listen and learn
- The 'War cry' project, where art was the vehicle for truth telling and launched at the RSL

- Engaged First Nations artist to update the design for City of Port Lincoln business cards
- Introduced new Council casual polo shirts featuring artwork created by students from Port Lincoln High School's Aboriginal Visual Art Program

Developing our Reflect RAP provided valuable insights and key learnings that will help shape future actions on our journey of reconciliation. One of the most significant learnings is the importance of consulting early and often with Aboriginal and Torres Strait Islander communities and stakeholders to ensure actions and projects are co-designed with authenticity and intent and timeframes are both realistic and respectful. Taking the time to develop relationships is of utmost importance as the foundation of trust is essential for meaningful reconciliation.

We also learned that having support from all levels of the organisation is crucial to collectively champion reconciliation within their spheres of influence. We learned the importance of cultural awareness training, and providing our staff with the tools needed to support our collective journey. Providing continuous opportunity for our wider staff group to participate in the delivery and review of RAP actions is also a key learning; to build capacity across the organisation and to maintain momentum and progress.

# RAP WORKING PARTY

Our RAP Working Party includes the following membership:

- Eric Brown, Chief Executive Officer, City of Port Lincoln
- Helena Jones, Manager Community, Culture and Recreation, City of Port Lincoln
- Jason Bilney, Barngarla Determination Aboriginal Corporation
- Jayden Richards, Barngarla Determination Aboriginal Corporation
- Travis Nash, Port Lincoln Aboriginal Health Services and Port Lincoln Aboriginal Community Council

There are three members of the RWP who identify as being Aboriginal or Torres Strait Islander persons.

The City of Port Lincoln is responsible for the development and implementation of our RAP. During the RAP development phase, external RAP Working Party members engaged with their representative organisations and communities to bring forward ideas and propose actions

to advance reconciliation. We are grateful for their guidance, advice and support.

During RAP implementation phase, Council leaders who have been assigned actions within the RAP will be invited to attend RAP Working Party meetings to discuss progress and seek guidance, where required. Additionally, progress will be reported periodically to the Elected Members at Council meetings, and all Council employees will receive progressive updates at all Staff Meetings. This will ensure that the principles of reconciliation are embedded across our Council at all levels. We are grateful for the continued guidance and support from our external RAP Working Party members during the implementation of our RAP.

## RAP CHAMPIONS:

- Council's Chief Executive Officer, Eric Brown
- Council's Manager Community, Culture and Recreation, Helena Jones



Image L-R : Jayden Richards, Eric Brown, Travis Nash, Jason Bilney, Helena Jones, Vera Richards (RAP Artist)



# RELATIONSHIPS

Building strong, respectful relationships with the Barngarla People and all Aboriginal and Torres Strait Islander communities is essential to the City of Port Lincoln's core business.

Our role as a local government is centred on connecting people, delivering inclusive services, and supporting a cohesive, resilient community. Strong relationships enable culturally informed governance, meaningful engagement, and partnerships based on trust and mutual respect.

Through ongoing communication and collaboration, we aim to embed Aboriginal and Torres Strait Islander voices and perspectives across our work, helping to shape a more inclusive, culturally safe future for all who live, work, and visit Port Lincoln.

We are committed to empowering the Barngarla People and all Aboriginal and Torres Strait Islander peoples in our community by fostering opportunity for active participation in shaping the future of our City.

| Action                                                                                                                                 | Deliverable                                                                                                                               | Timeline                  | Responsibility                                |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|-----------------------------------------------|
| 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. | September 2026            | Manager Community, Culture and Recreation     |
|                                                                                                                                        | Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.               | December 2026             | Manager Community, Culture and Recreation     |
| 2. Build relationships through celebrating National Reconciliation Week (NRW).                                                         | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.                                             | April 2026, 2027          | Team Leader Community, Culture and Recreation |
|                                                                                                                                        | RAP Working Party members to participate in an external NRW event.                                                                        | 27 May- 3 June 2026, 2027 | RAP Working Party                             |
|                                                                                                                                        | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.              | 27 May- 3 June 2026, 2027 | CEO                                           |
|                                                                                                                                        | Organise at least one NRW event each year.                                                                                                | 27 May- 3 June 2026, 2027 | Team Leader Community, Culture and Recreation |
|                                                                                                                                        | Register all our NRW events on Reconciliation Australia's NRW website.                                                                    | May 2026, 2027            | Team Leader Community, Culture and Recreation |

