

Draft Reconciliation Action Plan 2023 Have Your Say Summary Report

Survey respondents were invited to provide feedback on the draft Willoughby City Council Reflect Reconciliation Action Plan 2024-2025. The survey was open for consultation from 11 September 2023 to 2 October 2023.

18 responses were received from residents, stakeholders and community members.

The following is a summary of the submissions and officer responses.

Q6. Please provide feedback on the draft Willoughby City Council Reflect Reconciliation Action Plan 2024-2025		
	Sentiment	Response
1	Not what we pay rates for. Council services not virtue signalling. Focus on the job for which rate payers are paying their rates and council fees.	Note the comment. No change to the Draft RAP required.
2	I object to this Reconciliation Action Plan. We, the Australian people allow our governments to spend multiple billions of dollars each year on Aboriginal benefit programs. The Aboriginal people are privileged enough without bending over backward to offer more. The bureaucratic wastage of money in this area is horrendous.	Note the comment. No change to the Draft RAP required.
3	It is my belief that all residents of Willoughby should be treated equally irrespective of their genetics. Willoughby City Council should not distinguish people along the lines of racial makeup. Willoughby City Council is there to provide the same respect and services for all. "We are one and we are many, from all the lands on earth we have come" Being inclusive should be the aim of Council, not to divide our people according to their ancestors.	Note the comment. No change to the Draft RAP required.
4	There is absolutely no reason to have a WC reflect reconciliation plan. Things like this are no concern of the council. Council related Individuals who wish to be concerned about strange conceptions such as this should do it in their own time and not involve the council or ratepayers.	Note the comment. No change to the Draft RAP required.
5	Believe we are all Australians and we ought not have "special" groups identified. We should be helping the disadvantaged with the money that in my view is being spent unwisely on this issue.	Note the comment. No change to the Draft RAP required.
6	The draft plan for 2024 seems to have some nice-to-have activities relating to recognition. We'd like to see stronger link to the Uluru Statement, particular around the truth telling aspect. I hope the activities can involve more CALD communities as there is a bigger gap in their connection to the Reconciliation process. Separate matter, The Council can also make more tangible difference in education around the upcoming Voice Referendum. Its absence on	Support the RAP. The Reflect RAP will explore how to engage with CALD communities in relation to reconciliation. The next iteration of the RAP will be able to look at

	this important matter which will make real difference to our First Nations' lives are, in some contrast to other councils in the North shore and it is disappointing.	more complex issues such as truth telling once connections with the local ATSIC community have been strengthened.
7	The RAP should restrict itself to a very limited scope of discussion.	Note the comment. No change to the Draft RAP required.
8	Please don't waste our rate payer money on this. There are far more important items to put council resources towards such as Schools, transport and parklands. I do not support this reconciliation action plan.	Note the comment. No change to the Draft RAP required.
9	Very disappointing. Very weak evaluation/KPIs No initiative shown for the past 10 years. You haven't even taken the opportunity to help inform residents about the Referendum! I hope Recon Australia speaks sternly to you about the difference between lip service & action. You could at least ensure all staff undertake cultural awareness training by the end of next year, join Supply Nation now and set a target for employment of Aboriginal staff.	Note the comment. Reconciliation Australia has reviewed the draft RAP and is supportive.
10	Use full words and not acronyms (ATSIC). Highlight days of importance such as; Torres Strait Islander Children's Day, The Apology, National Sorry Day providing information to staff and community. Otherwise, looks good.	Note the comment. We will endeavour to avoid using acronyms wherever possible.
11	I have difficulty in seeing why it is necessary to single out Aboriginal and/or Torres Strait Islanders from all the other community groups for special actions. In particular to the employment of Aboriginal and/or Torres Strait Islanders by WCC, I would hope that you hire everybody based on their abilities and not their racial heritage.	Note the comment. No change to the Draft RAP required.
12	The draft RAP provides a comprehensive approach for the Willoughby City Council. I personally appreciate 1.1. which recognises the need for this to be led and guided by indigenous people, not to dictate to indigenous people what their future in Willoughby should look like. By having that collaboration at its centre, the rest of the RAP should develop in a way that empowers the entire community.	Supportive Note the comment. No change to the Draft RAP required.
13	I think the RAP is an amazing idea and definitely shows our respects to the First Nations people as a community although, there are a few sections I would change to make sure the RAP is working to the best of its abilities for First Nations people. Firstly, with the section where you are creating a RAP working group, I believe that it would be beneficial to have a First Nations person part of this group, to help make sure that all the plans are made are beneficial and are culturally appropriate. I also think that at all Willoughby library events, there	Supportive Comment. RAP working group will encourage First Nations participation. Calendar of ATSIC events in largely set by National and State Indigenous organisations.

