



RECONCILIATION ACTION PLAN JUN 2025 – DEC 2026  
**'REFLECT'**

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City of Palmerston practices equitable engagement through removing all barriers experienced by under-represented groups in our organisation, our mindsets and our community. Our Community Engagement policy demonstrates our commitment to open, accessible engagement with the community based on meaningful conversations and all-inclusive engagement practices.

# ACKNOWLEDGEMENT OF COUNTRY

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City of Palmerston acknowledges the Larrakia people as the Traditional Custodians of the Palmerston region. We pay our respects to the Elders past, present and future leaders and extend that respect to all Aboriginal and Torres Strait Islander people.

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# MAYORS MESSAGE

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Reconciliation is an important focus for Council and the community, and I'm delighted to see our first 'Reflect' RAP come to fruition. We acknowledge the deep connection that our Aboriginal and Torres Strait Islander peoples have with this land, and recognise the histories, culture and contributions that have been made.

A RAP is a commitment to real actions, and will identify practical steps towards strengthening partnerships, creating meaningful opportunities, and embedding reconciliation in everything we do. By actively listening, learning and working together we can build an inclusive and connected community for everyone achieving our vision of 'A Place for People'.

We look forward to walking together on this journey of reconciliation.

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# CEO'S MESSAGE

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It is with great pleasure and pride that we deliver City of Palmerston's first Reconciliation Action Plan (RAP), 'Reflect'. This is a positive step towards our continued efforts for reconciliation throughout our community and demonstrates the Organisations' commitment towards a stronger and more connected society.

I am very proud of the work and the ways in which our team already demonstrate reconciliation and understand there is still much to learn from in this space. The Reconciliation Action Plan Working Group have embraced the process of delivering the RAP and all that it stands for and have proven their desire for genuine reconciliation to exist throughout all the operational deliverables.

I'm looking forward to how we can strengthen our relationships and lead change in this space and congratulate the team in achieving this first step.

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# FIRST NATIONS ARTIST

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Insert draft BIO of how the artist/s were engaged to commemorate the first RAP.  
Artist to provide their own story.

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# OUR BUSINESS

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City of Palmerston is a Local Government that is responsible for governing the municipality of Palmerston through providing essential services, maintaining infrastructure and representing the interests of the residents of the community. Key services that are delivered include;

- waste management
- animal management
- planning and development
- library services
- community facilities
- community events
- community initiatives and
- community programs

Our Council is led by Elected Members (Councillors) who each represent the views and interests of the residents' making decisions on their behalf. Funding for Local Government comes from rates and Government grants (Territory and National).

Civic Plaza, centrally located in Palmerston's CBD is the main office where staff are located, as well as the location of the Council Chambers. Other operational working locations include the Palmerston Recreation Centre, City of Palmerston Library and the Operations Centre. We also have a number of community parks and facilities that we look after and provide access to the community, including Gray Community Hall, Durack Community Arts Centre and Driver Community Centre. Palmerston also boasts three dog parks, over 100 open space areas (Playgrounds and parks), Gulwa Community Recording Studio, as well as SWELL, which is Palmerston's Swimming, Wellness, Events, Leisure and Lifestyle facility. Use of all parks and SWELL is free to the community and hire of council facilities for community purposes is free.

As of December 2024, City of Palmerston has 97 staff, 38% male and 62% female, with 24% of staff born outside of Australia. There is currently 5 Aboriginal and Torres Strait Islander staff members working at City of Palmerston.

As part of a culturally diverse and growing municipality of 40,000 + population, consideration is taken towards the events, programs and services that we deliver to ensure we are reaching and positively impacting everyone in Palmerston. This also includes the way in which we communicate, welcome and deliver our services.

# OUR RAP

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City of Palmerston is committed to building meaningful relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples. We recognise the importance of reconciliation and are dedicated to taking meaningful action towards cultural understanding. As a way to formalise our commitment, we are embarking on developing a Reconciliation Action Plan which will guide our actions and raise awareness of reconciliation through everything we deliver.