| Action                                                                                | Deliverable                                                                                                                                                                                                    | Timeline       | Responsibility                                                                  |
|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------------------------------------------------------------------------------|
| <b>3. Promote reconciliation through our sphere of influence.</b>                     | Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.                                                                                                   | December 2026  | Manager Community, Culture and Recreation                                       |
|                                                                                       | Communicate our commitment to reconciliation publicly.                                                                                                                                                         | May 2026       | RAP Champions                                                                   |
|                                                                                       | Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.                                                                                                      | September 2026 | Manager Community, Culture and Recreation                                       |
|                                                                                       | Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.                                                                             | May 2028       | Manager Community, Culture and Recreation                                       |
| <b>4. Promote positive race relations through anti-discrimination strategies.</b>     | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.                                                                                          | March 2027     | Executive Manager People and Culture                                            |
|                                                                                       | Develop, implement, and communicate an anti-discrimination policy for our organisation.                                                                                                                        | December 2027  | Executive Manager People and Culture                                            |
|                                                                                       | Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.                                                    | June 2027      | Executive Manager People and Culture                                            |
|                                                                                       | Educate senior leaders on the effects of racism.                                                                                                                                                               | December 2026  | Executive Manager People and Culture                                            |
| <b>5. Promote relationships through stakeholder communication, advice and support</b> | Continue to consult with Traditional Owners, the Barnagarla People and other local Aboriginal and Torres Strait Islander stakeholder organisations on Native Title and/or Aboriginal Heritage Act matters.     | May 2028       | CEO/General Managers                                                            |
|                                                                                       | Provide a connecting and/or advocacy support role where applicable to Aboriginal and Torres Strait Islander stakeholder organisations who are developing relevant major projects such as Aged Care facilities. | May 2028       | CEO/General Managers                                                            |
|                                                                                       | Mayor and CEO attendance at appropriate key Aboriginal and Torres Strait Islander stakeholder events and board meetings as invited.                                                                            | May 2028       | Chief Executive Officer & Mayor                                                 |
|                                                                                       | Continue to engage with First Nations stakeholders in the delivery of relevant projects that involve open space and/or the public realm.                                                                       | May 2028       | General Manager Environment and Infrastructure, Manager Places and Presentation |



# RESPECT

Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is fundamental to the City of Port Lincoln's vision and core business.

As a Council serving a diverse community, we recognise the importance of truth-telling, cultural understanding, and acknowledging the deep connection of First Nations peoples to land and waters.

Embedding respect strengthens our organisation's ability to deliver inclusive services, promote shared pride, and support community learning and celebration.

By fostering genuine appreciation and visibility of Aboriginal and Torres Strait Islander cultures and contributions, we create space for cultural recognition, community success, and a more equitable future for all.

| Action                                                                                                                                                                | Deliverable                                                                                                                                                | Timeline        | Responsibility                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|--------------------------------------|
| <b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b> | Conduct a review of cultural learning needs within our organisation.                                                                                       | October 2026    | Executive Manager People and Culture |
|                                                                                                                                                                       | Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.                           | December 2026   | Executive Manager People and Culture |
|                                                                                                                                                                       | Develop, implement, and communicate a cultural learning strategy document for our staff.                                                                   | October 2027    | Executive Manager People and Culture |
|                                                                                                                                                                       | Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. | June 2026, 2027 | Executive Manager People and Culture |

| Action                                                                                                                                               | Deliverable                                                                                                                                                                                                                                                    | Timeline                       | Responsibility                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------------------------|
| <b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>                                      | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.                                                                                               | June 2026                      | Manager Community, Culture and Recreation      |
|                                                                                                                                                      | Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.                                                                                                                    | September 2026                 | Manager Community, Culture and Recreation      |
|                                                                                                                                                      | Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.                                                                                                          | May 2028                       | Team Leader, Community, Culture and Recreation |
|                                                                                                                                                      | Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.                                                                                                                                                | May 2026                       | Manager Community, Culture and Recreation      |
| <b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>                                 | RAP Working Group to participate in an external NAIDOC Week event.                                                                                                                                                                                             | First week in July, 2026, 2027 | RAP Working Group                              |
|                                                                                                                                                      | Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.                                                                                                                                                                    | June 2026                      | Executive Manager People and Culture           |
|                                                                                                                                                      | Promote and encourage participation in external NAIDOC events to all staff.                                                                                                                                                                                    | First week in July 2026, 2027  | RAP Champions                                  |
| <b>9. Build respect for Aboriginal and Torres Strait Islanders culture and histories through key projects such as signage and website promotion.</b> | Investigate the development of a signage/ dual naming strategy to incorporate local cultural heritage throughout our public realm in consultation with the Barngarla People and local First Nations stakeholders.                                              | March 2028                     | Manager Places and Presentation                |
|                                                                                                                                                      | Consult with Traditional Owners, the Barngarla People and local Aboriginal and Torres Strait Islander stakeholders and organisations to include information on Council's website regarding local Aboriginal and Torres Strait Islander cultures and histories. | December 2027                  | Manager Governance, Risk and Communication     |



# OPPORTUNITIES

Creating meaningful opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities is vital to the City of Port Lincoln's commitment to inclusion.

As a local government, we play a key role in enabling access to employment, and procurement. Supporting Aboriginal and Torres Strait Islander participation in

our workforce, supply chains, and decision-making processes strengthens local capacity, fosters economic empowerment, and ensures our services reflect the community we serve.

