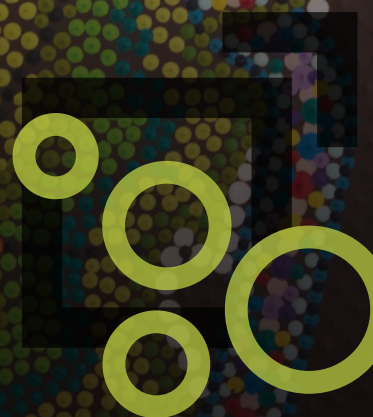


# Central Highlands Regional Council Reflect Reconciliation Action Plan

----- JUNE 2020 – JUNE 2021





# Acknowledgement of the Traditional Custodians

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CENTRAL HIGHLANDS REGIONAL COUNCIL RESPECTFULLY ACKNOWLEDGES THE TRADITIONAL CUSTODIANS OF THE LANDS ACROSS THE CENTRAL HIGHLANDS AND RESPECTS THE ELDERS, PAST, PRESENT AND EMERGING FOR THEY HOLD THE STORIES ABOUT THE RIVERS AND MOUNTAINS, THE TRADITIONS, THE CULTURES AND HOPES OF AUSTRALIA'S FIRST NATION PEOPLES.

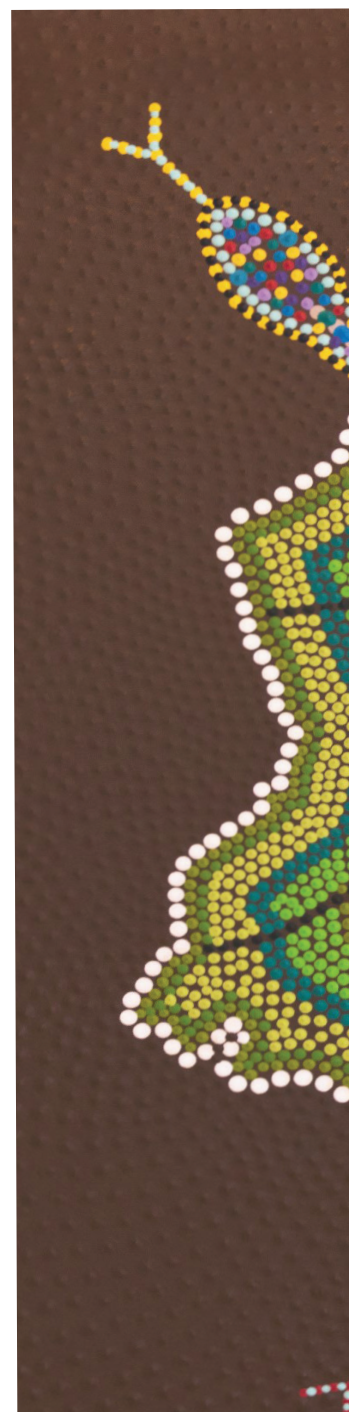
The artwork used throughout this document is from a piece created by Colin McPherson and called Moonthanguddi Country (rainbow serpent/land). The artwork features the boundaries of the Central Highlands Regional Council local government area, with the Capricorn Highway, towns and arterial roads that connect the towns shown.

Mines in the area are depicted with picks and shovels; also grazing cattle and cotton plants near Lake Maraboon. Moonthanguddi is the creator that shapes the landscapes. Each serpent represents a river and part of the Fitzroy Basin; changing colour as it becomes another river. The rivers are what keeps the entire local government area alive and sustainable.

