



# City of Hobart Aboriginal Commitment and Action Plan

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*Walking together towards reconciliation*

January 2020 – January 2022



# Acknowledgement

In recognition of the deep history and culture of our city, we acknowledge the Tasmanian Aboriginal people as the Traditional Custodians of this land. We acknowledge the determination and resilience of the Palawa people of Tasmania who have survived invasion and dispossession and continue to maintain their identity, culture and rights.

We recognise that we have much to learn from Aboriginal people today, who represent the world's oldest continuing culture. We pay our sincere respects to Elders past and present and to all Aboriginal people living in and around Hobart.

## Document Format

In February 2019 the Hobart City Council endorsed commencement of a project to develop a Reconciliation Action Plan (RAP). During the extensive community and staff engagement process (details on page 11) it became clear that the RAP format was not universally accepted. Although RAPs are nationally recognised, many Aboriginal participants requested a document that would reflect Hobart and Tasmania's particular history and context; a document that was more nuanced and tailored and did not focus on the term 'reconciliation'.

For many years, Tasmania has been relatively silent about its Aboriginal history, and, in particular, the devastating impacts of colonialism on Aboriginal people, leading to a lack of understanding about continuing Tasmanian Aboriginal culture within Tasmania and Australia, as well as overseas. This history made the project and process to create a new action plan especially important. The plan needed to be unique to Hobart and

Tasmania and the outcomes needed to face these experiences and deeply consider ways of moving forward together.

This led to the decision to reframe the document as an Aboriginal Commitment and Action Plan, in line with other City of Hobart plans. This collaborative and responsive approach is intended to reflect the type of relationship the City hopes to have with Aboriginal stakeholders moving forward – one of respect, consideration, acknowledgement and walking together.

Whilst the local community has directly guided the language and the actions within this plan, it has remained closely aligned with the RAP framework. We are grateful that Reconciliation Australia recognised the unique context here in Hobart, and agreed to endorse the document as an Aboriginal Commitment and Action Plan under the RAP framework.

Photography credits: Andrew Wilson, Amy Brown, Alistair Bett





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# Our Commitment to Aboriginal People in Hobart

In response to all we have heard from Aboriginal people throughout this project, the City of Hobart commits to the following in the implementation of this plan:

- recognising and valuing the strong, spiritual connection that Aboriginal people have to this place;
- walking alongside Aboriginal people as equal partners;
- seeking out and respecting diverse stories and views;
- being brave and willing to take a stance, even when it gets hard;
- working to uncover and make visible the truth of our shared history;
- working towards a culturally safe organisation;



- demonstrating leadership in reconciliation in partnership with Aboriginal people;
- being accountable and transparent about our progress against this plan;
- embracing artistic and cultural expression as valuable communication methods;
- standing with Aboriginal people in matters of significance; and
- creating a long-term vision that is maintained beyond political and budgetary cycles.





## Lord Mayor's Statement



Our community looks to us to lead in the recognition and celebration of Tasmanian Aboriginal people, culture and heritage in this city.

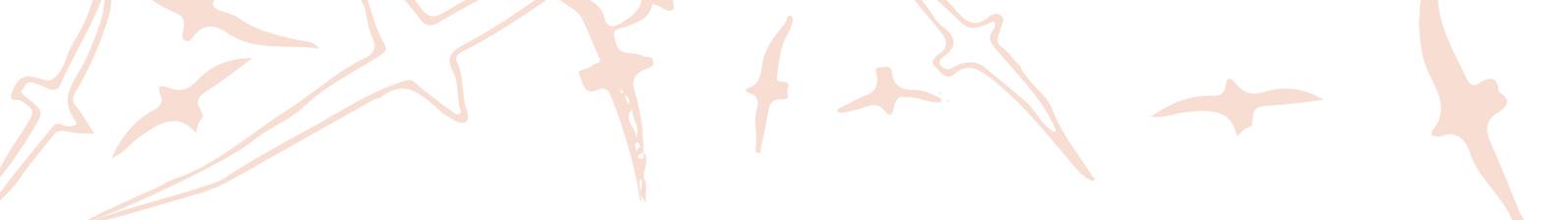
With this Aboriginal Commitment and Action Plan we will acknowledge the truth of our history and work collaboratively with Aboriginal people.

The land on which this city is built was the homeland to the Muwinina band from the South-East Nation for hundreds of generations. We will speak truthfully about our City's history – remembering and respecting the traditional owners of this place who struggled to preserve their culture but were swept aside by a British Invasion. This plan is a way for the City of Hobart to work for a deeper understanding and acceptance of our shared Tasmanian history.

This action plan is also about looking forward to the future with Tasmanian Aboriginal community, the Palawa. We have developed this collaboratively and it reflects the shared ambitions of Aboriginal people and the City. Thank you to everyone who participated in the development of this plan. The high level of engagement has made it clear that this is important work for us and that we have strong support for the delivery of these actions.

A handwritten signature in black ink, appearing to read 'Anna Reynolds'.

Anna Reynolds  
Lord Mayor of Hobart



## This Place

Tasmanian Aboriginal people, also known as Palawa people, represent the southernmost, oldest continuous culture in the world. Prior to colonisation, there were nine known Aboriginal nations with close to 50 family groups living across Tasmania. They have cared for the land upon which Hobart was built for more than 40 000 years. Aboriginal people were a sovereign people in this Country. This sovereignty was never ceded.

Hobart is now known by many Aboriginal and non-Aboriginal people as nivaluna (Nibberloonne). This place was home to the Muwinina people of the South-East Nation.

