

Reconciliation Working Group

Our Purpose

To support CN on the reconciliation journey and delivery of the Reconciliation Action Plan.

Strategic Links

One of the key strategic objectives in the Newcastle 2030 is acknowledgement and respect for local Aboriginal history, cultural heritage and peoples.



Our Pillars

RELATIONSHIPS

We walk together with First Peoples to revive and reclaim cultural traditions creating greater community understanding and shared learning.

RESPECT

We work to build sustainable communities that incorporate and respect the values and cultures of the First Peoples in supporting culturally safe spaces.

OPPORTUNITIES

We work with First Peoples organisations and communities to create a smart and innovative city. We facilitate opportunities to engage First Peoples in procurement, events, access to services and employment.

GOVERNANCE

We embrace the leadership, knowledge and cultures of First Peoples, strengthening and empowering First Peoples voices to be part of civic processes at a local government level.

Our Vision

We recognise and acknowledge that the land and waters of the Newcastle Local Government Area (LGA) are the traditional country of the Awabakal and Worimi peoples, the First Peoples of this nation.

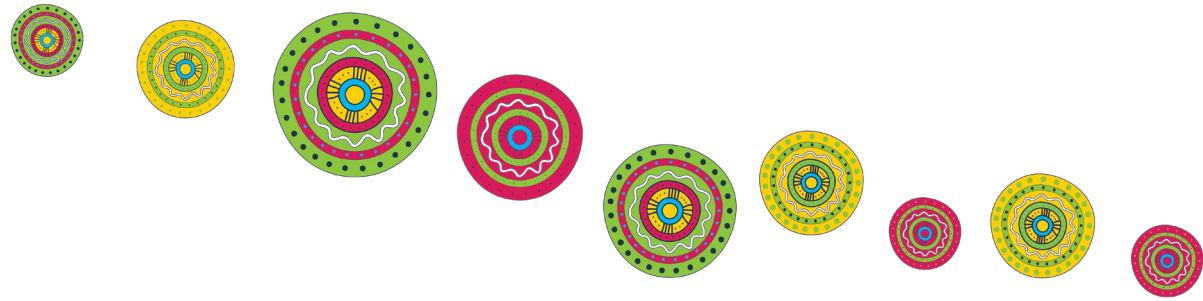
We celebrate and respect the cultures, histories and rights of the Awabakal and Worimi peoples. We pride ourselves on building meaningful relationships and partnerships based on mutual respect, knowledge and understanding.

We actively value the contribution of First Peoples to our organisation and our community.

We are committed to working together to build a better future for Aboriginal and Torres Strait Islander peoples and communities.



Reconciliation Working Group



1. How We Work

- 1.1. We recognise that Aboriginal and Torres Strait Islander employees must be given the opportunity of self-determination and involvement in the Working Group.
- 1.2. We respect cultural protocols by rotating delivery of an Acknowledgment of Country and adopting a circle for each meeting, with no formal Chair.
- 1.3. All actions will be appropriately minuted and recorded in accordance with Council's Records Management Policy.
- 1.4. All members can ask for an item relating to the business of the Working Group to be placed on the agenda.

2. Membership

- 2.1. Our Working Group comprises up to 12 members, of whom:
 - 2.1.1. At least 50% will be Aboriginal employees, with at least one member representing CN's Aboriginal Employee Network.
 - 2.1.2. One will be a Director
 - 2.1.3. One a Service Unit Manager and
 - 2.1.4. One will be the Aboriginal Engagement Partner
- 2.2. The remaining membership will be determined by way of an Expression of Interest process.
- 2.3. Membership will be for a three-year period.

3. Governance

- 3.1. Members must conduct themselves in accordance with CN's Code of Conduct
- 3.2. Members must declare and manage Conflicts of Interest and maintain confidentiality and not disclose confidential or private information.
- 3.3. Membership may be terminated due to a member's conduct being inconsistent with this Charter or CN's Code of Conduct.

4. Supporters

- 4.1. We encourage employees from across the organisation to provide meaningful input into the development and delivery of the Reconciliation Action Plan.

5. Implementing our Plan

- 5.1. We will develop project plans for the four pillars identified in the Reconciliation Action Plan.
- 5.2. We will liaise with Reconciliation Australia to enable timely development, review and monitoring of the RAP.
- 5.3. The RAP will be approved by Reconciliation Australia.

6. Reporting:

- 6.1. We will report our progress at least once annually to the Executive Leadership Team, Aboriginal Employee Network and Guraki Aboriginal Advisory Committee.
- 6.2. We will publicly report our achievements, challenges and learnings annually.
- 6.3. We will submit an annual RAP Impact Measurement report to Reconciliation Australia

7. Authority:

- 7.1. The Working Group may make recommendations to the CEO, but no functions are delegated to them.