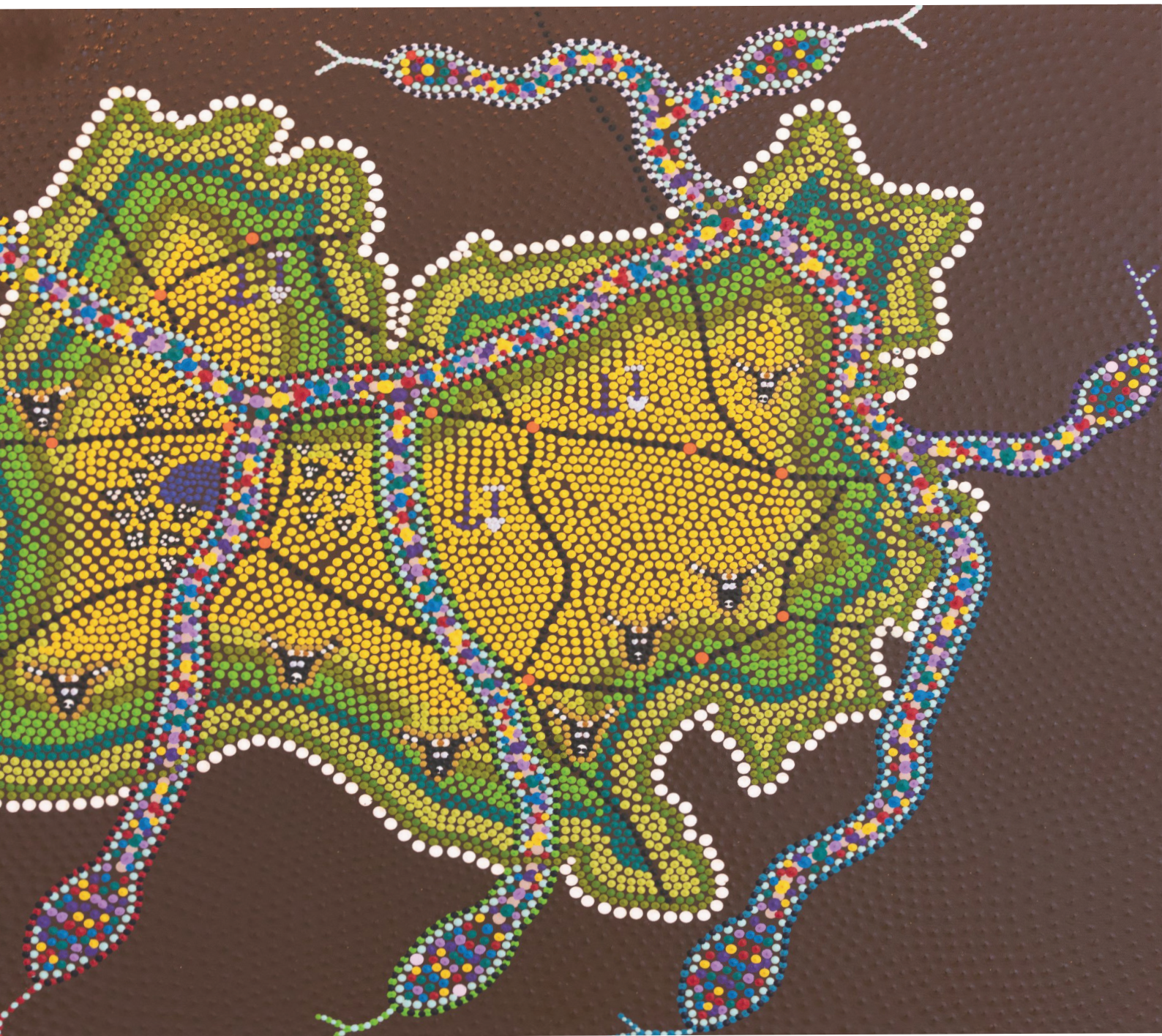
Colin McPherson, sometimes known as 'Macca' or 'Flash'.

'My family consists of, on my mother's side, the Smith family, from the Gabalbara and South Barada tribal groups of the Birri-Gubba language nation'.

The painting, depicts the Central Highlands' region and what connects us as a region, the rivers and land. On my father's side, the McPherson's from the Gomerioi -Euhayli tribal groups of the Kamileroi language nation. As a traditional descendant, cultural protocol says I must follow my mother's side. Our lands are across the McKenzie River, from the junction of the Isaac and McKenzie Rivers, across to the Boomer Ranges, down to where the Comet and Nogoa Rivers form the McKenzie. I lived and grew up in Bluff until I was 29 and have very happy memories of the area, playing rugby league for the Blackwater Devils, Souths Blackwater and my hometown Bluff.'











# CHRC Reflect Reconciliation Plan -----

Reflect Reconciliation Action Plan  
Version 1 | June 2020-2021

For further information regarding the contents  
of this document or to discuss how actions and  
outcomes will be measured please contact:

Community Development Officer – Indigenous  
Central Highlands Regional Council  
E: [enquiries@chrc.qld.gov.au](mailto:enquiries@chrc.qld.gov.au)  
P: 1300 242 686

**Disclaimer:**

All images within this document have been approved for  
use by both the persons depicted and the photographer.  
Information contained within this document is based upon  
information available at the time of development.



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# Message from the Mayor

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THE INCREDIBLY UNIQUE AND DIVERSE REGION THAT IS THE CENTRAL HIGHLANDS HAS BEEN HOME TO FIRST NATION PEOPLES AND THEIR TRADITIONAL OWNERS FOR THOUSANDS OF YEARS.

Landscape that extends from the magnificent sandstone formations at Carnarvon Gorge to the peaks at Capella; from the Drummond Range and to the Blackdown Tablelands and along the river valleys were the ancestral homes of several Aboriginal and Torres Strait Islander peoples.

It is now home to many people; all making their future in this prosperous part of the nation.

This reconciliation action plan ensures that Central Highlanders are respectful of the tradition and culture of its Aboriginal and Torres Strait Islander community that make up 4.3% of the population.

As a vibrant community that is welcoming of all people, this plan shows that a strong commitment to the Aboriginal and Torres Strait Islander peoples history of this region makes it inherently a better community to build a future.

The plan provides recognition of the many peoples who have, or are seeking, traditional ownership of the lands they have connection to and a respect for the traditional cultures of those peoples.

And, most importantly, it recognises the Elders of all those peoples past and present and provides a greater certainty that we are one community.

The plan will be used to make sure language is used to recognise the contribution of Aboriginal and Torres Strait Islander peoples and that actions are inclusive, engaging and respectful.

It is a plan for the past the present and the future.



Kerry Hayes  
Mayor  
Central Highlands Regional Council





# Message from Reconciliation Australia CEO

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RECONCILIATION AUSTRALIA IS DELIGHTED TO WELCOME CENTRAL HIGHLANDS REGIONAL COUNCIL TO THE RECONCILIATION ACTION PLAN (RAP) PROGRAM AND TO FORMALLY ENDORSE ITS INAUGURAL REFLECT RAP.

As a member of the RAP community, the Council joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides the Council a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, the Council will lay the foundations for future RAPs and reconciliation initiatives.

