

# Reconciliation Statement Policy

## 1. RATIONALE

The City of Marion recognises Aboriginal and Torres Strait Islander peoples as the First People of Australia and traditional owners of the land and waters.

Council is committed to a two-way relationship built on trust, respect, integrity, inclusion, equality and equity.

This Policy demonstrates Council's commitment to building awareness and inclusion of Aboriginal and Torres Strait Islander cultural customs where relevant in Council's meetings, projects, programs and services.

## 2. POLICY STATEMENT

This Policy demonstrates Council's:

- Recognition of Aboriginal and Torres Strait Islander peoples as the First People of Australia and the traditional owners of lands and waters
- Recognition that Aboriginal and Torres Strait Islander customs, traditions and spiritual relationship with lands and waters remain important to the social and emotional connection of Aboriginal and Torres Strait Islander people today
- Commitment to relationships with Aboriginal and Torres Strait Islander peoples being built on trust, respect, integrity, inclusion, equality and equity
- Commitment to develop, deliver and embed current and future Reconciliation Action Plans
- Commitment to include cultural considerations in decision making
- Commitment to consider Aboriginal and Torres Strait Islander cultural customs at major events

## 3. OBJECTIVES

The objectives of the Reconciliation Statement Policy are to:

- Acknowledge and raise awareness of the importance and value of Aboriginal and Torres Strait Islander culture and heritage
- Build awareness and understanding of the importance of reconciliation
- Provide a shared understanding of recognition and inclusion of Aboriginal and Torres Strait Island customs where relevant to Council
- Facilitate reconciliation at the local level
- Build awareness and understanding of protocols to support effective and respectful communication

## 4. POLICY SCOPE AND IMPLEMENTATION

This Policy applies to Council Elected Members, employees, contractors and volunteers.

The implementation of this Policy will be through the:

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- Delivery of the Reconciliation Action Plan 2020-2023 and relevant procedures
- Implementation of relevant Council policies
- Implementation of Welcome to Country protocol
- Implementation of Acknowledgement of Country protocol

## 5. DEFINITIONS

### Reconciliation

- reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians (source: Reconciliation Australia)

## 6. ROLES AND RESPONSIBILITIES

The Innovation and Strategy Department is responsible for the implementation and review of this Policy across the organisation.

## 7. REFERENCES

### City of Marion

- Reconciliation Action Plan 2020-2023
- Equal Opportunity, Discrimination, Harassment and Workplace Bullying Policy
- Equity, Access and Social Inclusion Policy
- Procurement and Contractor Management Policy
- Volunteer Policy
- Welcome to Country protocols
- Acknowledgement of Country protocols

### Reconciliation Australia

- Guidance and support for development and delivery of Reconciliation Action Plans

## 8. REVIEW AND EVALUATION

This Policy will be reviewed in each Council term.