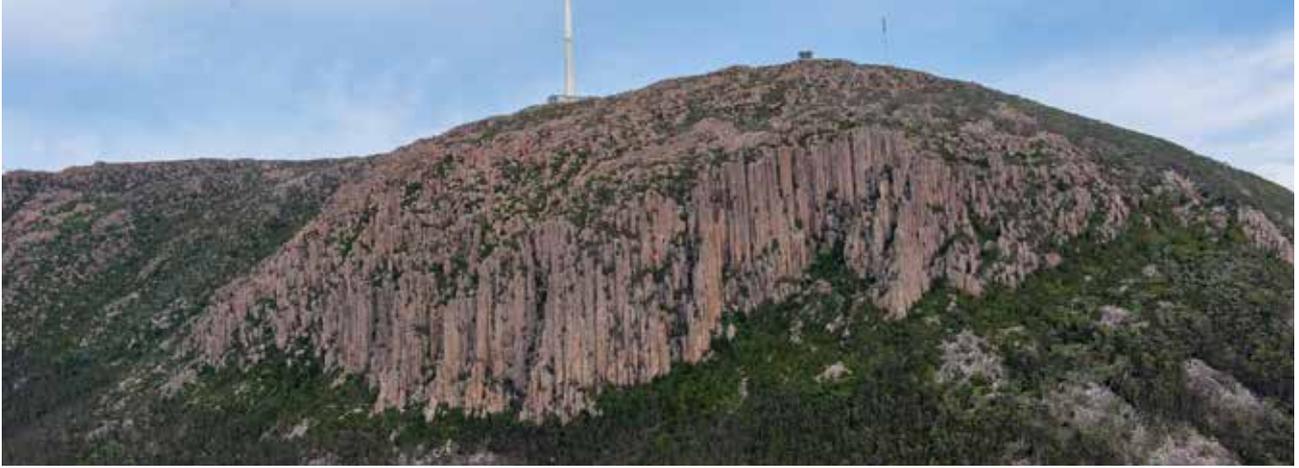
The Muwinina people thrived on this Country, and were strongly connected to important places such as kunanyi/Mt Wellington, the rivulets and timtumili minanya/River Derwent. The riverbanks were used as meeting places for ceremonies, storytelling, song and dance. The women were renowned divers, collecting

abalone, oysters, mussels and other shellfish. The men hunted kangaroo, possum and other marsupials on the land, crafted tools and made bark canoes to travel to offshore islands to harvest mutton birds and seals during summer and autumn.

The living places of the Muwinina, often called middens, comprised of large deposits of shells, bones and stone tools. They mark the accumulation of thousands of years of gathering at these places along the coastline. Some middens are still visible but many have been destroyed or covered up, with some being used in mortar in European buildings some of which can still be seen today.

We recognise the devastating impact of colonisation on the Muwinina people, the Traditional Custodians of the land in Hobart and acknowledge that Aboriginal people across Tasmania now take on a key role as custodians of the land and natural resources.

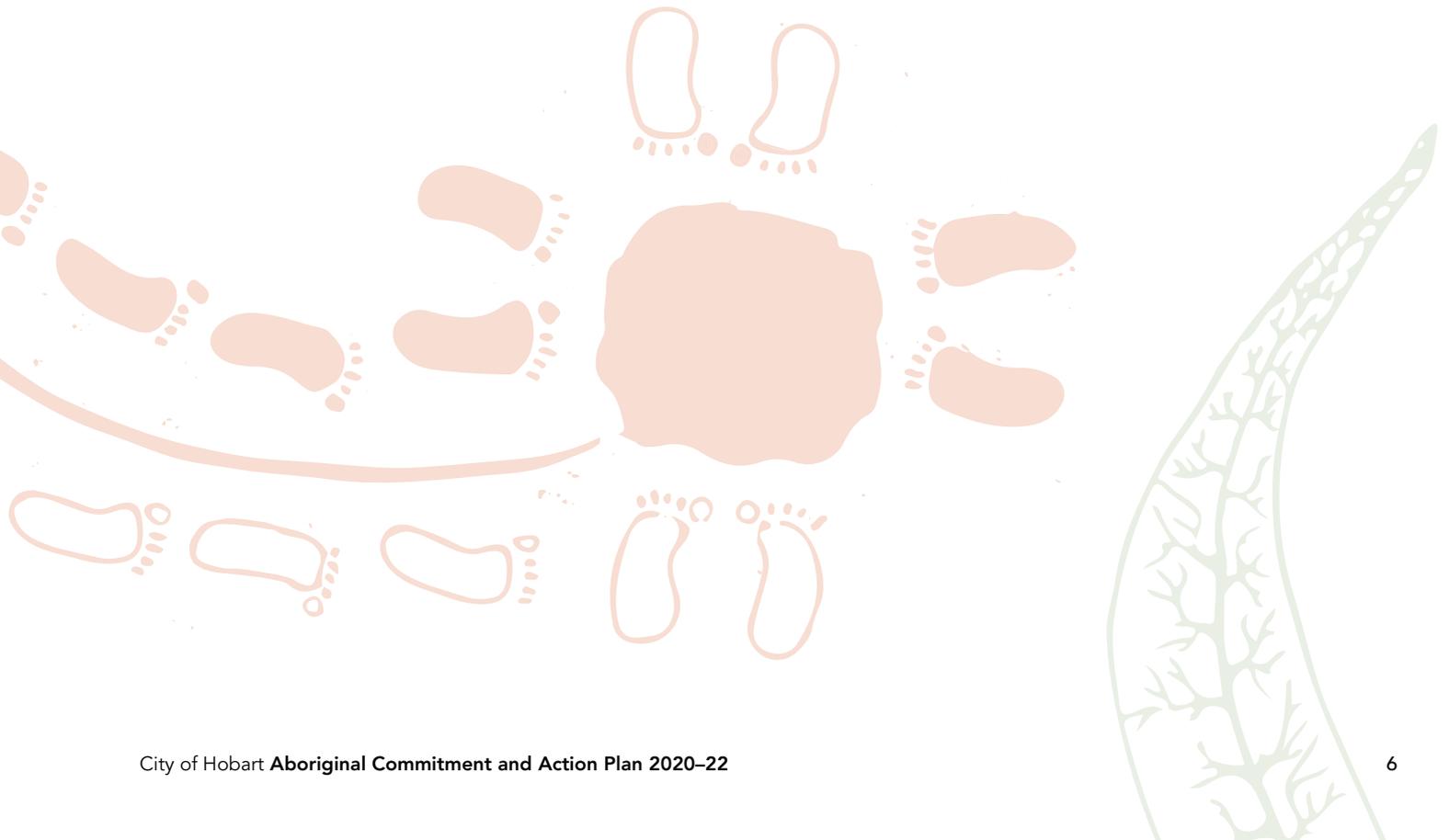




It was from this place that, in 1832, the Aboriginal survivors of the Tasmanian frontier wars were taken to be imprisoned on Wybalenna, Flinders Island. The majority never returned to their homelands.