We currently have an Inclusive, Diverse and Accessible (IDA) Policy Framework which commits to creating a *“community where all members enjoy equal access within the public domains, services and programs as outlined in the Community Plan. While inclusion, diversity and accessibility are often referred to in the context of people with lived experience of disability, these principles apply to many different groups within society, including Aboriginal and/or Torres Strait Islander people”*

As an organisation, we appreciate that although our IDA identified the need for inclusivity across all diversity groups, Aboriginal and Torres Strait Islander peoples all have their own lived and unique experiences due to systemic barriers and ongoing inequities. By developing a RAP, we are demonstrating our commitment specific to our Aboriginal and Torres Strait Islander people, their history and their culture.

As an organisation we already practice the following towards reconciliation;

- Acknowledgement of country at all Council meetings
- Support through funding and in-kind to NAIDOC day events and Reconciliation Day
- Welcome to Country at larger events including Citizenship Ceremonies, Facility openings and Palmerston Youth Festival
- Fly the Aboriginal and Torres Strait Islander flag at the front of our Civic Plaza
- Display the Aboriginal and Torres Strait Islander and on the home page of our website
- Conduct regular Cultural Awareness training mandatory for all staff
- Apply zero tolerance towards discriminatory behaviour in our code of conduct

Our RAP champion, Konrad Seidl, joined City of Palmerston as the General Manager Community in May 2024 bringing himself, his family and pets to Darwin all the way from Perth. Konrad's responsibilities include delivering Library services, management of community facilities including SWELL and the Recreation Centre, he also looks after Animal management. Konrad understands the importance of an inclusive community and is in the perfect position to lead our reconciliation efforts across everything that we deliver.

We are committed to progressing our RAP journey through improved relationships with local Aboriginal and Torres Strait Islander representatives. Through establishing mutual respectful relationships and providing opportunities with Aboriginal and Torres Strait Islander People, our vision of 'A Place for People' and reconciliation will come to life. We acknowledge a deep respect to the history, the good and bad and the culture from across all of Australia, specifically the contributions of our Aboriginal and Torres Strait Islander communities bring to Palmerston. As part of this commitment to our Reconciliation action plan, our organisation will be focussed on implementing reconciliation into our values, policies and everyday practices. By doing this, we aim



to strengthen these relationships ensuring we respect and celebrate Aboriginal and Torres Strait Islander culture, histories and perspectives. We look forward to opening up more opportunities throughout our internal organisation and through economic development and community development and events to practice reconciliation. We will also ensure our organisation remains accountable through transparent reporting and adopting a continuous learning approach.

We will work alongside Reconciliation Australia, our employees, our RAP Working group members and the wider community to ensure reconciliation remains a fundamental part of who we are and what we do.

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# PARTNERSHIPS AND CURRENT ACTIVITIES

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City of Palmerston has approximately 20 - 30 established relationships with Aboriginal and Torres Strait Islander community groups and organisations. This includes Larrakia Nation, Northern Land Council, Children's Ground plus entertainers, artists, musicians and more. We utilise these networks within the services we deliver at the library, programs we deliver through our community development space, and events that we offer to the community.

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# RELATIONSHIPS RESPONSIBILITY AND TIMELINE

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2025	<ul style="list-style-type: none"> <li>General Manager People and Place</li> <li>RAP Champion/RWG Chair</li> </ul>
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2025	<ul style="list-style-type: none"> <li>Community Development Manager</li> <li>RAP Champion/RWG Chair</li> </ul>
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	June 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li>General Manager People and Place</li> </ul>
	RAP Working Group members to participate in an external NRW event.	May/June 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li>General Manager People and Place</li> </ul>

