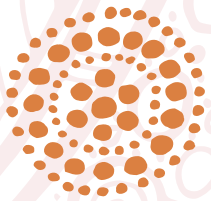


# Innovate Reconciliation Action Plan May 2024 – May 2026





## **Acknowledgement of Bundjalung Country**

Tweed Shire Council wishes to acknowledge the Ngandowal and Minyungbal speaking people of the Bundjalung Country, in particular the Goodjinburra, Tul-gi-gin and Moorung – Moobah clans, as being the Traditional Owners and Custodians of the land and waters within the Tweed Shire boundaries. Council also acknowledges and respects the Tweed Aboriginal community's right to speak for its Country and to care for its traditional Country in accordance with its lore, customs and traditions.

**Cover:** Tweed Shire Council staff during a Banaam On Country Cultural Experience at Fingal Head.  
Image: Colette Neilson

# Contents

Reconciliation Australia CEO Statement	4
Message from the General Manager	6
Introduction from the Mayor	7
Tweed Shire Council RAP vision for reconciliation	8
Tweed Shire Council Reconciliation Action Plan	9
Achievements and successes	11
1 Celebrating culture	11
2 Working together	13
3 Protecting cultural sites	14
4 Supporting community	16
Learnings	17
Our business: Tweed Shire Council	18
Our RAP Working Group	20
Acknowledgments	39
Contact	40



# Reconciliation Australia

## CEO Statement

### **Reconciliation Australia commends Tweed Shire Council on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).**

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

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Tweed Shire Council continues to be part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The 4 RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Tweed Shire Council will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Tweed Shire Council using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Tweed Shire Council to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Tweed Shire Council will ensure shared and cooperative success in the long-term.





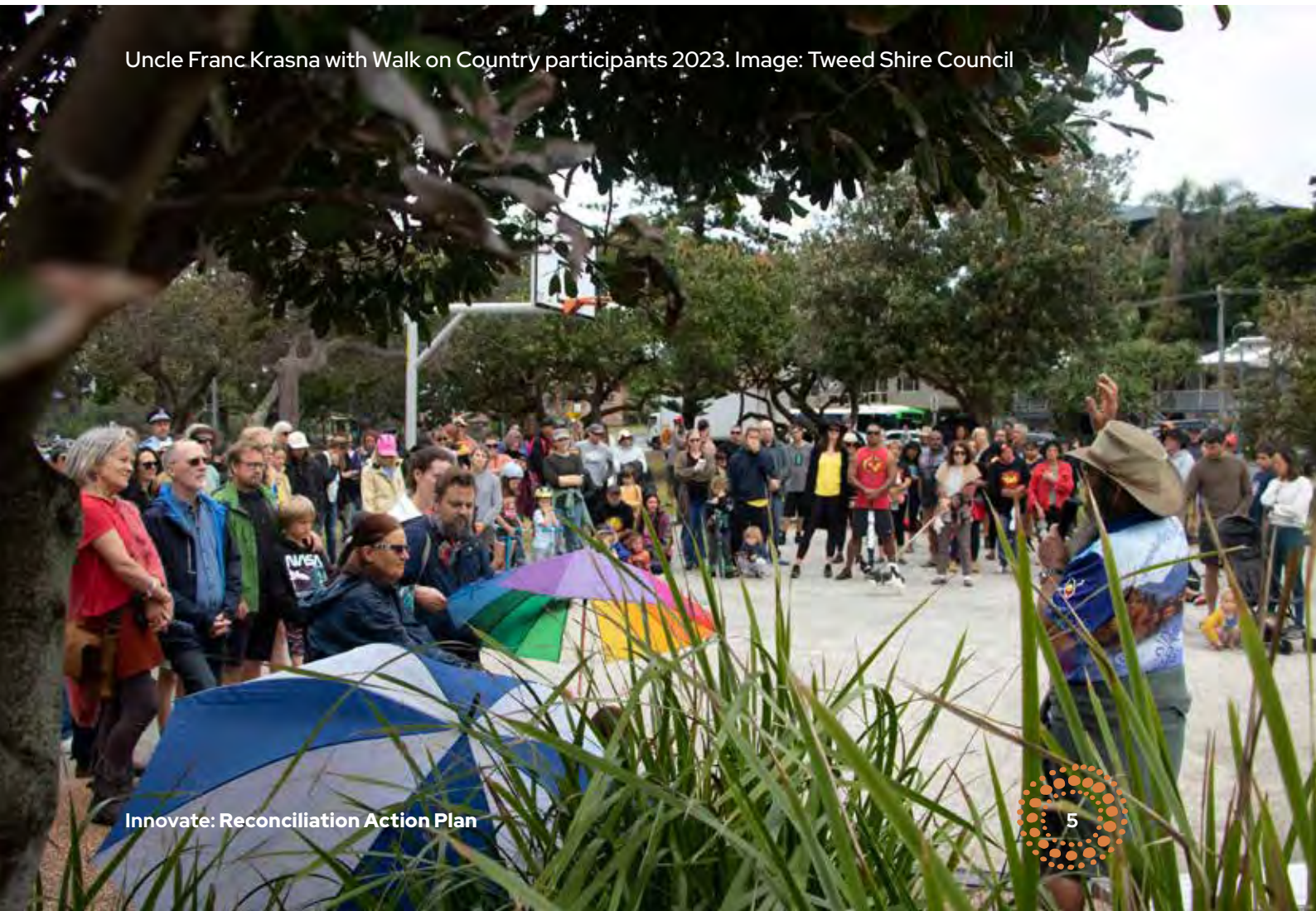
Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Tweed Shire Council future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Tweed Shire Council on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**

Chief Executive Officer, Reconciliation Australia

Uncle Franc Krasna with Walk on Country participants 2023. Image: Tweed Shire Council





## Message from the General Manager

**It is with great pride and a profound sense of responsibility that I introduce Tweed Shire Council's new *Innovate Reconciliation Action Plan 2024–2026 (RAP)*. As General Manager, I stand committed to the journey towards reconciliation between Aboriginal and Torres Strait Islander peoples and the broader community. This document serves as our roadmap, illustrating our commitment to the ideals of equity, respect, and mutual understanding.**

Our last RAP was a significant step in the right direction, and it offered us valuable insights that we have embraced as we embark on this new chapter. From the feedback and experiences gathered, we have learned the vital importance of education. Ensuring Council staff understand cultural protocols, such as how and when to use a Welcome to Country and an Acknowledgement of Country, is essential. We have also come to appreciate the significance of Aboriginal cultural storytelling about places, people, and the deep connection these narratives hold. It's through this knowledge that we build bridges of understanding and respect between our communities.