These opportunities are essential to building a more inclusive organisation, one where everyone can thrive, contribute, and be valued.

| Action                                                                                                                                    | Deliverable                                                                                                                                           | Timeline       | Responsibility                       |
|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------------------------------|
| 10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development. | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. | September 2026 | Executive Manager People and Culture |
|                                                                                                                                           | Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.               | December 2026  | Executive Manager People and Culture |
|                                                                                                                                           | Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.                          | September 2027 | Executive Manager People and Culture |
|                                                                                                                                           | Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.                                                      | May 2026       | Executive Manager People and Culture |
|                                                                                                                                           | Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.         | December 2027  | Executive Manager People and Culture |
|                                                                                                                                           | Monitor and measure Aboriginal and Torres Strait Islander peoples' employment and engagement within the recruitment process.                          | February 2028  | Executive Manager People and Culture |

| Action                                                                                                                                                               | Deliverable                                                                                                                                                                                | Timeline             | Responsibility                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------------------------------------------------------|
| <b>11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>                                       | Develop and implement an Aboriginal and Torres Strait Islander procurement strategy [within Council's procurement framework].                                                              | September 2027       | Grants and Procurement Officer                                |
|                                                                                                                                                                      | Investigate Supply Nation membership.                                                                                                                                                      | December 2026        | Grants and Procurement Officer                                |
|                                                                                                                                                                      | Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff [within Council's procurement framework].       | December 2027        | Grants and Procurement Officer                                |
|                                                                                                                                                                      | Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses [within Council's procurement framework]. | December 2027        | Grants and Procurement Officer                                |
|                                                                                                                                                                      | Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses [within Council's procurement framework requirements].                                           | December 2027        | All Delegated Officers led by the Manager Grants and Projects |
| <b>12. Promote art based economic and social outcomes for Aboriginal and Torres Strait Islander peoples through access to our facilities and structured support.</b> | Continue to engage with First Nations peoples regarding use of Council facilities, such as the Nautilus Arts Centre and Arteyrea, to promote histories and cultures.                       | May 2026, 2027, 2028 | Nautilus Arts Centre Coordinator                              |
|                                                                                                                                                                      | Continue to provide opportunities to First Nations artists through Council's partnership with Country Arts SA.                                                                             | May 2026             | Manager Community, Culture and Recreation                     |



# GOVERNANCE

| Action                                                                                          | Deliverable                                                                              | Timeline                                                          | Responsibility                                 |
|-------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------|------------------------------------------------|
| 13. Establish and maintain an effective RAP Working Party (RWP) to drive governance of the RAP. | Maintain Aboriginal and Torres Strait Islander representation on the RWP.                | March 2026<br>Quarterly thereafter in line with RWP meeting dates | Manager Community, Culture and Recreation      |
|                                                                                                 | Review and maintain a Terms of Reference for the RWP.                                    | May 2026                                                          | Manager Community, Culture and Recreation      |
|                                                                                                 | Meet at least four times per year to drive and monitor RAP implementation.               | March annually, June annually, September annually, June annually  | Manager Community, Culture and Recreation      |
| 14. Provide appropriate support for effective implementation of RAP commitments.                | Define resource needs for RAP implementation.                                            | May 2026 and 2027                                                 | Manager Community, Culture and Recreation      |
|                                                                                                 | Engage our senior leaders and other staff in the delivery of RAP commitments.            | November 2026, 2027                                               | RAP Champions                                  |
|                                                                                                 | Define and maintain appropriate systems to track, measure and report on RAP commitments. | May 2026                                                          | Team Leader Community, Culture and Recreation  |
|                                                                                                 | Maintain an internal RAP Champion from senior management.                                | May annually                                                      | CEO, Manager Community, Culture and Recreation |

| Action                                                                                                                                 | Deliverable                                                                                                                                                             | Timeline                     | Responsibility                                       |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------------------------------------------------------|
| 15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. | June annually                | Support Officer<br>Community, Culture and Recreation |
|                                                                                                                                        | Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.                                                                    | 1 August annually            | Team Leader Community, Culture and Recreation        |
|                                                                                                                                        | Complete and submit the annual RAP Impact Survey to Reconciliation Australia.                                                                                           | 30 September, annually       | Team Leader Community, Culture and Recreation        |
|                                                                                                                                        | Report RAP progress to all staff and senior leaders quarterly.                                                                                                          | March, June, September, June | Manager Community, Culture and Recreation            |
|                                                                                                                                        | Publicly report our RAP achievements, challenges and learnings, annually.                                                                                               | August 2026, 2027            | Manager Community, Culture and Recreation            |
|                                                                                                                                        | Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.                                                                               | May 2026                     | Manager Community, Culture and Recreation            |
|                                                                                                                                        | Submit a Traffic Light Report to Reconciliation Australia at the conclusion of this RAP.                                                                                | March 2028                   | Manager Community, Culture and Recreation            |
| 16. Continue our reconciliation journey by developing our next RAP.                                                                    | Register via Reconciliation Australia's website to begin developing our next RAP.                                                                                       | October 2027                 | Manager Community, Culture and Recreation            |



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