Despite massacre, dispossession and oppression, Tasmanian Aboriginal people remain strong and resilient. This city continues to be a key meeting place for Aboriginal people and a hub for activism, protest and positive change.

**Hobart has many layers of history, built on top of each other. This is our shared history as Tasmanians and we have a responsibility to learn and share it with all who live, work or visit our city.**



## Our Business

The City of Hobart is responsible for planning and delivering services to the residents of Hobart. The organisation is committed to building strong and healthy communities through diversity, participation and empathy, and achieving good quality development and urban management through good governance at a regional and community level.

Our mission is to work together to make Hobart a better place for the community.

The City of Hobart currently has 770 employees across ten locations in Hobart. Our staff provide services to the 53 000 plus residents of Hobart, alongside all who access the city for work and play. Aboriginal people make up 1.4 per cent of the population of the Hobart LGA and 3.8 per cent of greater Hobart. Currently there are three employees at the City of Hobart who have identified as Aboriginal.

## Our Commitment and Action Plan

The City of Hobart has long been committed to social inclusion with varying degrees of focus on issues pertaining to Aboriginal people and culture. Work over the past two decades has been guided by the City of Hobart Aboriginal Strategy 2002 and has included:

- engaging with Aboriginal people on projects of significance;
- delivering and supporting community events for NAIDOC Week and National Reconciliation Week;
- providing cultural awareness training to staff;
- employment of an identified Aboriginal Community Development Officer;
- provision of an Acknowledgement of Country or Welcome to Country at all major events;
- art and interpretation projects to reflect Aboriginal history and culture; and
- supporting Aboriginal community and cultural activity through the grants program.

In February 2019, the Council approved the development of a new framework and action plan to guide and drive the City of Hobart's work in Aboriginal Programs.

This Aboriginal Commitment and Action Plan (the plan) has been developed in response to Aboriginal community and staff aspirations as heard during a significant engagement process. Details of the engagement process are provided on page 11.

The plan sets out the City of Hobart's commitment and approach to working with Aboriginal people with a commitment statement on page 1.

The action plan commencing on page 13, includes specific actions to be delivered over the life of this plan. This document guides the work of the City of Hobart and is not intended to guide action in the broader Hobart community.

The internal working group will lead implementation and tracking of progress against the deliverables. The group is made up of Aboriginal staff and non-Aboriginal staff and includes representation from all divisions of the City of Hobart.

A report will be prepared and shared publicly in December each year to support accountability and transparency.

# City of Hobart Strategic Framework

The Aboriginal Commitment and Action Plan strongly aligns with the broader strategic framework of the organisation and responds

directly to the Community Vision and Strategic Plan. This plan in turn guides action within specific annual and unit plans.



# Guiding Principles from *Hobart: A Community Vision for our Island Capital*

The Community Vision articulates the kind of future the Hobart community would like to see and forms the guiding document for the City of Hobart's Strategic Plan. The vision reflects the community's increasing expectation for action relating to Aboriginal people, heritage

and culture in the city and provides a strong mandate for delivery of this Aboriginal Commitment and Action Plan.

This plan has been developed to respond directly to the following aspirations set out in the Community Vision:

**We are proud of our history, lineage and ancestry.**

*Identity statement 2.1*

**We are not yet reconciled with the darkness of our past.**

*Identity Statement 2.2*

**Many of us carry a strong, spiritual connection to place. This value may be intangible but it is highly significant.**

*Pillar 1.1.3*

**We celebrate Tasmanian Aboriginal Community, heritage and culture.**

*Pillar 2.1*

**We recognise the Tasmanian Aboriginal community and their heritage and culture as the foundation of this place.**

*Pillar 2.1.1*

**We acknowledge the darkness of our shared history and work toward authentic reconciliation.**

*Pillar 2.1.2*

**We support the Tasmanian Aboriginal community to practise their traditions, skills and customs so they may be passed on to future generations.**

*Pillar 2.1.3*

**Our city learns from the original and continuing custodians of this land. We support projects and programs that educate us all.**

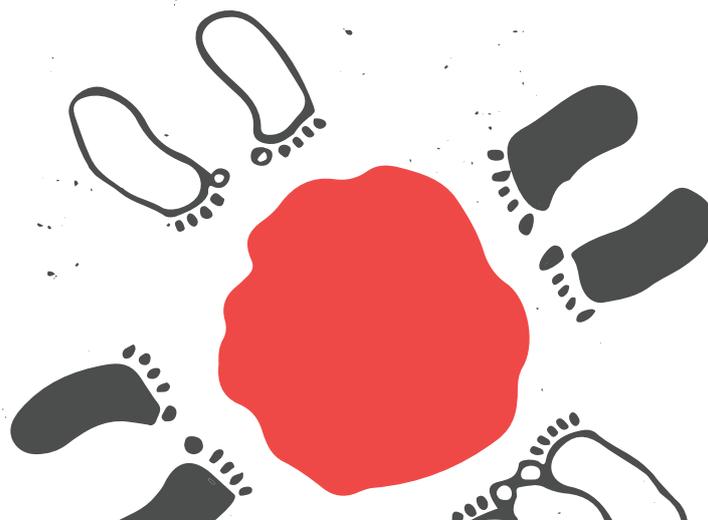
*Pillar 2.1.4*

**We engage respectfully. We are patient and acknowledge that we all have different ways of working. We actively engage on important projects.**

*Pillar 2.1.5*

**We celebrate Tasmanian Aboriginal culture and creative endeavours, supporting and participating in them as core to this place and community.**

*Pillar 3.3.4*



# Strategic Alignment

This plan aligns with the mission, values and goals of the *Capital City Strategic Plan 2019–29* and the *Social Inclusion Strategy 2014–19* (see [hobartcity.com.au/Strategies-and-plans](http://hobartcity.com.au/Strategies-and-plans)).