Knowledge sharing has been an invaluable aspect of our journey. Our experiences with Aboriginal cultural heritage mapping, cultural burns, and sharing knowledge with Aboriginal communities regarding navigating the planning system and other bureaucratic processes have illuminated the importance of collaboration. We recognise that together, we can forge a path that respects traditional practices and at the same time, harmonises with the contemporary world.

In our pursuit of reconciliation, specificity in Aboriginal and Torres Strait Islander cultures is paramount. It is our duty to recognise the unique identities of the clans and language groups that enrich our local area. In doing so, we pay homage to the richness of Aboriginal and Torres Strait Islander cultures, forging a path toward a more inclusive and respectful future.

As we launch this RAP, we are not only making a commitment to right past wrongs, but we are also forging a future of unity, collaboration, and mutual respect. It is through this shared journey that we can strive to create a community where everyone feels valued, included, and appreciated.

I encourage all members of our community to embrace this plan and to join us on our journey towards reconciliation. Let us be united in our pursuit of a future where Aboriginal and Torres Strait Islander cultures are celebrated, respected, and preserved for generations to come.

Yours sincerely

**Troy Green**  
General Manager







## *Introduction from* **the Mayor**

**As the Mayor of our community, it is my privilege to introduce our Council's RAP. This plan represents a significant and heartfelt commitment to fostering a future of understanding, respect, and unity between Aboriginal and Torres Strait Islander peoples and our broader community.**

Our previous RAP provided us with valuable insights, which we have carried forward into this new endeavour. Among the lessons learned, one stands out: the paramount importance of education and respect. It is our responsibility to educate ourselves about cultural protocols and the vast knowledge held within Aboriginal cultural storytelling, passed down through generations, recounting the rich history of places and people. Learning from these narratives is a step toward building bridges of understanding and respect within our community.

Another vital lesson from our past experiences has been the significance of knowledge sharing which not only strengthens our bonds but also reinforces our commitment to reconciliation.

We would like to acknowledge and honour the clans and language groups that enrich our local area, honouring their distinct cultural identities. In doing so, we pay homage to the diversity that enriches our community, and we send a resounding message of respect.

We build on the great foundation of open communication our Aboriginal Advisory Committee (AAC) has created over the last 30 years.

As we unveil this RAP, we strive for a harmonious future. We envision a community where everyone feels a sense of belonging and where the cultures of Aboriginal and Torres Strait Islander peoples are celebrated, honoured, and preserved by all.

I urge every member of our community to embrace this plan, for it embodies our shared commitment to unity and mutual respect. Together, we can embark on this journey of reconciliation, ensuring that the voices and cultures of Aboriginal and Torres Strait Islander peoples are sought out, valued, and upheld for generations to come.

Thank you for joining us in this important endeavour.

**Cr Chris Cherry**  
Mayor of Tweed Shire

# Tweed Shire Council

## RAP vision for reconciliation

**To embrace our values of looking after people and places, exploring all opportunities, and choosing to be here together. We commit to open conversations where everyone can contribute, and we are willing to have a go at making a positive difference.**

To put back into our community to ensure it is even better tomorrow than it is today. Through genuine actions and ongoing initiatives, Tweed Shire Council aims to actively contribute to the national reconciliation movement while creating a Tweed Shire that is celebrated for its unity, inclusivity, and deep respect for all.

At Tweed Shire Council, we hold a vision for reconciliation that aligns with our core values and reflects our commitment to creating a better future for all. We believe that reconciliation is an essential part of achieving our broader organisational vision:

*'The Tweed will be recognised for its desirable lifestyle, strong community, unique character and environment, and the opportunities its residents enjoy.'*

In the Tweed Shire, we aspire to a future where reconciliation is woven into the fabric of our community. Our goal extends beyond cultural acknowledgment; it is about living and loving the Tweed in a way that includes everyone.

Our vision is deeply rooted in Reconciliation Australia's 5 dimensions of reconciliation:

- 1 Race relations:** We commit to fostering positive race relations in our community. By acknowledging our shared history and promoting respect, we aim to eliminate discrimination and division.
- 2 Equality and equity:** We envision a Tweed Shire where every resident, regardless of their background, enjoys equal access to opportunities and services. Our commitment is to bridge gaps in health, education, and employment outcomes.
- 3 Institutional integrity:** We will uphold the highest standards of integrity within our organisation, recognising historical injustices and working collaboratively to rectify them.
- 4 Historical acceptance:** Our journey toward reconciliation includes an honest examination of our shared history. By embracing the truths of our past, we lay the foundation for a more inclusive future.
- 5 Unity:** Our goal is unity, where all members of our community are bound together by respect, shared values, and a sense of belonging. We aim to be a shining example of unity for the nation, fostering connections among all Australians.

Together, we will strengthen the heart of the Tweed, leaving a legacy of reconciliation and a community that truly lives our vision.





# Tweed Shire Council

## Reconciliation Action Plan

**Aboriginal sites and locations within the Tweed Shire hold immense cultural significance, representing the enduring heritage of traditional custodians and their ancestral practices. These sites retain profound value in the present day.**

Central to the identity of Tweed's Aboriginal communities is language, known as Bundjalung in the Tweed and further south, Yugambeh in southeast Queensland, and Githabul in Kyogle Shire. In the Tweed, the language dialect is Ngandowal, referring to those who use 'Ngando' for 'who' or 'somebody.'

Meanwhile, the area encompassing the Tweed Coast and south to Byron is known as Minyungbal, where 'Minyung' signifies 'what' or 'something' and serves as an identifier for its people.