We wish Central Highlands Regional Council well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

*"Reconciliation is hard work—it's a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality."*

On behalf of Reconciliation Australia, I commend Central Highlands Regional Council on its first RAP, and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia











## INTRODUCTION

Central Highlands Regional Council values the cultural diversity in its region, and views Aboriginal and Torres Strait Islander cultures and heritage as integral in a shared national identity.

Council has chosen to develop a Reflect Reconciliation Action Plan (RAP), one of four types of plan frameworks endorsed by Reconciliation Australia.

In developing its Reflect RAP, council is committed to spending time scoping, developing and enhancing relationships with Aboriginal and Torres Strait Islander stakeholders and establishing a vision for reconciliation.

This considered process ensures that council is well positioned to implement effective reconciliation initiatives in the future, including the adoption of further RAP frameworks that will build on a meaningful, mutually beneficial and sustainable reconciliation process.

Council is committed to the ongoing learning and sharing in Aboriginal and Torres Strait Islander cultures, histories and contemporary issues.

This Reflect RAP outlines actions to develop respectful, meaningful relationships and sustainable opportunities to improve socioeconomic outcomes for Aboriginal and Torres Strait Islander people in the Central Highlands.

The type of cultural change this plan will encourage takes time and two timelines between June 2020 – June 2021 has been allowed for action and implementation.

2020-2021





# Our region

THE CENTRAL HIGHLANDS REGION IS IN CENTRAL QUEENSLAND, AUSTRALIA—CONSIDERED A GATEWAY TO THE OUTBACK. THE REGION'S CENTRAL BUSINESS AREA, EMERALD, IS A THREE-HOUR DRIVE FROM ROCKHAMPTON ON THE COAST AND NEARLY 900 KILOMETRES FROM BRISBANE.

Our region is huge, approximately 60,000 square kilometres, which we liken to the size of Tasmania. It stretches from Arcadia Valley in the south to the Peak Ranges in the north, east from Boolburra to Bogantungan in the west.

Around 28,000 people call the Central Highlands home and they live in the thirteen communities of Arcadia Valley, Bauhinia, Blackwater, Bluff, Capella, Comet, Dingo, Duaringa, Emerald, Rolleston, Sapphire Gemfields, Springsure and Tieri.

Naturally our region is rich—in minerals, in grazing land, in dryland and irrigated agricultural land, in water from the Nogoa and Comet rivers and Lake Maraboon (three times the size of Sydney Harbour), in national parks and wilderness areas like Blackdown Tablelands and Carnarvon Gorge, and in gems as we claim the largest sapphire-producing fields in the Southern Hemisphere.

Travellers in big rigs and small travel the major freight routes through the region that include the north-south link between Charters Towers and northern New

South Wales—identified as the inland transport alternative between Cairns and Melbourne and the Capricorn Highway leading 'grey nomads' to all points west.

**This is a vibrant region with a diverse economy based on:**

- A globally competitive coal mining industry.
- Robust and resilient agriculture and horticultural industries, including beef, grain, cotton, grapes, melons, nuts and citrus.
- Dynamic small to medium size businesses.
- Professional and government sectors.

- Adequate availability of commercial, industrial and residential land.
- An evolving tourism offering.
- Major health and education services.
- Significant new infrastructure and construction projects.

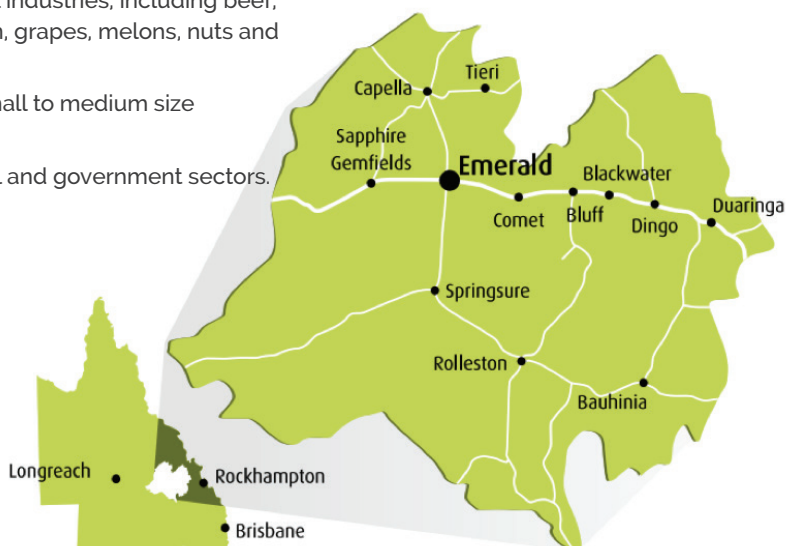






Photo credit: Elia Locardi/Tourism and Events Queensland

## OUR COMMUNITY

Mostly we're a young community; the median age is 33 years. Children aged 0-14 years make up nearly 25% of our population (Australian Bureau of Statistics 2016 Census).

The Aboriginal and Torres Strait Islander population represent 4.3 percent of the population or 1210 people. This is a relatively young group with Aboriginal and Torres Strait Islander youth aged 0 - 25 years which is 54.4% of the total Aboriginal and Torres Strait Islander population. The median age in Central Highlands of Aboriginal and Torres Strait Islander people is 24.1 years (ABS 2016).

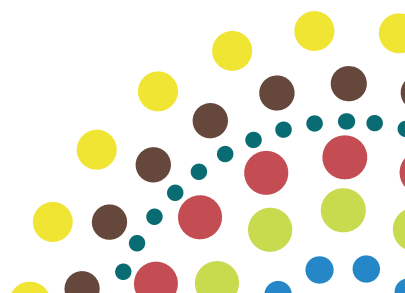
Jobs in the mining sector account for the majority of our total workforce, followed by agriculture and horticulture, the retail trade, and education and training.

