

Randwick City Council

REFLECT RECONCILIATION ACTION PLAN

December 2025 – June 2027





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Acknowledgement of Country

Randwick Council pays respect to the Traditional Custodians of the land, the Bidjigal and Gadigal people, and we acknowledge the living and continuing cultures of the Traditional Custodians of this Country. We recognise that the Traditional Custodians have occupied and cared for this Country over countless generations, and we celebrate their ongoing contributions to the life of the area.







Mayoral Foreword

I'm very proud to present Randwick City Council's Reflect Reconciliation Action Plan (RAP).

Our RAP emphasises our ongoing commitment in recognising that the 65,000 plus years of Aboriginal and Torres Strait Islander cultures and histories is an important part of the shared story of all Australians.

Our RAP is a catalyst for action, and it will provide us with an opportunity to reflect, learn, and grow for the benefit of all Australians. This is a significant step forward for Randwick City Council.

We invite all members of our community to join us on this journey.

Reconciliation is a shared responsibility, and it is through collective effort that we can build lasting, meaningful change. Every step we take together will contribute to building a stronger and more inclusive community.

To all Aboriginal and Torres Strait Islander community members, Elders past and present, and to everyone who has contributed to the development of our Reconciliation Action Plan - thank you.

I look forward to the journey ahead, and to the positive impact we will make together.

Dylan Parker
Mayor of Randwick
Randwick City Council



Foreword by General Manager

As General Manager of Randwick City Council, I am honoured to share our Reflect Reconciliation Action Plan.

This plan represents a significant step in strengthening our connection with the Bidjigal and Gadigal people, and all Aboriginal and Torres Strait Islander peoples living on Bidjigal and Gadigal Country.

For me, reconciliation is deeply personal. It's about listening, learning and acknowledging the incredible richness that Aboriginal and Torres Strait Islander peoples bring to our community. Aboriginal and Torres Strait Islander stories, traditions, and practices over tens

of thousands of years continue to inspire and guide us all.

This Reflect Reconciliation Action Plan provides us with an opportunity to pause, reflect and take meaningful steps toward reconciliation. It's not just a document - it's a commitment to creating a future where respect and inclusion are at the heart of everything we do.

As a Council, we've seen how initiatives like Koojay Corroboree, NAIDOC in the Park, NAIDOC @ Yarra Bay Sailing Club, Elders Olympics and Culture on Country brings our community together. This plan challenges us to go further - to strengthen relationships,

deepen cultural understanding and explore new opportunities to work alongside local Aboriginal and Torres Strait Islander communities.

I am proud to lead an organisation that embraces the responsibility of reconciliation and is willing to take action. This plan is just the beginning and I look forward to working with our community to make these commitments a reality.

Together, we can create a more inclusive and connected future, one built on respect, understanding, and shared aspirations.

Ray Brownlee PSM
General Manager
Randwick City Council



Statement from CEO of Reconciliation Australia

Inaugural Reflect RAP

Reconciliation Australia welcomes Randwick City Council to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Randwick City Council joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 million people now working or studying in an organisation with a RAP.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Randwick City Council to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Randwick City Council, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

About the Artist

Shane Youngberry

Shane Youngberry belongs to the La Perouse Aboriginal community and is a member of the Gweagal Clan of the Dharawal Nation and the Dunghutti Nation.

Shane is a well-known artist in the community and has participated in a number of projects to promote local authentic Gweagal and Dharawal



culture. Shane's work features in variety of places including the Kamay Botany Bay Commemorative installation "Eyes of the Land and Sea" and within Gujaga Foundation's Dharawal Language Program Resources.

Shane works with senior members of his clan group to capture dreaming stories and ensure the visual representations and storytelling is spiritually and culturally appropriate.



Randwick City Council's Reflect RAP Artwork, designed by Shane Youngberry



Stingray



People



Resting places and walking paths



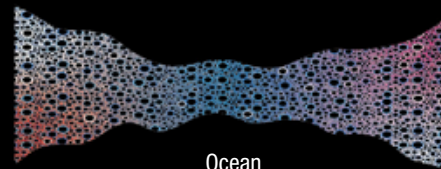
Coastline



Hand stencil



Campsite



Ocean



Country

A photograph of children in blue and yellow uniforms sitting on a blue patterned rug. They are holding bundles of dried grass or straw. The text "Our Vision for Reconciliation" is overlaid on the image.

Our Vision for Reconciliation



Our vision for reconciliation in Randwick City is a future where Aboriginal and Torres Strait Islander communities are recognised, celebrated and respected as the world's oldest living cultures.

Randwick City Council honours the deep histories, cultures, and practice, which have endured for tens of thousands of years. Guided by the voices and perspectives of local Aboriginal and Torres Strait Islander community members, we are committed to ongoing consultation, partnership-building, and breaking down barriers to reconciliation.

We will foster genuine, meaningful relationships, embracing Aboriginal and Torres Strait Islander cultures, histories and knowledge, and deepening understanding across our community. Through listening, learning and acknowledging the strength of the oldest continuous cultures, we will strive to create spaces where Aboriginal and Torres Strait Islander stories and ways of being, knowing and doing are seen, heard and celebrated.