In particular, the Aboriginal Commitment and Action Plan responds directly to the following goals from the *Capital City Strategic Plan*:

**Create opportunities for people to connect to place, supporting spiritual and cultural customs and practices.**

*Strategy 1.1.12*

**Demonstrate leadership in Aboriginal social justice in partnership with Aboriginal people.**

*Strategy 2.1.1*

**Highlight Tasmanian Aboriginal history and culture, including acknowledgement of the darkness of our shared experience, through interpretation, naming, arts and events.**

*Strategy 2.1.2*

**Engage with Aboriginal people on how they want the City to work with them.**

*Strategy 2.1.3*

**Review and implement cross-cultural diversity, equal access and other awareness learning opportunities for staff.**

*Strategy 2.2.4*

**Support Tasmanian Aboriginal people to develop initiatives that enable creative and cultural practice.**

*Strategy 3.2.3*

**Support creative and cultural initiatives that invite people to engage with Tasmanian Aboriginal history and culture.**

*Strategy 3.2.4*

**Care for Tasmanian Aboriginal sites, resources and landscapes in collaboration with Tasmanian Aboriginal people.**

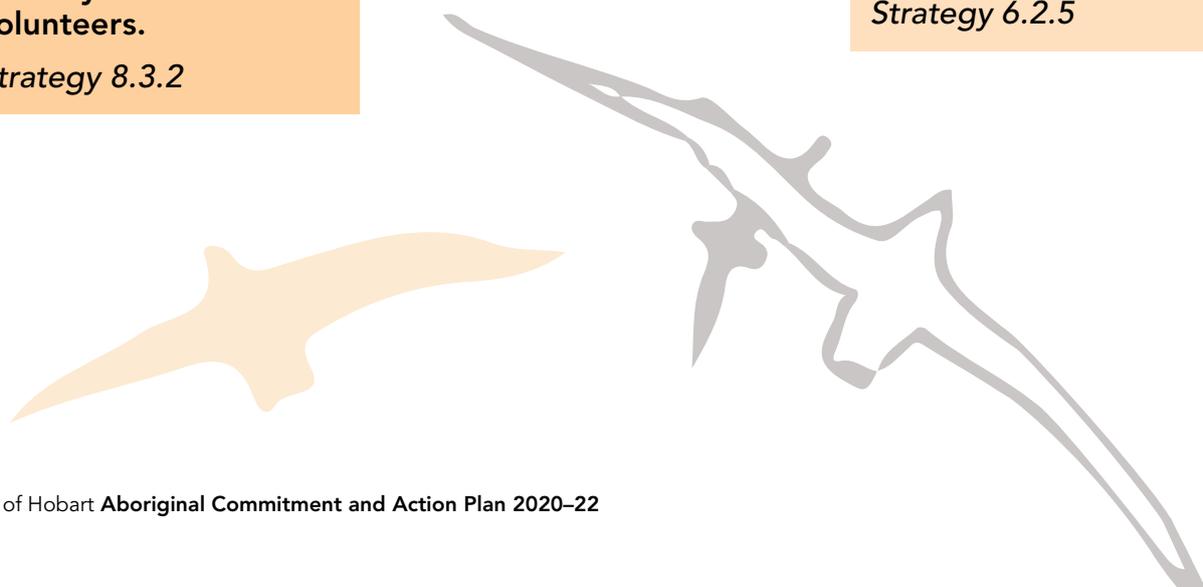
*Strategy 6.2.4*

**Engage with Tasmanian Aboriginal people to develop opportunities for undertaking cultural practices in Hobart's bushland.**

*Strategy 6.2.5*

**Promote diversity in the City's staff and volunteers.**

*Strategy 8.3.2*



# Community Engagement

## Internal Working Group

- 16 members
- includes Aboriginal and non-Aboriginal staff
- representation from all divisions of the City

## Employee Participation

- 99 employees responded to engagement survey
- 72 employees joined two workshops to design commitments
- participants represented diverse staff from all divisions

## Community Participation

- input from 25 Aboriginal people active in Aboriginal community affairs, including 17 in-depth interviews
- diverse voices including participation from Aboriginal organisations, arts groups, education providers and government staff
- one public forum with 78 attendees
- 44 community members responded to an online survey relating to the draft plan

## Elected Representatives

- individual meetings
- workshop

# What We Heard

The project team were overwhelmed by the strong, positive response from community and staff who called for us to be brave in our commitment. We heard a desire for us to make this work a high priority and to remain committed to delivering this work in the long-term. We also heard a willingness to join this journey and walk with us in partnership.

The generosity, commitment and passion demonstrated by participants has been inspiring and greatly appreciated.

Strong themes for areas of action included:

- building relationships and working in partnership with Aboriginal people;
- building a culturally safe workplace and increasing understanding and respect;
- raising the profile of Aboriginal people, heritage and culture across the city and sharing the truth of history; and
- demonstrating leadership in social justice and inclusion in partnership with Aboriginal people.

All that we heard has directly informed this commitment and action plan. We acknowledge the high level aspirations that were communicated, and whilst this plan is just the starting point, we know that it will set us on the right path.



# ABORIGINAL ACTION PLAN 2020–22

## WALKING TOGETHER

*Building relationships and working in partnership with Aboriginal People*

Action	Deliverables	Responsible	Timeframe
1. Build, strengthen and maintain relationships with Aboriginal people and organisations.	Develop Aboriginal engagement protocols in alignment with the <i>Community Engagement Framework</i> and in collaboration with Aboriginal people.	Manager Economic Development, Engagement and Strategy Manager Community and Culture	July 2020
	Engage with Aboriginal organisations and groups on a regular basis to maintain relationships, review principles of engagement and measure success.	Manager Community and Culture	Dec 2020 Dec 2021
	Develop and maintain a list of Aboriginal contacts and information on specific engagement protocols for each.	Manager Economic Development, Engagement and Strategy Manager Community and Culture	July 2020
2. Provide opportunities for City of Hobart staff to celebrate Aboriginal people, heritage and culture and build relationships.	Advocate for cultural leave allocations to support Aboriginal staff participation in cultural business.	Working Group Manager Community and Culture	Dec 2020
	Deliver a minimum of one event for both National Reconciliation Week and NAIDOC Week each year and encourage attendance by staff including the working group and senior staff.	Manager Community and Culture Manager Activation Programs and Tourism	Dec 2020 Dec 2021
	Encourage all staff including the working group, senior staff and elected members to attend NAIDOC, National Reconciliation Week and other community events.	Manager Community and Culture	July 2020 July 2021
	Communicate internally to educate and inform staff of the actions in this plan and relevant information relating to Aboriginal people, heritage and culture and events.	Manager Community and Culture	Dec 2020 Dec 2021