Walk on Country , Kingscliff 2023. Image: Tweed Shire Council

# Tweed Shire Council

## Reconciliation Action Plan

Tweed Shire Council acknowledges the Ngandowal and Minyungbal people of the Bundjalung nation, particularly the Goodjinburra, Tul-gi-gin, and Moorungmoobah clans, as the Traditional Owners and Custodians of the land and water within our Shire's boundaries. We also respect the Tweed Aboriginal community's right to speak for their Country and to uphold their traditions and lore in caring for their ancestral lands.

We recognise and celebrate the rich heritage of Aboriginal and Torres Strait Islander peoples, their achievements and welcome the Aboriginal community's contributions to preserving, strengthening, and enriching the heritage of all Australians in our broader community.

Furthermore, we appreciate the valuable skills and contributions of the Tweed Aboriginal community, which enrich our Shire's cultural diversity.

For over 2 decades, Council has worked to enhance our relationship with the local Aboriginal community through the establishment of the AAC. The AAC, composed of representatives from various Aboriginal community groups and organisations, including the Tweed Byron Local Aboriginal Land Council, Tweed/Wollumbin Aboriginal Education Consultative Group, Tweed Aboriginal Cooperative Society, Canowindra Aged Care Facility, Tweed Corporation for Sport (Stingrays), Bugalwena Aboriginal Health Service, and other community representatives, has provided invaluable advice on matters relating to the Aboriginal community, including community development, cultural heritage, and social issues.

This is Council's second RAP. Together with other stakeholders and supported throughout the organisation, Council has already delivered a range of actions to advance reconciliation in the Tweed based off our first RAP, published in 2018. Led by the Director of Sustainable Communities and Environment and the Director of Corporate Services as Executive Sponsors and champions, a committed and enthusiastic team of staff formed a RAP Working Group (RWG) to drive the implementation of actions contained within the previous RAP and begin drafting this second RAP.

The RWG's role is to champion reconciliation within the organisation by providing strategic guidance and leadership to encourage and monitor the RAP's implementation. They did this by overseeing and reporting on the RAP's progress, developing a cooperative vision for reconciliation, promoting a culturally safe workplace, facilitating discussions on various issues, contributing to strategic policies and plans aligned with RAP actions, and building awareness and ownership of the RAP's objectives and actions.

# Achievements

## and successes

**The Tweed Shire Council RAP has achieved several key actions and outcomes across 'Celebrating culture', 'Working together', 'Protecting cultural sites' and 'Supporting community'.**

This is in addition to the work that council has embedded into its practices such as their Banaam Cultural Intelligence Awareness Training for all new staff as well as refresher programs quarterly.

### 1 Celebrating culture

- Rail Trail village signage (across Stokers Siding, Burringbah, Crabbes Creek and Mooball)
- Rail Trail village signage awarded 1st place in the Conservation – Landscape category, National Trust Heritage Award showcasing Aboriginal cultural heritage through storytelling and Welcome to Country statements.
- Kinship Festival
- Acknowledgement of Country
- Fingal Foreshore Park Walk on Country during National Reconciliation Week
- Screenings at Minjungbal Cultural Centre
- Point Danger Cultural Stories
- The Border Marker
- Livvi's Place – Goorimahbah Place of Stories
- Cultural signage and story boards
- Wollumbin Art Award (featured below)

The Wollumbin Art Award (WAA) is Tweed Regional Gallery's new biannual \$30,000 award open to artists living in the Tweed, Ballina, Byron, Kyogle and Scenic Rim Shires, Lismore and City of Gold Coast. The award celebrates the calibre and diversity of artists of the region and includes a \$10,000 Bundjalung Award for Aboriginal and Torres Strait artists sponsored by the Tweed Regional Gallery Foundation Ltd.



Image: Tweed Regional Gallery





Goorimahbah – Place of Stories. Image: Tweed Shire Council



Welcome to Country – Northern Rivers Rail Trail. Image: Tweed Shire Council

*Tingi Wala,  
Bugal-mala garulbu – garra Ngalingah jagun,  
Yoway*



Welcome, it's good that we can all gather on our Country.

The Ngandowal and Minyungbal people of the Bundjalung Nation would like to welcome you to this beautiful valley. A place where the traditional custodians, the Goodjinburra, Tul-gi-gin and Moorung-moobah clans, have a strong ongoing connection to Country.

Since time immemorial our people collectively share their dreamtime stories of this beautiful place. Along the trail you will have the honour of discovering some of these cultural stories.

As you journey through the rail trail, we ask you to respect the land, take care of Country and connect with an ancient land that has taken care of our people for many generations.

Thank you and welcome.

*Yoway*

The Goodjinburra, Tul-gi-gin and Moorung-moobah clans of the Bundjalung Nation.



Scan to listen in Bundjalung





## 2 Working together

- Aboriginal and Torres Strait Islander Town Planner Development Program
- Hastings Point Headland Management Plan and Fish Trap Management
- Ukerebagh Island flood debris clean up
- Aboriginal Advisory Committee (AAC) (featured below)

In 2023, Tweed Shire Council's AAC celebrates its 25-year anniversary. It is one of the longest running Aboriginal advisory committees to a local council in Australia.

Their purpose is to provide advice to Council to encourage and facilitate the development of the Tweed Aboriginal and Torres Strait Islander community in the Tweed. This includes acting as an official liaison between the Tweed's Aboriginal community and Council on Aboriginal issues and matters which may affect Aboriginal and Torres Strait Islander people, such as developments in culturally sensitive areas. They also support and advise Council to make decisions in a culturally appropriate, respectful and informed manner.

Significant achievements of the committee include advocating for an Aboriginal Community Development Officer on Council staff; Council's first RAP; the Aboriginal Cultural Heritage Mapping and Management Plan and the Aboriginal Statement of Commitment Policy.

The AAC includes representation from a range of Aboriginal community groups and organisations including: the Tweed Byron Local Aboriginal Land Council, Tweed/Wollumbin Aboriginal Education Consultative Group, Tweed Aboriginal Cooperative Society, Canowindra Aged Care Facility, Tweed Corporation for Sport (Stingrays), Bugalwena Aboriginal Health Service and other community representatives who may provide advice and input when required.