The regional unemployment remains below 4.5%, well below the state average of 6.8% (Small Area Labour Markets data, Australian Government Department of Jobs and Small Business December 2019 Quarter). Unfortunately the unemployment rate for Aboriginal and Torres Strait Islander population is significantly higher at 14.8%.

More than a third of our community reside in rental accommodation, 24% have a house with a mortgage and 22% own their house outright.

## OUR NEIGHBOURS

We are surrounded by the local government areas of Barcaldine Regional Council, Isaac Regional Council, Maranoa Regional Council, Banana Shire Council, Rockhampton Regional Council and the Woorabinda Aboriginal Shire Council.



## OUR HISTORY

We are proud to recognise that the Central Highlands was originally home to many Aboriginal and Torres Strait Islander people who remain the Traditional Custodians of these lands.

Early European settlement in the region dates from the 1850s. The first pioneers brought sheep from down south to the region. Growth continued into the late 1800s with the inland expansion of the railway line west from Rockhampton and the establishment of small 'railway' towns.

Significant growth occurred in the 1950s to 1980s with the introduction of beef cattle grazing, the building of Fairbairn Dam for agricultural irrigation, and coal mining.

Today, our region is defined by the diverse prospering economies that support our unique vibrant communities.





# About council

THE VISION COUNCIL CHOSE FOR ITS REGION IS TO BE A 'PROGRESSIVE REGION CREATING OPPORTUNITIES FOR ALL'. IT IS COMMITTED TO CONTINUOUS IMPROVEMENT, A SUSTAINABLE FUTURE AND EFFICIENT INVESTMENT IN ITS COMMUNITIES.

The Corporate Plan 2017- 2022 outlines clear strategic direction for council to focus on six key priorities:

- Strong vibrant communities
- Building and maintaining quality infrastructure
- Supporting our local economy
- Protecting our people and our environment
- Leadership and governance
- Our organisation

The council chambers is located in Emerald, with offices in Blackwater, Capella, Duaringa, Springsure and transaction centres in Rolleston and Tieri.

There are nine libraries spread across the region.

Council employs approximately 480 staff dispersed across four service-based portfolios:

- Customer and Commercial Services
- Communities
- Corporate Services
- Infrastructure and Utilities

At this stage of the reconciliation journey, there is no statistical data to gain an understanding of the number of Aboriginal and Torres Strait Islander peoples employed by council. This is an action outlined in this plan, as documentation of this data will help to create a baseline for future benchmarking. In 2018 council began recording new employee data for those who wish to identify as Aboriginal or Torres Strait Islander people.





# Traditional Custodians

Photo credit: Tourism and Events Queensland

The Central Highlands is at the inter-section of several groups who each have a claim as Traditional Custodians of the land within the region. These groups are at various stages of researching and documenting their ancestry, history, language and cultural information.

Central Highlands Regional Council respectfully acknowledges and recognises all Traditional Custodian claimant groups and does not seek to pass judgement on the validity of any claim.

It is acknowledged that the areas claimed by the different groups may significantly overlap and that each group holds strong convictions about their unique spiritual, historical and ancestral connection to lands within the region.

Traditional Custodian responsibilities and matters include:

- Welcome to Country services
- Cultural heritage and matters relating to land and place
- Culture and language revival, preservation and education.

## Community Elders/Historical Elders

There are many Aboriginal and Torres Strait Islander people who undertake work within the Central Highlands Regional Council community who are not Traditional Custodians of Central Highland areas. These Elders are generally referred to as Community Elders and Historical Elders.

Many of these Elders have lived in the Central Highlands region for all or most of their lives, and are passionate about the Central Highlands community.





# Our reconciliation journey

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CENTRAL HIGHLANDS REGIONAL COUNCIL WAS FORMED IN 2008 WHEN THE FOUR SHIRE COUNCILS OF BAUHINIA, DUARINGA, EMERALD AND PEAK DOWNS AMALGAMATED INTO ONE REGIONAL LOCAL GOVERNMENT AREA.

Historically, each of these areas had varying degrees of relationship with Traditional Custodians and Aboriginal and Torres Strait Islander community members.

In 2010, with the support of corporate sponsorship from BHP Billiton Mitsubishi Alliance, council instigated an Indigenous development program that enabled employment of a community development officer to develop Indigenous community development programs and initiatives.

This was embraced as an opportunity to explore the enduring challenges faced by Aboriginal and Torres Strait Islander people and identify opportunities and strategies to overcome them. At the end of the funded period, council continued this program to initiate the reconciliation journey.

Ten years on, a need has been identified to consolidate existing relationships with stakeholders and develop new relationships to lay the foundation for a culturally progressive future.