RELATIONSHIPS			
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May/June 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li>General Manager People and Place</li> </ul>
	Communicate our commitment to reconciliation to all staff.	June, 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li>General Manager People and Place</li> </ul>
Promote reconciliation through our sphere of influence.	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June, 2025 July, 2026	<ul style="list-style-type: none"> <li>Community Development Manager</li> <li>RAP Champion/RWG Chair</li> </ul>
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2026	<ul style="list-style-type: none"> <li>Community Development Manager</li> <li>RAP Champion/RWG Chair</li> </ul>
	Research best practice and policies in areas of race relations and anti-discrimination.	February 2026	<ul style="list-style-type: none"> <li>Executive Manager Operational Performance</li> </ul>
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2026	<ul style="list-style-type: none"> <li>Executive Manager People and Customer</li> </ul>
	Mates day – celebrating and strengthening friendships	8 May	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> </ul>

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# RESPECT RESPONSIBILITIES AND TIMELINE

RESPECT			
Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li>Community Development Manager</li> </ul>
	Conduct a review of cultural learning needs within our organisation.	January 2026	<ul style="list-style-type: none"> <li>Human Resources Manager</li> </ul>
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> </ul>
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jan, 2026	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li>General Manager People and Place</li> </ul>
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June - July 2025 June - July 2026	<ul style="list-style-type: none"> <li>General Manager People and Place</li> </ul>
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June - July 2025 June - July 2026	<ul style="list-style-type: none"> <li>General Manager People and Place</li> </ul>



RESPECT			
	RAP Working Group to participate in an external NAIDOC Week event.	June - July 2025 June - July 2026	<ul style="list-style-type: none"> <li>• RAP Champion/RWG Chair</li> <li>• General Manager People and Place</li> </ul>

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# OPPORTUNITIES RESPONSIBILITY AND TIMELINE

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2026	<ul style="list-style-type: none"> <li>Human Resource Manager</li> </ul>
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2026	<ul style="list-style-type: none"> <li>Human Resource Manager</li> </ul>
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2026	<ul style="list-style-type: none"> <li>Executive Manager Operational Performance</li> </ul>
	Investigate Supply Nation membership.	April 2026	<ul style="list-style-type: none"> <li>Executive Manager Operational Performance</li> </ul>

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# GOVERNANCE RESPONSIBILITY AND TIMELINE

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Oct, 2024	<ul style="list-style-type: none"> <li>General Manager People and Place</li> </ul>
	Draft a Terms of Reference for the RWG.	October, 2024 December 2025	<ul style="list-style-type: none"> <li>Mayor</li> </ul>
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	June 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li></li> </ul>
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> </ul>
	Engage senior leaders (CoP internal) in the delivery of RAP commitments.	Nov, 2024	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li>General Manager People and Place</li> </ul>
	Appoint a senior leader (CoP internal) to champion our RAP internally.	Oct 2024	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> <li>General Manager People and Place</li> </ul>

GOVERNANCE			
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2025	<ul style="list-style-type: none"> <li>RAP Champion/RWG Chair</li> </ul>
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2025, June 2026	<ul style="list-style-type: none"> <li>Human Resource Manager</li> </ul>
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Survey.	1 August 2026	<ul style="list-style-type: none"> <li>Human Resource Manager</li> </ul>
	Complete and submit the annual RAP Impact Measurement Survey to Reconciliation Australia.	30 September, 2026	<ul style="list-style-type: none"> <li>Human Resource Manager</li> </ul>
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	September 2026	<ul style="list-style-type: none"> <li>Human Resource Manager</li> </ul>



# CONTACT

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CONTACT NAME	POSITION	DETAILS	EMAIL	PHONE
Becky Saywell	Acting Executive Manager People and Customer	Contact in relation to RAP contents, administration, registration, website content, Council reporting	<a href="mailto:Becky.saywell@palmerston.nt.gov.au">Becky.saywell@palmerston.nt.gov.au</a>	0427 548 014
Konrad Seidl	General Manager Community	Contact in relation to Reconciliation Action Plan Champion	<a href="mailto:Konrad.seidl@palmerston.nt.gov.au">Konrad.seidl@palmerston.nt.gov.au</a>	0488 287 953