### 3 Protecting cultural sites

- Cudgera Creek fish traps
- Fingal Head Reserve
- Updating Aboriginal Cultural Heritage Mapping (featured below)

Council is working with Tweed Byron Local Aboriginal Land Council and the AAC to update the Aboriginal Cultural Mapping System, a shire-wide mapping of Aboriginal places of heritage significance (known cultural heritage) and predictive Aboriginal cultural heritage. Learn more [tweed.nsw.gov.au/aboriginal-cultural-heritage](https://tweed.nsw.gov.au/aboriginal-cultural-heritage)

#### Acknowledgment of Tweed's Aboriginal community and knowledge holders

As part of the development of the draft *Aboriginal Cultural Heritage Management Plan 2017* (ACHMP) members of the Aboriginal community have openly shared an appropriate level of their cultural knowledge to both assist the wider community understanding of their cultural heritage and to ensure the protection of remaining cultural heritage is a key consideration as part of any development process to minimise harm to Aboriginal cultural heritage. This sharing of knowledge significantly entrusts that the knowledge will be used respectfully and sensitively by both Council administering how this knowledge is used and by the development industry and wider community using this information.

A key component of the understanding and consideration of Aboriginal cultural heritage is mapping which aims to assist both the Aboriginal community's and the wider community's cultural understanding of known and predictive Aboriginal cultural heritage.

Preparation of the mapping has been based on review, assessment and ground truthing of sites currently registered to the Aboriginal Heritage Information Management System (AHIMS), the Bundjalung Mapping project and other documented resources, community held knowledge, review of landscape characteristics within the context of traditional Aboriginal settlement, resources, pathway, cultural and spiritual practices. Mapping has been developed through extensive consultation with the Tweed's Aboriginal communities and has taken a landscape approach based on identified key criteria.





Cudgera Creek fish traps (bottom right). Image: Tweed Shire Council



Booninybah (Fingal Head). Image: iStock



## 4 Supporting community

### Tweed Goori Youth Holiday Program

In January 2023, Council supported the Tweed Goori Youth Holiday Program. The group visited the Council's facilities at Tweed Regional Aquatic Centre Murwillumbah where they had fun cooling off in the pool, playing on the great hill slide, enjoying a BBQ lunch. The group also visited Goorimahbah – Place of Stories playground at Jack Evans Boat Harbour, where they played on the newly installed play equipment, which includes the Tweeds Aboriginal 6 Seasons calendar and artwork from local artist Christine Slabb.

Goorimahbah – Place of Stories, Tweed Heads. Image: Tweed Shire Council







# Learnings

**Some key learnings from our previous RAP have highlighted the importance of the roles of education and respect in how we develop, engage, and maintain our commitment to reconciliation.**

Expanding our learning about cultural protocols and the vast knowledge held within Aboriginal cultural storytelling, passed down through generations, recounting the rich history of places and people to continue to create the opportunities for these conversations to occur.

This has resulted in greater engagement in knowledge sharing and information exchange and maintaining the dialogue across as many forums as possible and ensuring sufficient time.

This has influenced increased awareness of community links between Aboriginal and Torres Strait Islander groups, place names and stories that relate to specific cultural sites.

Another significant learning point involves gaining insights into legislation that impacts the safeguarding of Aboriginal and Torres Strait Islander cultural heritage.

Some challenges identified the restrictions around having enough time for consultations to occur. Moving forward allowing enough time and flexibility for cultural consultation between Aboriginal and Torres Strait Islander community groups, committee members and elders has been a takeaway to address in future.

Navigating changes to Council staff, memberships of the AAC and community organisations to maintain continuity and learnings into the future. This has resulted in the allocation of specific roles within council and ensuing each team has capacity to uphold deliverables on the RAP.

# Our business

## Tweed Shire Council

**Council provides more than 50 services to more than 94,000 residents who call the Tweed home. The work of council is led by our *Community Strategic Plan 2022–2032* and cover 4 strategic streams with associated services.**

**1 Protecting:** We want a healthy natural environment relating to the region's biodiversity, bushland and coastal management, environmental sustainability and sustainable agriculture, waterways management, resource recovery and waste disposal, pest animal management.

**2 Living:** We want to be safe at home and in the community with reliable essential services and infrastructure including water supply and wastewater services, roads and traffic, footpaths and bike paths, compliance and development assessment, environmental health and local emergency management, stormwater management, Tweed Laboratory, development engineering and subdivision assessment, building certification, floodplain management and animal management.

**3 Thriving:** We want the Tweed's people and places to thrive within the Shire around recreation such as aquatic centre, lifeguard services, parks and open spaces, community wellbeing and lifestyle including community development, community care and community facilities, cultural experiences including Museums and Art Gallery, cemeteries, business, tourism and employment, holiday parks, sporting fields, events, and Rail Trail.

**4 Growing:** We want to work together to plan for the future, so the Tweed grows and evolves in a sustainable way. This covers financial services, strategic land use planning, communications and engagement, Councillor and civic business as well as customer service (Contact Centre) and customer experience, governance, human resources and work health and safety, information technology, procurement services, construction, design services, internal audit, plant and materials as well as property and legal services.

750 staff are employed at Council to assist with these services with approximately 3% of Council staff identify as Aboriginal and/or Torres Strait Islander.

Tweed Shire covers 1,303 square kilometres and borders the NSW shires of Byron, Lismore and Kyogle. The NSW/Queensland border to the north divides the twin towns of Tweed Heads and Coolangatta.

Council's sphere of influence in reconciliation extends deeply into our own community and, by extension, contributes to the broader national reconciliation movement. Within the community, Council plays a pivotal role in acknowledging and respecting the traditional owners of the land on which it operates. This involves active engagement with local Aboriginal and Torres Strait Islander communities, recognising their cultural heritage, and creating spaces for dialogue and cooperation.

By championing inclusive policies, practices, and cultural events, the council fosters a sense of belonging among all residents while promoting the appreciation and preservation of Aboriginal and Torres Strait Islander cultures and histories.