# Our partnerships

Photo credit: Tourism and Events Queensland

Council values their Indigenous relationships and engages with the following groups:

- Barada Kabalbara and Jetimarala peoples
- Bidjara peoples
- Gaangalu Nation (Ghungalu) peoples
- Iman peoples and Local Government Consultative Committee
- Kairi peoples
- Wadja peoples
- Wangan and Jagalingou peoples
- Western Kangoulou peoples
- Woorabinda Aboriginal Shire Council

Partnerships have been formed with the following organisations to advocate and develop opportunities and initiatives to close the gap for Aboriginal and Torres Strait Islander people:

- Anglicare Central Queensland - Emerald
- Arrow Energy
- Bidgerdii Community Health Service
- Blackwater Child Care Centre
- Blackwater Tiny Tots
- BHP Billiton Mitsubishi Alliance Blackwater Mine
- Borilla Kindergarten
- Centacare CQ (Emerald and Blackwater)
- Central Highlands White Ribbon Committee
- Central Queensland Indigenous Development (CQID)
- Central Queensland Hospital and Health Service Indigenous Services
- Central West Youth Justice
- Capella Tieri Middlemount Community

Support Network - (CTM) Links

- Central Queensland University (CQU) and CQU Engagement Committee
- Coronado Curragh Mine Pty Ltd
- Thiess Mine
- Department of Aboriginal and Torres Strait Islander Partnerships
- Department Education and Training
- Emerald Neighbourhood Centre
- Emerald Preschool and Community Kindergarten
- Emerald and Blackwater Police Citizens Youth Club (PCYC)
- Public Health Network (PHN), Central Queensland, Wide Bay and Sunshine Coast
- Queensland Indigenous Family Violence Legal Service (QIFVLS)
- Reconciliation Australia
- Reconciliation Queensland
- UnitingCare
- Woorabinda Aboriginal Shire Council
- Woorabinda Learning Centre





# What we have been doing

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ACTIVITIES THAT ARE INCLUSIVE AND FOSTER A SENSE OF PRIDE, BELONGING AND COMMUNITY HARMONY HAVE BEEN UNDERTAKEN LEADING INTO AND FOLLOWING THE FORMAL BEGINNING OF THE RECONCILIATION JOURNEY IN JULY 2017.

## July 2017 onwards:

- Aboriginal art workshop in Capella.
- Building relationships with Woorabinda Learning Centre.
- Cultural craft activities provided at Nogoa November event.
- Two cultural intelligence workshops conducted for council staff and community members.
- Liaised with Borilla Community Kindergarten, Central Queensland University, Emerald Neighbourhood Centre, and Emerald Preschool and Community Kindergarten to discuss their reconciliation journey
- Men's business barbeque in Blackwater.
- National Reconciliation Week events – to acknowledge the 50-year anniversary of the 1967 referendum, and 25th anniversary of the 1992 Mabo decision in the High Court of Australia.
- Participated in planning and delivery of NAIDOC Week events in partnership with community members and organisations.
- Reconciliation workshops in Blackwater and Emerald.
- Supported, participated in, and sponsored the 2017 Academic and Talent Aspirations Program (ATAP) Regional Student Challenge in Emerald.
- Supported community members to participate in Central Highlands' White Ribbon Committee from 2017-2018
- Supported and participated in The Highlanders Family Health Days and touch football clinics.
- Two council staff completed Deadly Thinking (Mental Health) training.
- Indigenous women's leadership workshop.
- Blackwater yarning circle.
- Councillors and staff attended a one day Native Title workshop.





#### Pre 2017:

- Advocacy for individual Aboriginal and Torres Strait Islander peoples.
- Coached and supported youth in touch football competitions.
- Community gatherings including; Christmas parties with Santa, cuppa and yarn and Friday afternoons in the park.
- Facilitated and hosted NAIDOC Week events in Blackwater and Emerald in conjunction with the NAIDOC Week planning committees of Blackwater and Emerald.

- Art exhibitions.
- Elders gatherings.
- Family fun days and movie nights.
- Flag raising ceremonies.
- Street marches.
- Traditional dance workshops with Ghungalu people.
- Traditional smoking ceremonies.
- Indigenous art workshops for young people.
- Two series of Lateral Violence workshops.

- Preston Campbell, prominent rugby league player visited two consecutive years to launch the All Stars game to celebrate NAIDOC Week and provide mentoring workshops.
- Support for the students participating in the ATAP Regional Student Challenge.
- Women's leadership program and forum.



# Relationships action plan

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Review and maintain the RAP Working Group.	Review and maintain the RAP Working Group	28 February 2021	CHRC CDO I CHRC MCD CHRC GM Communities CHRC ELT
	Discuss and agree on key deliverables, mission statement and terms of reference for the RAP working group.	30 August 2020	RAP Working Group
2. Build relationships with Aboriginal and Torres Strait Islander people.	Develop a stakeholder list of Aboriginal and Torres Strait Islander people, communities and organisations within the local area that can be connected with the reconciliation journey.	30 September 2020	CHRC CDO I
	Develop a list of like-minded organisations that can be connected with the reconciliation journey.	30 September 2020	CHRC CDO I
	Communicate with Traditional Custodians and claimants to identify the culturally appropriate methods for liaising with individual groups.	30 September 2020	CHRC CDO I
	Invite Elders, Traditional Custodians to meet with council to launch the endorsed RAP.	31 August 2020	CHRC Mayor
	Publicly promote the RAP via traditional and social media through a Communications Plan.	28 February 2021	CHRC CT
	Council representative to attend the annual NAIDOC Week Elder's luncheon.	15 November 2020	
3. Participate in and celebrate National Reconciliation Week (NRW).	Host a NRW event activity or event in each of the nine libraries across the region.	30 June Annually	CHRC CDO I CHRC CE CHRC CC CHRC Libraries
	Use traditional and social media to encourage council staff and the community to attend NRW event/s.	30 May Annually	CHRC CT CC
	Register a NRW event via Reconciliation Australia's NRW website.	20 May Annually	CHRC CDO I
	Extend invitations to Aboriginal and Torres Strait Islander people to participate in NRW celebrations undertaken by council.	20 May Annually	CHRC Mayor/CEO
	Encourage RAP working group members to attend an external community activity or event to celebrate NRW events.	20 May Annually	RAP Champion and RAP Working Group members
	Encourage RAP working group members to be involved in planning and facilitating or attending NRW event/s.	1 May Annually	