Action	Deliverables	Responsible	Timeframe
3. Support Aboriginal people and organisations to deliver events and programs within the City of Hobart.	Support Aboriginal individuals and groups to apply for City of Hobart grants.	Manager Activation Programs and Tourism	Dec 2020 Dec 2021
	Support a minimum of one Aboriginal community event during National Reconciliation week and/or NAIDOC Week each year.	Manager Activation Programs and Tourism  Manager Community and Culture	May and July annually
	Support Aboriginal people to undertake cultural practices in Hobart's bushland and reduce barriers to participation.	Manager Bushland	Dec 2021
4. Encourage partnerships with and respect for Aboriginal people and culture across our sphere of influence.	Work with partners to promote reconciliation and advocate for Aboriginal inclusion within our sphere of influence, including organisations such as Mona and Macquarie Point and greater Hobart councils.	Manager Community and Culture  Working Group	Dec 2020
	Promote the ACAP to the broader community through the website, social media platforms, civic banners and the <i>City News</i> .	Manager Community and Culture	July 2020
	Continue to support and connect with like-minded organisations to develop partnership activities for reconciliation.	Manager Community and Culture	Dec 2021
5. Improve and strengthen Aboriginal Heritage Protocols and Recognition.	Following the release of the revised <i>Aboriginal Heritage Act 1975</i> , research current heritage protocols and processes and explore opportunities to increase the level of emphasis on Aboriginal cultural heritage in City development projects.	Manager Planning Policy and Heritage	Dec 2021
	Explore opportunities for knowledge sharing in relation to Aboriginal landscapes and native vegetation.	Manager Parks and Recreation	Dec 2021



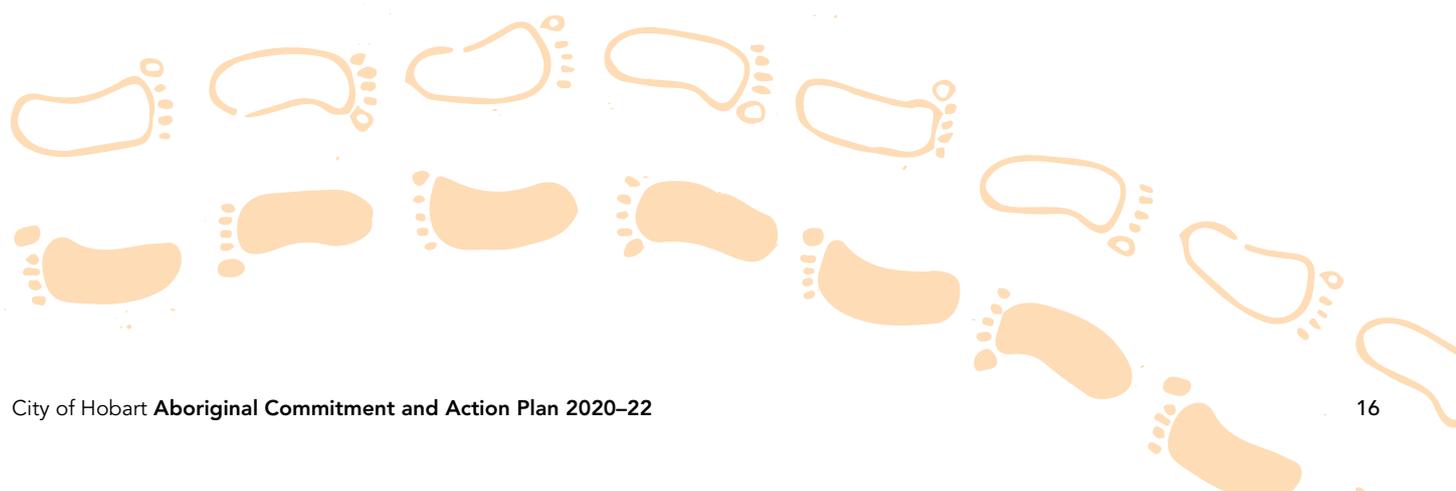
## VISIBILITY AND TRUTH-TELLING

*Raising the profile of Aboriginal people, heritage and culture across the city and sharing the truth of history*

Action	Deliverables	Responsible	Timeframe
<b>6.</b> <b>Support truth telling across the City, including the acknowledgment of the atrocities committed during invasion.</b>	Engage a researcher to develop an employee resource about Aboriginal language, stories and history relevant to specific sites and Hobart broadly, to support current and future work. Include research into the history of the City of Hobart as an organisation.	<b>Manager Community and Culture</b>  <b>Manager Planning, Policy and Heritage</b>	Dec 2021
	Make research findings public, with an appropriate response including the potential of a formal apology to Tasmanian Aboriginal people at the appropriate time.	<b>Manager Community and Culture</b>	Dec 2021
	Following the completion of the research project, develop appropriate communication tools for the project findings such as a 'Cultural Map' of Hobart.	<b>Manager Community and Culture</b>	Dec 2021
	Undertake an interpretation project to tell the layered story of Crowther in Franklin Square, in collaboration with Aboriginal people.	<b>Manager Community and Culture</b>	Dec 2020
	Deliver the <i>Waterfront Interpretation Plan</i> to maximise the visibility of Aboriginal stories in Sullivan's Cove.	<b>Executive Manager City Place Making</b>	Dec 2021
	Commence development of a master plan for Aboriginal interpretation across Hobart that sets out longer-term goals and guiding principles.	<b>Executive Manager City Place Making</b>  <b>Manager Community and Culture</b>	Dec 2021
	<b>7.</b> <b>Highlight Tasmanian Aboriginal history and culture through arts and events.</b>	Develop guidelines for Aboriginal art commissioning and management.	<b>Manager Community and Culture</b>
Deliver one identified Aboriginal art commission and commence work on a second identified commission.		<b>Manager Community and Culture</b>	July 2021