Furthermore, our sphere of influence extends to our administrative and decision-making processes. Council promotes equity and inclusivity and can champion affirmative procurement practices that support Aboriginal and Torres Strait Islander businesses. Council also facilitates opportunities for education and awareness-building within its staff and the broader community, encouraging a deeper understanding of reconciliation and its importance. Ultimately, Council's sphere of influence in Aboriginal reconciliation lies in our commitment to nurturing an environment of respect, understanding, and collaboration, fostering unity and celebrating diversity within our jurisdiction.

Council also acts as an example for other local governments across the country and seeks to influence them, and other levels of government to implement policies, programs and services that further reconciliation.

Council has 2 main office administration locations which are based in Murwillumbah, Civic and Cultural Centre, 10-14 Tumbulgum Road, Murwillumbah, NSW 2484 and at the Tweed Heads Civic and Cultural Centre, corner Brett and Wharf streets, Tweed Heads, NSW 2485.



# Our RAP

## Working Group

**The Council's RAP Working Group (RWG) consists of 21 volunteer members who represent various areas within Council. This includes staff and management at all levels, including the Executive Leadership Team (ELT), administration staff, front-facing customer service and outdoor staff. There are 5 current staff members identifying as Aboriginal and/or Torres Strait Islander, while 16 are non-Indigenous staff.**

The RWG is divided into 5 sub-committees, each focusing on key areas of the plan. These sub-committees meet regularly throughout the year to facilitate the progress, tracking and implementation of the actions outlined in the RAP.

The ELT Director Champions assist drive actions, engagement and reporting within Council. Council's AAC provide advice to Council to encourage and facilitate the development of the Tweed Aboriginal and Torres Strait Islander community in the Tweed Shire.

The AAC's role is to:

- Continually support the strategic direction of Council with respect to the advancement of matters relating to Aboriginal and Torres Strait Islander communities and cultural representation
- Support and advise the Council in making decisions in a culturally appropriate, respectful, and informed manner in relation to Aboriginal and Torres Strait Islander matters
- Function as an open and consultative regulatory body for Council on Aboriginal and Torres Strait Islander matters
- Function as a conduit of information and cultural expertise
- Consider input and feedback from the Aboriginal Advisory Group to inform recommendations made to the Council.



RAP Working Group members.

---

**RAP Champions**

Director Sustainable Communities and Environment  
Director Corporate Services

---

**Relationships**

Project Manager – Flood Restoration  
Program Leader – Pest Animals Wildlife Protection  
Project Officer – Wildlife Protection  
Community Development Officer Aboriginal

---

**Respect**

Communication Officer  
Aboriginal and Torres Strait Islander – Trainee Town Planner  
Public Programs & Audience Development Officer

---

**Opportunities**

Program Leader – Sustainable Agriculture  
Acting Leading Hand – Waste  
Acting Town Planner  
Manager Infrastructure Delivery

---

**Governance**

Manager Inclusive and Creative Communities  
Acting Town Planner  
Road Safety Officer  
Manager Corporate Governance

---

**Awareness and education**

Communication Officer  
Road Safety Officer  
Senior Human Resources Officer  
Curator – Exhibitions



# 1 Relationships

**Building strong relationships between Aboriginal and Torres Strait Islander peoples and the wider Australian community is at the core of Council's mission and central to our core business activities. These relationships serve as the bedrock for a harmonious and inclusive community, fostering unity and shared experiences among all residents.**

Effective governance hinges on inclusivity and collaboration. We believe that by actively engaging with Aboriginal and Torres Strait Islander communities, valuing their input, and ensuring their voices are heard, we can make more equitable and representative decisions that benefit everyone. This commitment to inclusivity extends to open and respectful communication, breaking down barriers, and creating opportunities for mutual learning.

Partnerships are instrumental in achieving our collective goals. Council actively seeks collaborations with Aboriginal and Torres Strait Islander communities and organisations to address shared challenges and fulfil shared aspirations. Together, we can work towards economic development, cultural preservation, and social progress. In essence, fostering strong relationships is not only a moral imperative but also a strategic one, enriching our community and driving us towards a more inclusive and brighter future for all residents.

## Focus area: Community Strategic Plan

**Goal 3.1** Support our community to be inclusive and care for each other to create stronger community bonds and support for those in need.

**Goal 4.2** Join with our community to make the Tweed better tomorrow than it is today

---

### Action

#### 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Monthly occurrence	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Community Wellbeing
1.2 Continue to consult and engage with Council's AAC on all future projects within the <i>Community Engagement and Participation Plan</i> .	October 2024	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Community Wellbeing

---

### Action

#### 2. Build relationships through celebrating National Reconciliation Week (NRW)

Deliverable	Timeline	Responsibility
2.1 Promote and advertise NRW events and activities to staff using Reconciliation Australia resources.	May 2024, 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Destination, Communications and Customer Experience and RWG
2.2 RAP Working Group members to participate in an external NRW event in keeping with Council's existing policies and explore opportunities to expand in partnership with other Council units.	May 2024, 2025	<b>Lead:</b> Director Sustainable Communities & Environment <b>Support:</b> RWG
2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2024, 2025	<b>Lead:</b> Director Sustainable Communities & Environment <b>Support:</b> RWG



---

## Action

---

### Deliverable

2.4 Organise at least one NRW event each year.

### Timeline

May 2024, 2025

### Responsibility

**Lead:** Manager Inclusive and Creative Communities

**Support:** RWG

---

### Deliverable

2.5 Register all our NRW events on Reconciliation Australia's NRW website.

### Timeline

May 2024, 2025

### Responsibility

**Lead:** Manager Inclusive and Creative Communities

**Support:** Community Wellbeing

---

## Action

---

### 3. Promote reconciliation through our sphere of influence.

---

### Deliverable

3.1 Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.

### Timeline

July, October 2024  
January, April, July,  
October 2025

### Responsibility

**Lead:** Manager People and Culture

**Support:** RWG

---

### Deliverable

3.2 Communicate our commitment to reconciliation and promote our RAP commitments publicly.

### Timeline

July, October 2024  
January, April, July,  
October 2025

### Responsibility

**Lead:** Manager Inclusive and Creative Communities

**Support:** RWG, Destination, Communications and Customer Experience

---

### Deliverable

3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.