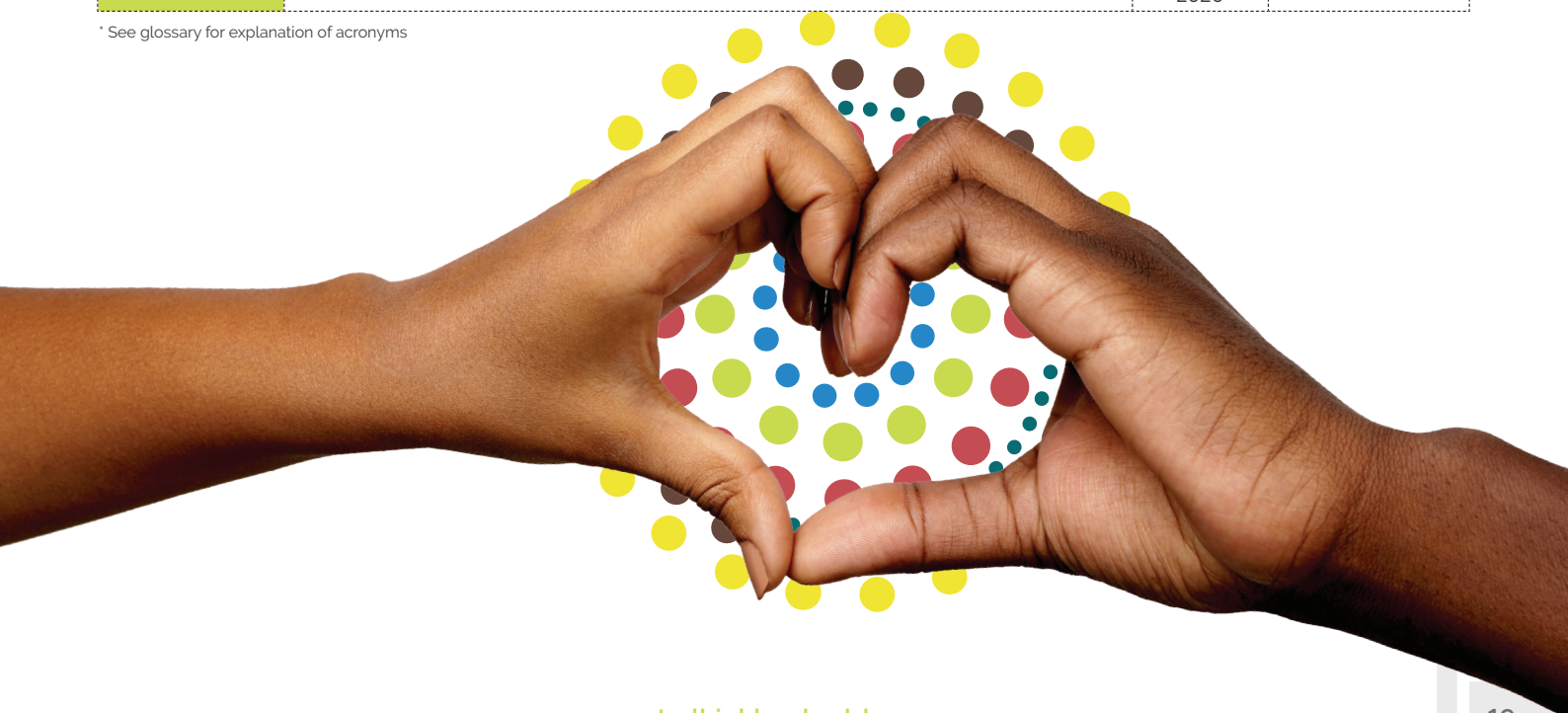




Photo credit: Tourism and Events Queensland

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Raise internal and external awareness of our RAP	RAP working group to develop a plan to raise awareness among all staff about council's commitment to the RAP and tell their own stories of cultural diversity.	30 September 2020	RAP Working Group
	Promote Reconciliation Australia's NRW resources on the council's intranet.	30 November 2020	RAP Working Group CHRC CT
	Communicate the RAP journey to service providers via established interagency networks and encourage collaborative initiatives.	Quarterly	CHRC CT
	Prepare a communications strategy to provide updates on the delivery of the RAP.	30 November 2020	CHRC CDO I CHRC CT
	Council libraries to hold annual displays to share Aboriginal and Torres Strait Islander culture.	NRW – May annually NAIDOC – November 2020	CHRC Libraries

