

# City of Hobart

## Aboriginal Commitment and Action Plan 2020–22

### Annual Report 2020

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#### INTRODUCTION

The City of Hobart's Aboriginal Commitment and Action Plan (ACAP) was officially launched in January 2020. The ACAP remains in effect until January 2022 and is the first of its kind for any local government in Tasmania. It contains very ambitious targets defined through extensive community and staff engagement. These targets are outlined in 20 actions with 66 deliverables across all areas of the organisation.

This report provides an overview of key achievements and challenges during the first year of delivery of this plan and outlines the key focus areas for action in 2021.

#### KEY ACHIEVEMENTS:

- Civic banners acknowledging the first peoples installed across the city.
- Improved governance mechanisms through ACAP Working Group and annual reporting.
- Development of an Aboriginal Language and Protocols Guide to support respectful communications, Welcomes to Country and Acknowledgements of Country across the organisation.
- Increased level of Aboriginal procurement, with 12 Aboriginal owned businesses providing services to the City during 2020.
- Support for four Aboriginal arts and community projects through the community grants program.
- Development of a list of Aboriginal providers offering Welcome's to Country and Cultural offerings.
- Advice and support provided to regional councils and state-based organisations assisting in the process of developing their own Reconciliation Action Plans.
- Contracted three Aboriginal artists to deliver temporary art projects to reinterpret the William Crowther statue in Franklin Square. The fourth project has been awarded to a partnership that includes an Aboriginal artist.
- Continued support for NAIDOC Week and Reconciliation Week celebrations including support for a public event showcasing local and national Aboriginal film content, participating in online activities, and visible acknowledgements.
- Membership and participation in the Tasmanian Reconciliation Collective including attendance at the first annual Reconciliation Collective forum.
- Anti-discrimination training completed by managers, and the establishment of a new anti-racism public education campaign 'Hobart Respects All'.
- Continued to strengthen relationships and improve engagement with Aboriginal organisations and groups.



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## CHALLENGES:

There have been significant challenges in delivering on the ACAP in 2020. The most significant was the impact of the coronavirus pandemic this year. The virus caused the closure of a number of council services and resulted in a significant loss in revenue. This has led to organisation-wide budget cuts, significantly lessening the availability for funds for ACAP actions and reducing the capacity to deliver projects aimed at visitors to Hobart.

Staff changes have also impacted delivery of ACAP actions due to the time needed to recruit and train new specialist staff in this area. In addition, the City acknowledges that some of the larger projects within the ACAP will take time to implement, particularly with projects relating to naming, interpretation, and bushland and heritage management. There are challenges in finding mutually agreed outcomes on naming and interpretation. The City understands the importance of Aboriginal language and voices in these spaces and continues to navigate a way forward in partnership.

## KEY PROJECTS MOVING FORWARD:

- Strong staff participation in cultural awareness training.
- Completion of Crowther reinterpretation project.
- Installation of Aboriginal acknowledgment at Town Hall and other place-based acknowledgements in the City.
- Continued support for community campaigns such as Invasion Day /#changethedate.
- Review of principles of Aboriginal engagement and measures of success.
- Initiation of research project on history of Hobart as it relates to Aboriginal people.
- Embedding of meaningful acknowledgements in communications.
- Development of an Aboriginal procurement plan.

## CONTACT DETAILS:

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