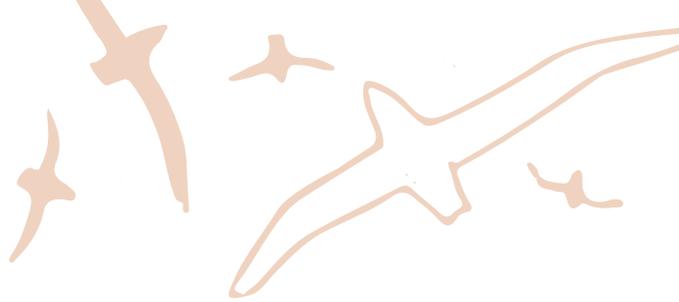
Action	Deliverables	Responsible	Timeframe
7. (continued)	Continue to provide Aboriginal cultural activities within the Bush Adventures Program with the aim of building community awareness and understanding of Aboriginal people and culture.	Manager Bushland	Dec 2020 Dec 2021
	Increase the visibility of Aboriginal culture and history in the Tasmanian Tourism and Information Centre and consider opportunities for broader Aboriginal messaging for new residents and tourists in the city (e.g. for cruise ships).	Manager Activation Programs and Tourism	Dec 2020
8. Highlight Tasmanian Aboriginal history, people and language through naming and signage.	Review current policies and naming conventions and commence development of an Aboriginal and dual naming plan/framework for Hobart.	Executive Manager City Place Making Manager Community and Culture Manager Planning, Policy and Heritage	Dec 2021
	Increase the presence of Aboriginal words in track and path signage in bushland reserves.	Manager Bushland	Dec 2020
	Explore options for a welcome sign to acknowledge Tasmanian Aboriginal people at key entry points to the city.	Executive Manager City Place Making Manager Activation Programs and Tourism	Dec 2021



# CULTURAL SAFETY

*Building a culturally safe workplace and increasing understanding and respect*

Action	Deliverables	Responsible	Timeframe
9. Through cultural learning, increase understanding of Aboriginal culture, rights and history across the organisation.	Review the Aboriginal cultural learning needs across various City work areas, including the outdoor workforce and volunteers to explore opportunities for targeted training.	Manager People and Capability	Dec 2020
	Provide an ongoing program of Aboriginal community led training to all staff with 50 places allocated annually.	Manager People and Capability	Dec 2020 Dec 2021
	Review induction processes to provide appropriate inclusion of Aboriginal acknowledgement and an outline of the organisation's position of respect.	Manager People and Capability Manager Community and Culture	July 2020
	Encourage elected members to attend cultural awareness training and Aboriginal community events with the aim of building relationships and learning from a diverse range of Aboriginal groups.	Manager Legal and Governance	July 2021
10. Demonstrate respect to Aboriginal people by observing cultural protocols.	Develop a cultural protocol for the provision of Welcomes to Country and Acknowledgements of Country to support consistent use across the organisation and inclusion in important meetings and events.	Manager Community and Culture	July 2020
	Provide staff with training and templates to support the provision of Welcomes to and Acknowledgements of Country at meetings and events and include a prompt within project management systems.	Manager Community and Culture	Dec 2020
	Develop and share a list of contacts for delivery of Welcomes to Country and other cultural offerings with key City of Hobart staff.	Manager Community and Culture	July 2020



Action	Deliverables	Responsible	Timeframe
10. (continued)	Ensure the provision of a Welcome to Country at all major events and important meetings including: Christmas Pageant, citizenship ceremonies, Taste of Tasmania and other large scale events.	<b>Manager Activation Programs and Tourism</b>  <b>Manager Community and Culture</b>	Dec 2021
	Encourage the inclusion of appropriate Aboriginal acknowledgement by City of Hobart contractors and sponsorship and grant recipients.	<b>Manager Activation Programs and Tourism</b>  <b>Manager Economic Development, Engagement and Strategy</b>	Dec 2020
11. Build culturally safe spaces through flag flying and visible acknowledgements.	Permanently display the Aboriginal flag and/or an acknowledgement in the Town Hall and Council Centre foyers.	<b>Group Manager City Government and Customer Relations</b>	July 2020
	Explore options for a plaque on the outside of the Town Hall acknowledging Aboriginal people.	<b>Manager Community and Culture</b>  <b>Manager Planning Policy and Heritage</b>	Dec 2021
	Write to schools within Hobart to encourage them to fly the Aboriginal flag and consider ways to support the uptake.	<b>Manager Community and Culture</b>	July 2020
12. Publicly acknowledge Aboriginal people in print communications.	Develop meaningful acknowledgements of Tasmanian Aboriginal people in relevant corporate communications including print, web and email communications.	<b>Manager Community and Culture</b>	Dec 2020
	Update the <i>City of Hobart Corporate Language Guide</i> to include guidance on use of language and terminology relating to Aboriginal people including consideration of Aboriginal language and offensive terminology.	<b>Manager Community and Culture</b>	July 2020

# INCLUSION AND EQUITY

*Demonstrating leadership in social justice and inclusion in partnership with Aboriginal people*

Action	Deliverables	Responsible	Timeframe
13. Encourage and support Aboriginal voices across our City.	Explore opportunities for Aboriginal people to provide input with the aim of recognising and valuing the views of our Traditional Custodians and increasing the level of influence by Aboriginal people.	Manager Community and Culture  Working Group	Dec 2020
	Monitor trends and movements at a state and federal level and support Aboriginal people in campaigns of significance.	Manager Community and Culture	Dec 2021
14. Support the Aboriginal community in campaigns of significance as appropriate	Support the campaign for Treaty in Australia.	Manager Community and Culture	Dec 2021
	Continue to advocate for a change in the date of Australia Day and support the Tasmanian Aboriginal Community's Invasion Day Protest on 26 January in Hobart as appropriate.	Manager Community and Culture	Dec 2021
15. Support Aboriginal Recruitment, Retention and Professional Development.	Review HR and recruitment procedures and policies to develop and implement a diversity plan that includes actions to support the recruitment, retention and professional development of Aboriginal staff.	Manager People and Capability	Dec 2020
	Meet with known Aboriginal staff to build an understanding and pass key findings on to People and Capability to inform future employment opportunities.	Manager Community and Culture	July 2020
	In all job advertisements, include a diversity statement mentioning Aboriginal people.	Manager People and Capability	July 2020
	Develop Aboriginal employment opportunities within Bush Adventures, to support development of a cultural interpretation program.	Manager Bushland	Dec 2021