\* See glossary for explanation of acronyms





# Respect action plan

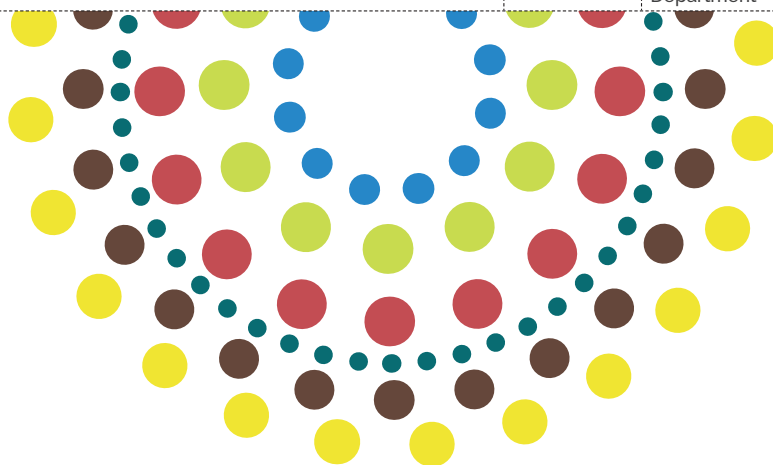
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Investigate Aboriginal and Torres Strait Islander cultural learning and development.	Use an online survey to capture data to measure council staff's current level of cultural knowledge and understanding of Aboriginal and Torres Strait Islander culture, history and achievements.	30 October 2020	CHRC HR CHRC CC
	Council's induction program for new staff to include awareness raising of its commitment to reconciliation.	30 September 2020	CHRC HR
	Review three training options to introduce sustainable cultural awareness and inclusion to all staff.	31 October 2020	CHRC HR
	Select one suitable training method and implement with council staff.	31 October 2020	CHRC HR
	Identify a list of community cultural initiatives and events and promote to staff to encourage involvement.	28 February 2021	CHRC CDO I
	Provide an opportunity for councillors and executive leadership team to develop a greater understanding of RAP commitments and local Aboriginal and Torres Strait Islander cultures, histories, aspirations and achievements.	31 December 2020	CHRC CDO I CHRC MCC CHRC GM Communities
	Encourage staff to visit Reconciliation Australia's website 'Share our Pride' <a href="http://www.shareourpride.org.au">www.shareourpride.org.au</a>	31 May 2021	CHRC HR
2. Participate in and celebrate National Aborigines and Islanders Day Observance Committee (NAIDOC) Week	Facilitate two NAIDOC Week events each year, and support the library service to hold events, to ensure a regional approach.	15 November 2020	CHRC Libraries CC
	Extend invitation to Aboriginal and Torres Strait Islander people to participate in NAIDOC Week activities undertaken by council.	15 November 2020	CHRC Mayor/CEO
	Council to be represented by councillors and two council staff at NAIDOC Week events.	15 November 2020	Councillors ELT staff
	Facilitate and support NAIDOC Week planning groups in Emerald and Blackwater.	15 November 2020	CHRC CC
	Promote NAIDOC Week initiatives internally and encourage council staff to attend.	15 November 2020	CHRC CDO I
	Councillor and/or executive leadership team representation at NAIDOC Week Elder's Luncheon.	15 November 2020	CHRC Councillors CHRC ELT





ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Document and share internally the significance and meaning behind Welcome to Country and Acknowledgement to Country.	31 July 2020	CHRC CDO I
	Develop a procedure for Welcome to Country and Acknowledgement to Country protocols.	31 March 2021	CHRC CDO I
	Develop a list of appropriate Elders' contact details for conducting Welcome to Country, noting areas associated.	31 March 2021	CHRC CDO I
	Ensure an acknowledgement of the region's Aboriginal and Torres Strait Islander peoples on: <ul style="list-style-type: none"> <li>council's strategic documents as they are endorsed</li> <li>at the start of significant council events, such as council meetings and official openings.</li> </ul>	31 October 2020	Council
	Provide two training workshops with the assistance of Department Aboriginal and Torres Strait Islander Partnerships on Aboriginal Heritage to field staff.	30 April 2021	DATSIP CC to coordinate with DATSIP Communities & Infrastructure Department

\* See glossary for explanation of acronyms







# Opportunities action plan

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Investigate Aboriginal and Torres Strait Islander employment.	Introduce an identifying component to new employee forms to capture data on Aboriginal and Torres Strait Islander peoples.	31 July 2020	CHRC HR
	Encourage employees to identify as Aboriginal and/or Torres Strait Islander peoples.	31 December 2020	CHRC HR
	Provide a script for toolbox meetings to explain the purpose of identifying as Aboriginal and Torres Strait Islander on the council's intranet.	30 September 2020	CHRC CT
	Investigate trainee and apprenticeship programs with the potential to increase opportunities for Aboriginal and Torres Strait Islander people.	31 October 2020	CHRC HR
2. Investigate Aboriginal and Torres Strait Islander supplier diversity	Prepare a fact sheet about the process required for Aboriginal and Torres Strait Islander people to become a potential supplier to council.	30 September 2020	CHRC Procurement and Creditors Team
	Contact suppliers on the Deadly Directory produced by the Department of Aboriginal and Torres Strait Islander Partnerships and invite them to become a supplier to council.	31 December 2020	CHRC Procurement and Creditors Team
3. Improve literacy and numeracy for Aboriginal and Torres Strait Islander peoples	Partner with the council's library team to host capacity-building workshops that are culturally appropriate.	31 March 2021	CHRC Procurement and Creditors Team
	Promote the Queensland State Library-funded children's literacy initiative First 5 Forever within the Aboriginal and Torres Strait Islander community.	31 March 2021	State Library of Queensland CHRC Libraries Community venues
	Council library to research resources available, including books and DVDs, written by Aboriginal and Torres Strait Islander people and identify 20 for purchase and promotion.	30 June 2021	CHRC Libraries