### Timeline

August 2024

### Responsibility

**Lead:** Sustainable Communities & Environment Director

**Support:** RWG

---

### Deliverable

3.4 Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.

### Timeline

July, October 2024  
January, April, July,  
October 2025

### Responsibility

**Lead:** Manager Inclusive and Creative Communities

**Support:** RWG and Destination, Communication and Customer Experience

---

### Deliverable

3.5 Include significant dates for the Aboriginal and Torres Strait Islander community on Council's calendar of events via their public facing website and internally via Councils SharePoint.

### Timeline

December 2024, 2025

### Responsibility

**Lead:** Manager Inclusive and Creative Communities

**Support:** Community Wellbeing

---



---

## Action

---

### 4. Promote positive race relations through anti-discrimination strategies.

---

Deliverable	Timeline	Responsibility
4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> EEO Sub Committee
4.2 Develop, implement, and communicate an anti-discrimination policy for our organisation.	October 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> Destination, Communication and Customer Experience
4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	October 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> Community Wellbeing
4.4 Educate senior leaders on the effects of racism.	December 2024, December 2025	<b>Lead:</b> Manager People and Culture <b>Support:</b> Corporate Governance Team
4.5 Australia Day Working Group to annually engage with Aboriginal and Torres Strait Islander communities and key stakeholders such as Council's AAC to obtain feedback and guidance regarding cultural considerations the Tweed Shire's Aboriginal community may wish to have incorporated into the planning and delivery of events on 26 January.	January 2025, 2026	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Destination, Communications and Customer Experience



## 2 *Respect*

Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is a cornerstone of Council's ethos and deeply embedded in our core business activities. We take immense pride in the rich and diverse cultures and histories of Tweeds First Nations communities and recognise their ongoing contributions.

Understanding and appreciating these cultures and histories are essential to our mission. Council values the importance of acknowledging the Traditional Owners of the land on which we operate, fostering an environment where this knowledge is celebrated. We acknowledge that by learning from the wisdom and experiences of Aboriginal and Torres Strait Islander communities, we enrich our own understanding and can work together towards shared success.

The celebration of these cultures is not just a matter of historical significance but an ongoing commitment. Council actively promotes a culture of respect and appreciation for Aboriginal and Torres Strait Islander cultures, histories, and rights in our core business activities. Through this celebration, we aspire to create a more inclusive and harmonious community where all residents are empowered to thrive and contribute to our collective success.



## Focus area: Community Strategic Plan

**Goal 3.1** Support our community to be inclusive and care for each other to create stronger community bonds and support for those in need.

**Goal 4.2** Join with our community to make the Tweed better tomorrow than it is today.

**Goal 4.3** Support Council services, programs, and operations to be effective and transparent.

---

### Action

---

#### 1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.

Deliverable	Timeline	Responsibility
1.1 Conduct a review of cultural learning needs within our organisation.	October 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> Community Wellbeing
1.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	October 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> Community Wellbeing
1.3 Develop, implement, and communicate a cultural learning strategy document for our staff.	October 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> Human Resources
1.4 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	July 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> RWG
1.5 Continue to offer Cultural Toolbox Talks for Tweed Shire Council Field staff, in collaboration with Tweed Shire Council, Tweed Byron Local Aboriginal Land Council and Tweed Regional Museum.	May 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> Supervisors of field-based teams
1.6 Further extend Cultural Toolbox Talks to all staff to explain the importance of certain Council actions when encountering Aboriginal Cultural Heritage Artifacts and Sites.	August 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> Supervisors of Planning staff & Building and Environmental Health

---

---

## Action

---

Deliverable	Timeline	Responsibility
1.7 Promote and advertise staff involvement in extraordinary events under the direction of groups such as Tweed Byron Aboriginal Land Council and Local Land Services.	July 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> RWG
1.8 All new Tweed Shire Council employees to receive a guided tour of Tweed Regional Museum, outlining the history of Aboriginal and Torres Strait Islander peoples in the Tweed Shire.	June 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> RWG
1.9 Compile a list of external resources, books, social media accounts and courses relating to Aboriginal and Torres Strait Islander heritage and cultures which are available for staff.	December 2024	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Destination, Communication and Customer Experience with RWG

---

## Action

---

### 2. Demonstrate respect by engaging employees to understand the significance of Aboriginal and Torres Strait Islander cultural protocols.

---

Deliverable	Timeline	Responsibility
2.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Human Resources
2.2 Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2024	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Destination, Communication and Customer Experience
2.3 Develop Aboriginal branding and signage policy for digital media templates for email signatures and website content.	December 2025	<b>Lead:</b> Manager Destination, Communications and Customer Experience <b>Support:</b> Community Wellbeing

---

---

## Action

---

### Deliverable

2.4 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.

### Timeline

December 2025

### Responsibility

**Lead:** Manager Inclusive and Creative Communities

**Support:** Community Wellbeing with individual business units

### Deliverable

2.5 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.

### Timeline

December 2025

### Responsibility

**Lead:** Directors Sustainable Communities & Environment and Corporate Services

**Support:** All business units

### Deliverable

2.6 In consultation with Council's AAC, develop Acknowledgement of Country signage to be displayed at Council facilities, including the Gallery, Museum/s, Aquatic Centres, Libraries, Holiday Parks, Auditoriums and Administration Centres.

### Timeline

May 2024

### Responsibility

**Lead:** Manager Destination, Communications and Customer Experience

**Support:** Community Wellbeing

### Deliverable

2.7 In consultation with Tweed Shire Council's AAC, create and install permanent signage across the Tweed Shire (including Shire boundaries) to educate the community of the cultural significance and history of the Tweed.

### Timeline

May 2024

### Responsibility

**Lead:** Manager Roads and Stormwater

**Support:** Destination, Communications and Customer Experience and the AAC

### Deliverable

2.8 Produce a video of Welcome to Country in language to be used at appropriate events and occasions.

### Timeline

December 2025

### Responsibility

**Lead:** Manager Inclusive and Creative Communities

**Support:** Inclusive and Creative Communities

### Deliverable

2.9 Raise awareness for Council staff of leave available for Sorry Business and funerals in recognition of Aboriginal kinship systems and the community responsibility to attend.

