

Relevant Information for Council

FILE: X116837.001 **DATE:** 8 May 2025

TO: Lord Mayor and Councillors

FROM: Anna Mitchell, A/Executive Director Strategic Development and Engagement

THROUGH: Monica Barone PSM, Chief Executive Officer

SUBJECT: Information Relevant To Item 6.8 – Adoption - Stretch Reconciliation Action Plan 2025-2028

Alternative Recommendation

It is resolved that:

- (A) Council note the finalisation of the City of Sydney Stretch Reconciliation Action Plan (RAP) for 2020–2024, outlined in the Stretch Reconciliation Action Plan Annual Report 2024 as shown at Attachment C to the subject report;
- (B) Council adopt the City of Sydney Stretch Reconciliation Action Plan (RAP) for 2025–2028, as shown at Attachment A to the subject report, ***subject to the following amendments:***

- (i) Amend Deliverable 6.1:

Support the community's aspirations for the use and governance of **107 Redfern Street and** the local Aboriginal knowledge and culture centre at 119 Redfern Street.

- (ii) Amend Deliverable 9.5:

Include an Acknowledgement of Country or other appropriate protocols at the start of important meetings and at all public events, ***including a Welcome to Country at all citizenship ceremonies.***

- (iii) Amend Deliverable 10.3:

All staff **and Councillors** to undertake formal and structured cultural learning activities.

- 100% staff **and Councillors** undertake cultural awareness e-learning module.
- 50% of staff undertake face-to-face cultural competence learning activities.

- 50 senior leaders **and Councillors** and a select group of staff to undertake cultural immersion activities with Aboriginal and Torres Strait Islander Elders, educators and cultural practitioners.

(iv) Amend Key Learnings (page 17):

Clear leadership is crucial for successful implementation. All employees **and Councillors** are responsible for supporting these initiatives, not just Aboriginal and Torres Strait Islander staff.

(v) Amend Our Plan statement (page 20):

Our work to create a more culturally safe workplace **and city** will focus on training of all employees and deeper learnings for people managers, our executive team **and Councillors**.

(vi) Amend Plan (page 13) with the addition of:

- ***We facilitate opportunities for the panel to meet with our other advisory panels, such as the Housing For All Advisory Panel, on topics of mutual importance.***

(C) ***Council note that an annual meeting between Council and the Aboriginal and Torres Strait Islander Advisory Panel will be facilitated;***

(D) Council note the submissions received from the community on the draft Stretch Reconciliation Action Plan 2025-2028, as shown at Attachment B to the subject report; and

(E) authority be delegated to the Chief Executive Officer to make minor amendments to the City of Sydney Stretch Reconciliation Action Plan May 2025 - April 2028 in order to correct any minor drafting errors and finalise design, artwork and accessible formats for publication.

Purpose

To provide additional information and an Alternative Recommendation which enables requested updates to the City of Sydney Stretch Reconciliation Action Plan (RAP) for 2025-2028.

Background

At the meeting of the Corporate, Finance, Properties and Tenders Committee on 5 May 2025, further information and updates were requested on multiple items in the Stretch Reconciliation Action Plan 2025-2028:

Include 107 Redfern Street

In the Respect pillar, Action 6 is to 'Promote cultural knowledge and understanding by establishing a local Aboriginal knowledge and culture centre'. Deliverable 6.1 will be revised to include reference to 107 Redfern Street. The revised deliverable will be:

- Support the community's aspirations for the use and governance of **107 Redfern Street and** the local Aboriginal knowledge and culture centre at 119 Redfern Street.

Welcome to Country at Citizenship Ceremonies

On 19 August 2024, Council resolved that Citizenship Ceremonies organised by Council will open with a Welcome to Country. Deliverable 9.5 will be revised to reflect that resolution. The revised deliverable will be:

- Include an Acknowledgement of Country or other appropriate protocols at the start of important meetings and at all public events, **including a Welcome to Country at all citizenship ceremonies.**

Responsibility at Councillor Level

In reference to the responsibility of Councillors to be included in the plan and cultural learning activities, deliverable 10.3 will be revised to include Councillors:

- All staff **and Councillors** to undertake formal and structured cultural learning activities.
 - 100% staff **and Councillors** undertake cultural awareness e-learning module.
 - 50% of staff undertake face-to-face cultural competence learning activities.
 - 50 senior leaders **and Councillors** and a select group of staff to undertake cultural immersion activities with Aboriginal and Torres Strait Iskander Elders, educators and cultural practitioners.

Under the Key Learnings from the previous Stretch Reconciliation Action Plan 2020-2024, page 17 of the plan will be revised to:

- Clear leadership is crucial for successful implementation. All employees **and Councillors** are responsible for supporting these initiatives, not just Aboriginal and Torres Strait Islander staff.

In the Our Plan statement on page 20, this will be revised to:

- Our work to create a more culturally safe workplace **and city** will focus on training of all employees and deeper learnings for people managers, our executive team **and Councillors.**

Aboriginal and Torres Strait Islander Advisory Panel Meetings with Other City Advisory Panels

Regarding the City of Sydney Aboriginal and Torres Strait Islander Advisory Panel meeting with other City Advisory Panels, page 13 of the plan can be revised to reflect the changes requested. A new line will be included to say:

- **We facilitate opportunities for the panel to meet with our other advisory panels, such as the Housing For All Advisory Panel, on topics of mutual importance.**

Annual Meeting of Council and the Aboriginal and Torres Strait Islander Advisory Panel

The previous Stretch Reconciliation Action Plan 2020-2024 included a number of deliverables regarding the Aboriginal and Torres Strait Islander Advisory Panel. These are now operational and are more aligned with the City's development of a First Nations Strategic Framework in 2025. There are no actions or deliverables in the new Stretch Reconciliation Action Plan 2025-2028 where this item would neatly fit as a deliverable. The inclusion/addition of an annual meeting of the Aboriginal and Torres Strait Islander Advisory Panel is noted in the Alternative Recommendation and will become part of the operational arrangements for the Panel.

Memo from Anna Mitchell, A/Executive Director Strategic Development and Engagement

Prepared by: Preston Peachey, Program Manager - Aboriginal and Torres Strait Islander Strategy

Approved

P. M. Barone

MONICA BARONE PSM

Chief Executive Officer