\* See glossary for explanation of acronyms



# Tracking & progress action plan

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Build support for the RAP.	Define resource needs for RAP development and implementation.	1 July 2020	CHRC CDO   RAP Working Group
	Define systems and capability needs to track, measure and report on RAP activities.	31 October 2020	CHRC CDO   RAP Working Group
	Report to council bi-annually on RAP actions.	July and January	CHRC CDO   RAP Working Group
	Complete the annual RAP impact measurement questionnaire and submit to Reconciliation Australia.	September Annually	CHRC CDO   RAP Working Group
2. Review and refresh RAP.	Review, refresh and update RAP based on learnings, challenges and achievements for the first year.	30 June 2021	CHRC CDO   RAP Working Group
	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements for each year.	31 March 2021	CHRC CDO   RAP Working Group
	Submit draft RAP to Reconciliation Australia for review.	31 March 2021	CHRC CDO   RAP Working Group
	Submit draft RAP to Reconciliation Australia for formal endorsement.	31 May 2021	CHRC CDO   RAP Working Group

\* See glossary for explanation of acronyms





# Acronyms

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ATAP	Academic and Talent Aspirations Program
CHACAC	Central Highlands Arts and Cultural Advisory Committee
CHRC	Central Highlands Regional Council
CDO	Community Development Officer
CC	Connect Communities Team
This department comprises Community Development Officers (CDOs) from the following areas:	
■ ACO - Arts and Culture Officer	
■ CB - Capacity Building	
■ CE - Community Engagement	
■ DE - Digital Engagement	
■ I - Indigenous	
■ YDP - Youth Development Program	
CT	Communications Team
ELT	Executive Leadership Team
HR	Human Resources
CRG	Community Reference Group
CQID	Central Queensland Indigenous Development
CQU	Central Queensland University
DATSIP	Department Aboriginal and Torres Strait Islander Partnership
DET	Department Education and Training
GM	General Manager
MCC	Manager Connected Communities
NAIDOC	National Aborigines and Islanders Day Observance Committee
NRW	National Reconciliation Week
PCYC	Police Citizens Youth Club
QIFVLS	Queensland Indigenous Family Violence Legal Service
RA	Reconciliation Australia
RQ	Reconciliation Queensland









# Glossary

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## ACKNOWLEDGEMENT TO COUNTRY

An Acknowledgement of Country serves the same purpose of Welcome to Country, which is to introduce and recognise the land and tradition, but can be done by any person, Aboriginal or non-Aboriginal. An Elder from outside the community, if they are given permission from Traditional Custodians, can also give either Acknowledgement to Country or traditional Welcome to Country. An Acknowledgment to Country can be given by any person.

## ABORIGINAL AND TORRES STRAIT ISLANDER ABBREVIATION FOR ATSI

This abbreviation is sometimes used for brevity in official statistics and reports, as well as for course codes in some universities. It is not generally considered appropriate to use 'ATSI' as a way of referring to Aboriginal or Torres Strait Islander people when speaking or writing.

## ELDER

An Aboriginal (or Torres Strait Islander) Elder is someone who has gained recognition as a custodian of knowledge and lore, and who has permission to disclose knowledge and beliefs. In some instances, Aboriginal people above a certain age will refer to themselves as Elders. It is important to understand that, in traditional Aboriginal culture, age alone doesn't necessarily mean that one is recognised as an Elder. Aboriginal people traditionally refer to an Elder as 'Aunty' or 'Uncle'. However, it is recommended that non-Aboriginal people check the appropriateness of their use of these terms.

## DETERMINATIONS (NATIVE TITLE)

Native Title Determination refers to the decision of the Federal Court which determines whether native title either does or does not exist in relation to an area of land or waters.

## FIRST NATION PEOPLES

The Aboriginal and Torres Strait Islander peoples of Australia descended from groups that existed in Australia and surrounding islands before British colonisation.

## RECONCILIATION AUSTRALIA

Reconciliation Australia is the body established to provide a continuing national focus for Indigenous and non-Indigenous reconciliation following the end of the Council for Aboriginal Reconciliation in December 2000.





## A TRADITIONAL OWNER/TRADITIONAL CUSTODIAN

A 'Traditional Owner' (also called Traditional Custodian, however some communities have specific preferences about which term to use) is an Aboriginal person or group of Aboriginal people directly descended from the original Aboriginal inhabitants of a culturally defined area of land or country and who has or have a cultural association with this country which derives from the traditions, observances, customs, beliefs or history of the original Aboriginal inhabitants of the area.

## TORRES STRAIT ISLANDS

The Torres Strait Islands are a group of at least 274 small islands which lie in Torres Strait, the waterway separating far northern continental Australia's Cape York Peninsula and the island of New Guinea. The islands are mostly part of Queensland, a constituent State of the Commonwealth of Australia, with a special status fitting the native land rights, administered by the Torres Strait Regional Authority.

## TORRES STRAIT ISLANDER

Torres Strait Islanders are the first nation peoples of the Torres Strait Islands, in Far North Queensland, part of Queensland, Australia. They are distinct from the Aboriginal peoples of the rest of Australia, and are generally referred to separately. There are also two Torres Strait Islander communities on the nearby coast of the mainland at Bamaga and Seisia.

## WELCOME TO COUNTRY

A Welcome to Country is given by an Elder or recognised spokesperson of the local community. This is usually a Traditional Owner or a Traditional Custodian who is an Elder.







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