Action	Deliverables	Responsible	Timeframe
<b>16. Promote positive race relations through anti-discrimination strategies.</b>	Continue to provide anti-discrimination training to employees including senior leaders.	<b>Manager People and Capability</b>	Dec 2021
	Consult with Aboriginal employees and/or advisors in the development of the diversity plan.	<b>Manager People and Capability</b>	Dec 2020
	Develop a diversity plan that considers existing anti-discrimination provisions and future needs and includes actions to support anti-discrimination across the organisation.	<b>Manager People and Capability</b>	Dec 2020
	Publicly support anti-racism and discrimination campaigns such as Racism. It Stops with Me.	<b>Manager Community and Culture</b>	Dec 2021
<b>17. Increase Supplier Diversity.</b>	Develop and deliver an Indigenous Procurement Plan that includes actions to remove barriers to procuring goods and services from Aboriginal businesses.	<b>Group Manager Rates and Procurement</b>	Dec 2020
	Maintain and/or develop at least one formal contractual relationship with an Aboriginal and/or Torres Strait Islander owned business.	<b>Group Manager Rates and Procurement</b>	Dec 2020
	Investigate Supply Nation membership.	<b>Group Manager Rates and Procurement</b>	Dec 2021
	Develop and communicate opportunities for procurement of goods and services from Aboriginal businesses to staff.	<b>Manager Community and Culture</b>	July 2021

# GOVERNANCE AND ACCOUNTABILITY

*Design and maintain robust systems to support action, accountability and a long term commitment*

Action	Deliverables	Responsible	Timeframe
18. Establish and maintain an effective working group to support and drive the ACAP.	Continue to convene the working group. Hold quarterly meetings and maintain Aboriginal and senior staff representation.	Manager Community and Culture	Dec 2020 Dec 2021
	Define resource needs for ACAP implementation.	Manager Community and Culture	July 2020
19. Build accountability and transparency through reporting ACAP achievements, challenges and learnings both internally and externally.	Report ACAP progress publicly and to Aboriginal partners, staff, elected members and senior leaders annually.	Manager Community and Culture	Dec 2021
	Meet with Aboriginal partners to evaluate progress and map out plans for the next ACAP.	Manager Community and Culture	July 2021
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Manager Community and Culture	Sept 2020 Sept 2021
	Register via Reconciliation Australia's website to begin developing our next ACAP/RAP.	Manager Community and Culture	July 2021
20. Commit to continued prioritisation of Aboriginal programs.	Develop the next ACAP in partnership with Aboriginal people.	Manager Community and Culture	Dec 2020
	Engage senior leaders in the delivery of ACAP commitments.	Director Community Life	Dec 2021



# Glossary & Terminology

## **Aboriginal**

For the purposes of this document, the term 'Aboriginal' refers to people who identify as Aboriginal and/or Torres Strait Islander.

## **Acknowledgement of Country**

An acknowledgement to Aboriginal people provided at the beginning of meetings, events, and other gatherings, usually in speech, as a way to pay respect to Aboriginal people and their land. An Acknowledgement can be performed by an Aboriginal or non-Aboriginal person.

## **Cultural Awareness**

An awareness of the differences between oneself and people from other cultural backgrounds and understanding that this may require a different approach to people of other cultures.

## **Cultural Safety**

Is providing an environment that is welcoming and respectful of other people's culture and actively working to reduce barriers to participation for people with diverse cultural backgrounds.

## **Elder**

A title of respect endowed to leaders and/or senior figures within a community or tribe.

## **Middens**

The remains from past Aboriginal hunting, gathering and food making. They consist primarily of discarded shell, bone, botanical remains, ash and charcoal - ranging in size from small shallow scatters to being hundreds of meters long and found along coastlines.

## **Muwinina**

The name for the band of Aboriginal family groups from the South-East Tribe in Tasmania. Spelt in historical records as Mouheneenner.

## **NAIDOC**

NAIDOC stands for National Aborigines and Islanders Day Observance Committee.

## **nipaluna**

Refers to the area around Hobart. Spelt in historical records as Nibberloonne.

## **Palawa**

Palawa refers to Tasmanian Aboriginal people as a collective. Many, but not all, Tasmanian Aboriginal people identify as Palawa or Pakana.

## **palawa kani**

Meaning 'Tasmanian Aborigines speak', *palawa kani* is the revived form of the original Tasmanian Aboriginal languages, drawing upon extensive historical and linguistic research undertaken by the Tasmanian Aboriginal Centre.

## **Welcome to Country**

A welcome is given by Aboriginal people to visitors to their land. A Welcome to Country might involve a speech from an Elder or community representative; providing a short history of the people and the area and may include other ceremonial elements.

## **Wybalenna**

A place on Flinders Island to where about 300 Aboriginal people were forcibly removed. Within a few years most of the group were dead and by 1847 only 47 Aboriginal people remained. These survivors were sent to Oyster Cove, an ex-convict settlement south of Hobart.