### Timeline

December 2025

### Responsibility

**Lead:** Director Corporate Services

**Support:** People and Culture

---

## Action

---

---

## Action

---

### 3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

---

Deliverable	Timeline	Responsibility
3.1 RAP Working Group to participate in an external NAIDOC Week event.	July 2024, 2025	<b>Lead:</b> Director Sustainable Communities & Environment <b>Support:</b> RWG
3.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	July 2024	<b>Lead:</b> Director Corporate Services <b>Support:</b> People and Culture
3.3 Promote and encourage participation in external NAIDOC events to all staff.	July 2024, 2025	<b>Lead:</b> Director Corporate Services <b>Support:</b> RWG
3.4 Support through the provision of a funding contribution, Stall holder and staff attendance at the Tweed NAIDOC Week events.	July 2024, 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Community Wellbeing
3.5 Contact our local NAIDOC Week Committee to discover events in our community.	July 2024, 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Community Wellbeing





**Jahruny (Giant Barred Frog)**  
Jahruny means Platypleuron maculatum  
Pronounced: jay-ah-run-yee  
Aboriginal name: Jahruny  
Giant barred frogs are very large and powerful  
frogs. They are characterised by irregular markings  
along midlines of their bodies, which they  
lose. The male frogs call in spring and summer  
from the edges of swamps after rain.



## 3 Opportunities

**Tweed Shire Council understands that creating opportunities for Aboriginal and Torres Strait Islander people, groups, and communities isn't just the right thing to do, but it's also crucial for our day-to-day business.**

In embracing these opportunities, Council acknowledges the rich cultural heritage and unique perspectives that Aboriginal and Torres Strait Islander communities bring to the table. By actively engaging with and supporting Aboriginal and Torres Strait Islander groups, Tweed Shire Council demonstrates our commitment to reconciliation and social equity.

One key aspect of this commitment is the promotion of employment opportunities. By actively recruiting and retaining Aboriginal and Torres Strait Islander individuals, Council not only contributes to reducing unemployment rates within communities but also benefits from a diverse and skilled workforce. Additionally, Council recognises the importance of facilitating access to its systems and processes, ensuring that Aboriginal and Torres Strait Islander organisations have equitable access to procurement and other council initiatives. In doing so, Council not only acknowledges our obligations under reconciliation plans but also strengthens our operations by embracing a broader and more inclusive perspective.

Ultimately, by prioritising opportunities for Aboriginal and Torres Strait Islander peoples, Council not only meets its social responsibilities but also enhances its ability to serve the entire community effectively.

## Focus area: Community Strategic Plan

**Goal 3.1** Support our community to be inclusive and care for each other to create stronger community bonds and support for those in need.

**Goal 4.2** Join with our community to make the Tweed better tomorrow than it is today.

**Goal 4.3** Support Council services, programs, and operations to be effective and transparent.

---

### Action

---

#### 1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.

---

Deliverable	Timeline	Responsibility
1.1 Continue to provide, sustain, and build relationships among Aboriginal and Torres Strait Islander employees by providing opportunities to connect via our Goori inter-agencies.	July, October 2024 January, April, July, October 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Community Wellbeing Team
1.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2025	<b>Lead:</b> Manager People and Culture <b>Support:</b> People and Culture
1.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	October 2024	<b>Lead:</b> Manager People and Culture <b>Support:</b> Community Wellbeing
1.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders through disseminating to Aboriginal and Torres Strait Islander media.	December 2025	<b>Lead:</b> Manager People and Culture <b>Support:</b> Destination, Communications and Customer Experience
1.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October 2024	<b>Lead:</b> Corporate Services Director <b>Support:</b> People and Culture

---

---

## Action

---

### Deliverable

1.6 Include a specific recruitment, retention, and professional development program for Aboriginal and Torres Strait Islander staff within Council's Workforce Management Plan.

### Timeline

January 2025

### Responsibility

**Lead:** Manager Corporate Services

**Support:** People and Culture Team

---

### Deliverable

1.7 Consider designated Aboriginal and Torres Strait Islander positions through a process of natural attrition.

### Timeline

December 2025

### Responsibility

**Lead:** Manager Corporate Services

**Support:** Corporate Management

---

### Deliverable

1.8 Explore temporary employment opportunities for Aboriginal and Torres Strait Islander people seeking to work with Tweed Shire Council.

### Timeline

June 2024

### Responsibility

**Lead:** Manager Infrastructure Delivery

**Support:** People and Culture

---

## Action

---

### 2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

---

### Deliverable

2.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.

### Timeline

October 2025

### Responsibility

**Lead:** Manager Infrastructure Delivery

**Support:** RWG

---

### Deliverable

2.2 Investigate Supply Nation membership.

### Timeline

May 2024

### Responsibility

**Lead:** Manager Infrastructure Delivery

**Support:** RWG

---

### Deliverable

2.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.

### Timeline

January 2025

### Responsibility

**Lead:** Manager Infrastructure Delivery

**Support:** Business and Industry Development

---

### Deliverable

2.4 Review procurement policy, protocol, and procedures to identify ways to remove barriers, promote and engage more with Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services.

### Timeline

December 2025

### Responsibility

**Lead:** Manager Infrastructure Delivery

**Support:** RWG

---





---

**Action**

---

**Deliverable**

2.5 Develop, actively monitor, report, and promote commercial relationships with Aboriginal and/or Torres Strait Islander owned businesses.

**Timeline**

December 2025

**Responsibility**

**Lead:** Manager Infrastructure Delivery  
**Support:** RWG

---

**Action**

---

**3. Continue to engage with Tweed Shire Councils' AAC as representatives of Aboriginal and Torres Strait Islander stakeholders to collaboratively manage and protect Tweed's natural environment**

---

**Deliverable**

3.1 Develop a framework for sustainable engagements and training for Aboriginal Cultural Heritage Assessments on Council construction projects.