	should be an acknowledgment of the country to show our respect as at the moment it says some events. It would also be beneficial to try and have the events spread out a bit, I understand that the events link up with days like NAIDOC week and National Sorry Day but it is also important to continue events through the year to make sure it doesn't seem like an idea just for these time and more so that it is understood that is a plan for the community over years.	Supportive. All Library events to have an Acknowledge of Country. Change to the RAP required.
14	I firmly agree with all three points about protecting and respecting country, recognising First Nations people and respecting their heritage and their custodianship of country, and encourage diversity in the WCC area - and I hope that WCC will implement all suggested actions.	Supportive Comment. Noted. No change to the Draft RAP required.
15	I support the actions outlined the draft Reconciliation Action Plan.	Supportive Comment. Noted. No change to the Draft RAP required.
16	As there are no surviving Cammeraygal people in the Willoughby Council area who are the Council actually reconciling with? It's a hand waving feel good exercise that will have no positive impact I would appreciate a list of Willoughby Councillors who have spent significant time in any indigenous community anywhere.	There are 208 residents of Willoughby who have identified as ATSIC in the 2021 Census. The Reflect RAP is an important step in engaging with this community in a respectful and meaningful way.
17	The Plan looks good, some of the action points seem arbitrary in terms of the order with which they are completed. I like the idea of establishing a yarning circle. Definitely feel like First Nations cultural awareness is important to educate staff about - could be solid focus when we get to that stage of the journey.	Supportive Comment. Noted. No change to the Draft RAP required.
18	Encouraging to see various Council Business Units are involved in the Reflect RAP. Especially, happy to see action plans to improve employment and procurement opportunities for Aboriginal and Torres Strait Islanders. Just one question for 4.4. Is there a special reason why it takes so long to explore membership for Welcoming Cities? Two correction requests 1. On Page 2, 4th line from the top, update it to "delivery of community projects and multicultural services at MOSAIC," 2. On Page 2, 5th line from the bottom, remove a "." period after "Territory" 3. Two timelines missing for Action Plans 3.5 & 3.6	Supportive Comment. Action Plan reviewed to bring forward many of the key deliverables. Corrections noted.



22 November 2022

BY EMAIL Dinaz.Rather@Willoughby.nsw.gov.au

Dinaz Rather
Willoughby City Council
PO Box 57
CHATSWOOD NSW 2057

Dear Dinaz,

PERMISSION TO USE THE IMAGE OF THE TORRES STRAIT ISLANDER FLAG

We refer to your email dated 10 November 2022 seeking permission for Willoughby City Council to reproduce the image or use elements of the Torres Strait Islander flag ("the Image") on its educational resources, marketing, communications, promotional materials and social media platforms (including on its website).

The Torres Strait Island Regional Council ("Council") has no objection to your request to use the Image, provided as follows:

1. The reproduction of the Image must meet the original colour codes and design, as shown in the attached high-resolution copy.
The colour codes are:
Blue – PMS 280
Green – PMS 342
2. Willoughby City Council is not permitted to license to others any right to use the Image.
3. Where appropriate, any reproduction of the Image should acknowledge the designer, the late Mr Bernard Namok.

I attach a high-resolution copy of the Image, which is to be used only for the exact purpose of your request, as stated above.

Should you have further queries please do not hesitate to contact Julia Maurus, Senior Legal Officer, on (07) 4034 5763 or via email: Julia.maurus@tsirc.qld.gov.au

Yours sincerely,

Dawson Sailor
Head of Community Services