## **Frontier Wars**

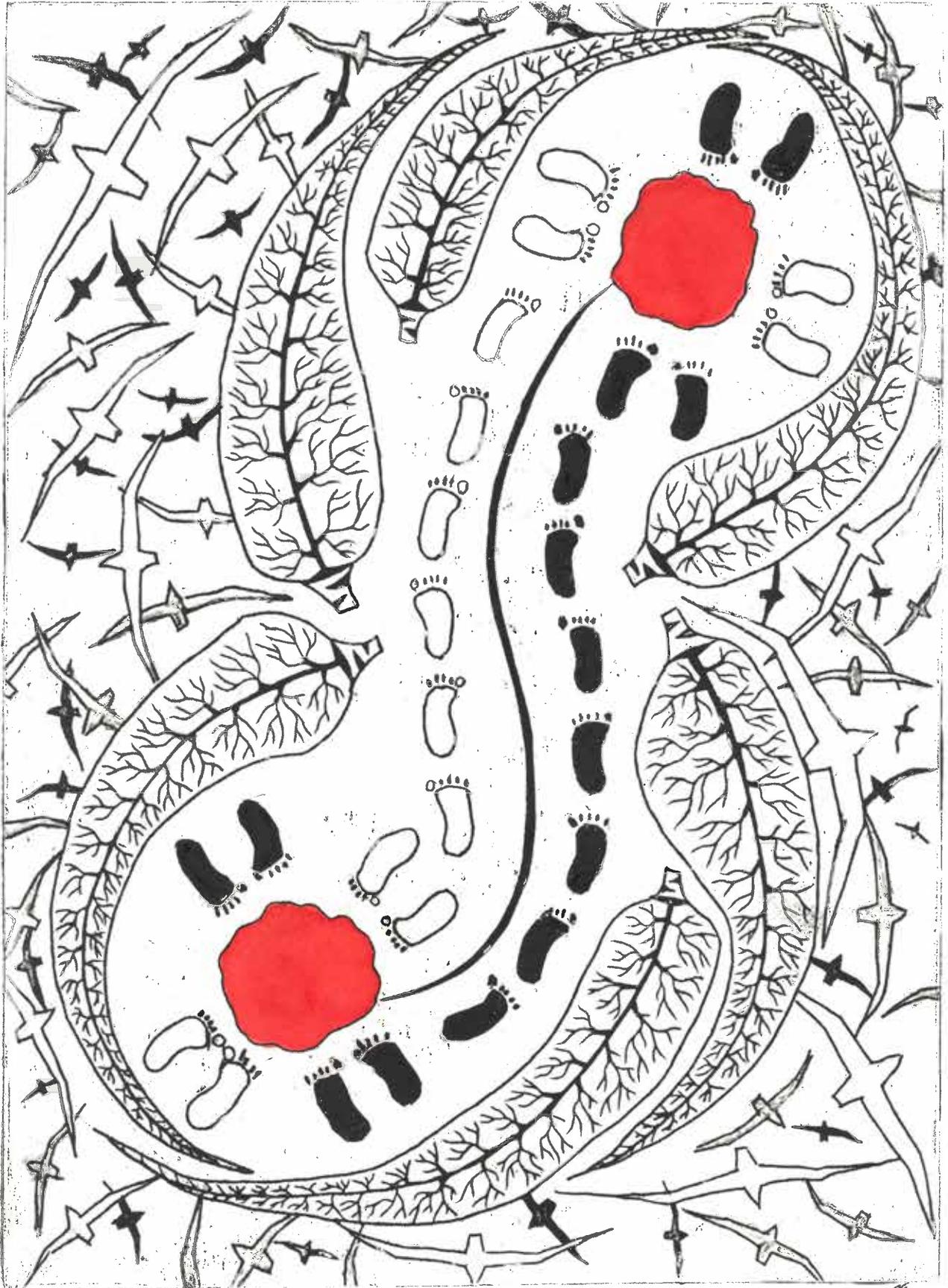
The Frontier Wars refer to conflicts between white settlers and Aboriginal people during British colonisation of Australia and includes battles, acts of resistance and open massacres from 1788 to the 1930s.

## **kunanyi**

Officially kunanyi/Mount Wellington, this significant mountain overlooks Hobart and has strong cultural significance to many Tasmanians.

## **timtumili minanya**

Refers to the Derwent River that rises in the Central Highlands and descends over a distance of more than 200 kilometres, flowing through Hobart, before emptying into Storm Bay, bringing vital water and food to the region.



YI

Stepping Forward

*af summer*

# Artist Statement

## Stepping Forward 2019

This image encompasses many virtuous themes including truth-telling, commitment and courage.

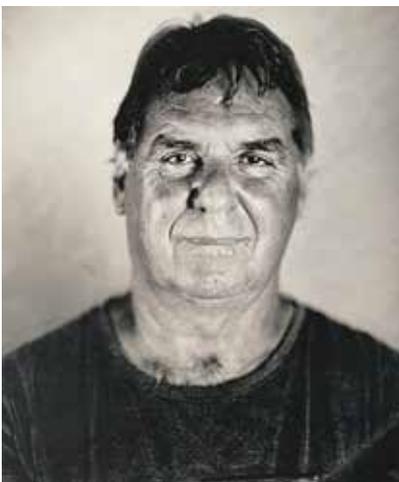
Yula (mutton bird), represents freedom surrounding the image. It is encompassing the freedom to come together, to tell the truth and have the courage to do so. Yula is a traditional Tasmanian Aboriginal food and in this image also it is the sharing of food, showing acceptance of the clans (black and white).

The gum leaves represent a life force, including shelter, tool making and fuel for fires and the veins represent the gum trees themselves.

The black and white footprints come together along different paths but meet up around the fire to share the food, sharing of warmth, the telling of truth, which is welcoming, revealing the commitment to be there. The black feet represent the Aboriginal people. The white feet represent the white community, the red represents the campfires, the four sets of feet around the campfires symbolising the coming together of two nations.

The black line is the timeline, the Aboriginal people on their journey, and then on the other side of the black line, the white community on their journey and then meet at the fire of reconciliation.

# Artist Bio



Photographer: Phillip England

Allan Mansell is a celebrated Tasmanian Aboriginal artist and hails directly from the survivors of the British invasion, who had inhabited the island of the Furneaux Group in Bass Strait, Tasmania. His family were the last of the Indigenous nomadic groups who traversed Tasmania from one end to the other in search of work and food. He was later taken by the authorities and became part of the Stolen Generation.

Allan had many varied jobs, including many years as a carpenter. He spent some years on fishing boats around the West Coast of Tasmania and then worked for Parks and Wildlife for over 10 years, improving and protecting much of the wilderness around the state.

Allan later settled on Bruny Island, where his mother was taken to as a child from Cape Barren Island. It was here that he built a home out of the bush and then went on to attend the University of Tasmania, undertaking a four-year fine arts degree.

Today, Allan shares Aboriginal culture through his passion for art - teaching print making and Cultural Understandings at local schools, festivals and with community groups around Tasmania.



Hobart Town Hall,  
Macquarie Street,  
Hobart, TAS 7000  
T 03 6238 2711  
F 03 6238 2186  
E [coh@hobartcity.com.au](mailto:coh@hobartcity.com.au)  
W [hobartcity.com.au](http://hobartcity.com.au)

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