**Timeline**

December 2025

**Responsibility**

**Lead:** Special Projects Leader – Environmental Approvals  
**Support:** RWG

---

**Deliverable**

3.2 Investigate a Shire-wide Aboriginal Cultural Heritage Assessment to improve Aboriginal cultural heritage outcomes on Council construction projects.

**Timeline**

December 2025

**Responsibility**

**Lead:** Special Projects Leader Environmental Approvals  
**Support:** RWG

---

**Deliverable**

3.3 Investigate opportunistic promotion of traditional foods and methods in local agriculture.

**Timeline**

December 2025

**Responsibility**

**Lead:** Director Sustainable Communities & Environment  
**Support:** RWG

---

**Deliverable**

3.4 Collaborate with Aboriginal and Torres Strait Islander communities (such as Tweed Byron Local Aboriginal Land Council) to enhance biodiversity values on Country and address threats from pest animals, weeds, and human visitation.

**Timeline**

December 2025

**Responsibility**

**Lead:** Director Sustainable Communities & Environment  
**Support:** Sustainability and Environment

---

---

## Action

---

### 4. Develop and implement a comprehensive Cultural Awareness Program aimed at increasing understanding and recognition of Aboriginal and Torres Strait Islander cultures and histories across the Tweed Shire.

---

Deliverable	Timeline	Responsibility
4.1 Collaborating with Aboriginal and Torres Strait Islander community and through our AAC on creating cultural story boards and interpretative signage throughout the Shire to build awareness and education opportunities.	June 2024	<b>Lead:</b> Director Sustainable Communities & Environment <b>Support:</b> Inclusive and Creative Communities

---

Deliverable	Timeline	Responsibility
4.2 RWG to visit Minjungbal Museum & Cultural Centre to gain familiarity and assist in identifying collaborative projects that can enhance the site.	May 2024	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> RWG

---

## Action

---

### 5. Work with Tweed Byron Local Aboriginal Land Council Rangers to protect cultural heritage sites in the Tweed Shire.

---

Deliverable	Timeline	Responsibility
5.1 Engage in the information exchange and the sharing of resources where possible.	July, October 2024 January, April, July, October 2025	<b>Lead:</b> Unit Coordinator - Strategic Planning <b>Support:</b> Strategic Planning

---

Deliverable	Timeline	Responsibility
5.2 Identify additional sites and crossovers.	July, October 2024 January, April, July, October 2025	<b>Lead:</b> Unit Coordinator - Strategic Planning <b>Support:</b> Strategic Planning

---

Deliverable	Timeline	Responsibility
5.3 Engage Tweed Byron Aboriginal Land Council Rangers in identified cultural and heritage projects.	July, October 2024 January, April, July, October 2025	<b>Lead:</b> Unit Coordinator - Strategic Planning <b>Support:</b> Strategic Planning

---



# 4 Governance

## Action

### 1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. Review, refresh, and update RAP

Deliverable	Timeline	Responsibility
1.1 Ensure representation of Aboriginal and/or Torres Strait Islander people on the RWG.	May 2024	<b>Lead:</b> Director Corporate Services <b>Support:</b> RWG
1.2 Establish and apply a Terms of Reference for the RWG, to be reviewed annually.	May 2024	<b>Lead:</b> Director Corporate Services <b>Support:</b> RWG
1.3 Meet at least 4 times per year to monitor and report on RAP implementation.	July, October 2024 January, April, July, October 2025	<b>Lead:</b> Director Corporate Services <b>Support:</b> RWG

## Action

### 2. Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
2.1 Define resource needs for RAP implementation.	May 2024	<b>Lead:</b> Director Corporate Services <b>Support:</b> RWG
2.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	July, October 2024 January, April, July, October 2025	<b>Lead:</b> Director Corporate Services <b>Support:</b> RWG
2.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2024, 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> RWG
2.4 Appoint and maintain an internal RAP Champion from senior management.	May 2024	<b>Lead:</b> General Manager <b>Support:</b> RWG

---

## Action

---

### 3. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.

---

Deliverable	Timeline	Responsibility
3.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss important RAP correspondence.	June 2024, 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> RWG
3.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2024, 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> RWG
3.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2024, 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> RWG
3.4 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2026	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> Community Wellbeing
3.5 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	January 2026	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> RWG
3.6 Publicly report our RAP achievements, challenges and learnings, annually. Publicly report our RAP achievements, challenges and learnings.	September 2023, 2024, 2025	<b>Lead:</b> Manager Destination, Communications and Customer Experience <b>Support:</b> RWG and Inclusive and Creative Communities
3.7 Report RAP progress to all staff and senior leaders quarterly.	July, October 2024 January, April, July, October 2025	<b>Lead:</b> Director Sustainable Communities & Environment <b>Support:</b> RWG

---

## Action

---

### 4. Continue our reconciliation journey by developing our next RAP.

---

Deliverable	Timeline	Responsibility
4.1 Register via Reconciliation Australia's website to begin developing our next RAP.	July 2025	<b>Lead:</b> Manager Inclusive and Creative Communities <b>Support:</b> RWG

---





# Acknowledgments

## Illustrations by Christine Slabb

Imagine a lifestyle surrounded by culture, art and saltwater. Bundjalung/Yugambeh Artist and Graphic Designer, Christine Slabb lives out this lifestyle.

Her family lives a lifestyle that is connected to nature and continues to practice traditional cultural principles.

Christine's inspiration comes from her strong connection to her local environment and community. From connection and environment comes cultural stories, cultural practices, nature, seasons and everyday life.

*"Being from a coastal group of Aboriginal people we have a strong affiliation with the sea and all of its richness and resources, so a lot of my designs are inspired by the coastal lifestyle that we find here on the coast."*

Christine Slabb

*Contact details*

**Shannon Carruth**

Manager Inclusive and Creative Communities  
02 6770 2400  
Email: [tsc@tweed.nsw.gov.au](mailto:tsc@tweed.nsw.gov.au)

*Contact and connect*

**02 6670 2400**

[tweed.nsw.gov.au](http://tweed.nsw.gov.au)  
[tsc@tweed.nsw.gov.au](mailto:tsc@tweed.nsw.gov.au)  
PO Box 816 Murwillumbah NSW 2484

