

ACTION PLAN

Aboriginal and Torres Strait Islander Access and Equity Policy 2002

Library and Community Services

| Officer Responsible | Action |
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| Director | <ul style="list-style-type: none"> • Implement Council policies taking the Aboriginal & Torres Strait Islander Access & Equity Policy into account. • Promote awareness of the Aboriginal & Torres Strait Islander Access & Equity Policy and the need to provide services which are culturally sensitive. • Encourage the development of strategies within the department, which promote reconciliation between Aboriginal and non-Aboriginal Australians • When possible, participate in meetings of the Regional Aboriginal and Torres Strait Islander Forum. • Encourage staff to take advantage of opportunities for Aboriginal students to receive workplace experience and training in Council services. • Report annually on access and equity activities that have been planned or already undertaken with respect to Aborigines and Torres Strait Islanders. |
| Library Services Manager | <ul style="list-style-type: none"> • Continue to promote and support special days or weeks of importance to the Indigenous community - for example the display of posters or promotional material for Survival Day and during Reconciliation Week. • Ensure that official Council local histories eg. those on Council's web page, acknowledge prior occupation by Indigenous Australians. • Continue to expand Council library resources relating to Aboriginal and Torres Strait Islander communities and reconciliation issues. • Where needed, provide support for literacy programs for Aboriginal and Torres Strait Islanders. |
| Manager/ Co-ordinator Child Care Services | <ul style="list-style-type: none"> • Continue to implement anti-bias programs and activities in the provision of child care services. |
| Community Workers | <ul style="list-style-type: none"> • .Where possible encourage community organisations and networks to initiate strategies which encourage reconciliation between Aboriginal and non-Aboriginal Australians and a greater appreciation of Aboriginal cultural awareness |

**Multicultural
Community
Worker**

- Consult with indigenous community representatives in relation to Council Reconciliation commitments and Social Plan.
- Maintain involvement and support of the regional local government forum
- Resource other Council staff with information and resources to assist with the reconciliation process as well as improvement in access and equity commitments, as required.
- Monitor the need for the Forum co-ordinator in accordance with the ERLGATSI Forum and report to Council on the matter.
- Monitor the implementation of the Access and Equity Policy and annually report to Council on the findings.

**Social
Planner**

- Ensure that the Social Plan takes into account Council's commitment to the reconciliation process.

Corporate & Technical Services

| Officer Responsible | Action |
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| Director | <ul style="list-style-type: none"> • Implement Council's policies taking the Aboriginal & Torres Strait Islander Access Equity Policy into account. • Promote awareness of the Aboriginal & Torres Strait Islander Access & Equity Policy and the need to provide services that are culturally sensitive. • Encourage the development of strategies within the department, which promote reconciliation between Aboriginal and non-Aboriginal Australians. • Report annually on access and equity activities that have been planned or already undertaken with respect to Aborigines and Torres Strait Islanders. |
| Training Co-ordinator | <ul style="list-style-type: none"> • Review Council sponsored training programs and ensure training consultants comply with relevant Council policies, including the EEO and ATSI Policies. • Council staff will have increased awareness of ATSI policy through Council training programs and Pipeline. • When appropriate, agenda and minutes of the ERLGATSI forum to be circulated to training officer. • Liaise with staff involved in the development of a Waverley Council Aboriginal employment strategy to determine development needs. |
| Community Liaison Co-ordinator | <ul style="list-style-type: none"> • When appropriate minutes of ERLGATSI Forum to be circulated to Community Liaison Co-ordinator for action. • Promote the precinct committee to the indigenous local community through existing local and regional networks. |
| Employee Services Manager | <ul style="list-style-type: none"> • .Monitor percentage of indigenous people applying for employment to Council and evaluate its success. • Continue to review policy taking into account the results of the monitoring. • Monitor access by Aboriginal and Torres Strait Islander people to employment across a range of occupations within Council. • Agenda and Minutes of the ERLGATSI Forum to be circulated to Employee Services Manager for action, as appropriate • Next edition of the staff handbook to include Council's commitment to reconciliation. |

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| Administrative/ Information Services manager | <ul style="list-style-type: none">• Where possible assist in the promotion of significant events like Reconciliation Week, Survival Day Concert• Circulate within Council suitable information bulletins and newsletters for the purpose of increasing staff awareness of activities and achievements of Aboriginal and Torres Strait Islander individuals, families and communities.• Together with library to scan Koori Mail and include relevant parts into the Council's Web page• Ensure on going acknowledgment of Aboriginal activities prior to White settlement.• Ensure Council's Annual Report, Management Plan and Social Plan take into account our commitment to the reconciliation process and highlight specific strategies designed to address social disadvantage |
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Planning and Environmental Services

| Officer Responsible | Action |
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| Director | <ul style="list-style-type: none"> • Implement Council's policies taking the Aboriginal & Torres Strait Islander Access & Equity Policy into account. • Promote awareness of the Aboriginal & Torres Strait Islander Access & Equity Policy and the need to provide services that are culturally sensitive. • Encourage the development of strategies within the department, which promote reconciliation between Aboriginal and non-Aboriginal Australians. • Encourage strategies that give recognition to the importance of Aboriginal heritage and culture. • The review of Heritage listing to incorporate strategies relevant to Aboriginal and Torres Strait Islander people. • Report annually on access and equity activities that have been planned or already undertaken with respect to Aborigines and Torres Strait Islanders. |

Public Works and Services

| Officer Responsible | Action |
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| Director | <ul style="list-style-type: none"> • Implement Council's policies taking the Aboriginal & Torres Strait Islander Access & Equity Policy into account • Promote awareness of the Aboriginal & Torres Strait Islander Access & Equity Policy and the need to provide services that are culturally sensitive. • Encourage the development of strategies within the department, which promote reconciliation between Aboriginal and non-Aboriginal Australians. • Report annually on access and equity activities that have been planned or already undertaken with respect to Aborigines and Torres Strait Islanders. |

Beach, Parks & Recreation

| Officer Responsible | Action |
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| Director | <ul style="list-style-type: none"> • Implement Council's policies taking the Aboriginal & Torres Strait Islander Access & Equity Policy into account. • Promote awareness of the Aboriginal & Torres Strait Islander Access & Equity Policy and the need to provide services that are culturally sensitive • Continue to involve Aboriginal and Torres Strait Islander people in cultural activities at the Bondi Pavilion. • Continue to provide assistance and support for the Survival Day celebrations, as required. • In management of reserves, undertake detail research of indigenous heritage to ensure that indigenous relationship with the area is acknowledged. Eg Cliff Walk • Recognise the importance of Aboriginal heritage and ensure adequate protection of sites and rock carvings that are the responsibility of the department • Report annually on access and equity activities that have been planned or already undertaken with respect to Aborigines and Torres Strait Islanders. |

General Manager's Office

| Officer Responsible | Action |
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| General Manager | <ul style="list-style-type: none"> • Encourage the Eastern Region Local Government Aboriginal and Torres Strait Islander Forum to undertake the Aboriginal Mentoring Program for the six months prior the Local Government elections. |