Our commitment extends to supporting the next generations of Aboriginal and Torres Strait Islander peoples, ensuring they have equitable access to meaningful opportunities to reflect their

aspirations and desires. We commit to walk alongside Aboriginal and Torres Strait Islander people, working towards a future where their contributions to our shared national identity are acknowledged and valued.

Reconciliation is a shared responsibility and a pathway to healing the past, and we are committed to embedding it across all aspects of Council's work, making it a core part of our collective efforts and daily operations.



Aunty Marilyn Russell
Shellwork shoes, 2023
Object No. 2023.3-1:2



About Randwick City Council

Randwick City Council is located on the east coast of Sydney and is the ancestral lands of the Bidjigal and Gadigal people.

Today, Randwick's Aboriginal and Torres Strait Islander community is diverse, comprising Traditional Custodians and many Aboriginal and Torres Strait Islander community members whose traditional lands are located elsewhere.

Randwick City Council covers approximately 37 square kilometres from urban areas to saltwater beaches. The suburbs covered are Chifley, Clovelly, Coogee, Kensington, Kingsford, La Perouse, Little Bay, Malabar, Maroubra, Matraville, Phillip Bay, Port Botany, Randwick, South Coogee and part of Centennial Park.

Our area includes 29 kilometres of coastline with 10 beaches and eight ocean pools.

We manage over \$2 billion worth of local infrastructure, property, plant and equipment including parklands, community centres, public amenities, historic buildings, roads, footpaths, stormwater systems and playgrounds. Council is responsible for setting planning controls to manage development in a responsible and sustainable manner and for determining development applications.

As a local government organisation, we are dedicated to serving our community. We provide high-quality community services, programs, and infrastructure that supports the wellbeing, sustainability and development of our community. We aim to foster a vibrant, inclusive and connected community while preserving the area's natural and cultural heritage.

About Us

We have a workforce of approximately 1,002 staff (as at January 2025) across a wide range of functions. As part of our commitment to diversity and inclusion, we actively work to increase Aboriginal and Torres Strait Islander employment. In our 2024-25 staff survey, 24 staff members identified as being an Aboriginal and / or Torres Strait Islander person.

Our organisation is comprised of four divisions – Community & Culture, City Planning, City Services and Corporate Services.

Our workplace is diverse operating out of a variety of locations:



Randwick City Library Multiple branches including Margaret Martin Library, Lionel Bowen Library, and Malabar Community Library



Des Renford Leisure Centre
Maroubra



Prince Henry Centre
Little Bay



Randwick City Works Depot
Maroubra



The Hub @ Lexo
South Maroubra



La Perouse Museum
La Perouse



Randwick City Council Administrative Centre Randwick



Moverly Children's Centre
South Coogee



Lifeguard offices
Clovelly, Coogee, Maroubra, Malabar and Little Bay

This local presence ensures we remain accessible and responsive to the needs of our community.

Our Values

Our values provide a clear statement of how we work to achieve our vision and guide the behaviour and culture for our staff.

INTEGRITY: Ensuring transparency and honesty in all our activities.

CUSTOMER FOCUS: Delivering prompt, courteous and helpful service and being responsive to people's changing needs.

ACCOUNTABILITY: Accepting our responsibility for the provision of quality services and information which meet agreed standards.

RESPECT: Treating everyone with courtesy, dignity and fairness regardless of our own feelings about the person or the issue.

EXCELLENCE: Being recognised for providing services, programs and information which consistently meet and exceed standards through the use of best-known practices and innovation.



Our Vision

Our vision for Randwick is to enhance and maintain our area's strong sense of community.

Our 10-year plan focuses on three key areas – our unique coastal environment, our strong sense of community and the sustainability of our natural and built environment. This vision is reflected in our RAP.



Our Inclusive Randwick Strategy

Informed by the 10-year vision, Council's Inclusive Randwick Strategy is our plan to support a connected, resilient, safe and diverse community. This strategy articulates Council's commitment to effect positive change so that community members:

- feel a sense of community and belonging
- access social support and amenities whatever their ability and wherever they live
- enjoy individual and collective health, wellbeing and safety

The development of the RAP is a key outcome identified by the Inclusive Randwick Strategy.

Our Integrated Planning and Reporting Framework

Randwick City Council adopts the Integrated Planning and Reporting framework legislated by the Local Government Act. This approach ensures Actions identified by the RAP are governed by Council's operational and resource planning, and progress is reported back to community on a quarterly basis.



Randwick's Aboriginal and Torres Strait Islander Community Profile



The following statistics is sourced from the 2021 Census data, which provides a detailed demographic profile of the Aboriginal and Torres Strait Islander population within Randwick City Council.

Aboriginal and Torres Strait Islander Population

A total of 2,354 residents (or 1.8%) of Randwick City Council identified as Aboriginal and/or Torres Strait Islander. Specifically, 2,242 identified as Aboriginal, 39 identified as Torres Strait Islander, and 70 identified as having both Aboriginal and Torres Strait Islander heritage.

Age

The median age of the local Aboriginal and Torres Strait Islander population is 28 years, which is younger than the median age of 37 years for the total population. Only 8.5% of the Aboriginal and Torres Strait Islander population is aged 65 years and over, compared to 15.7% of the total population.

Family

A total of 750 families and 1,112 households in Randwick City identify as Aboriginal or Torres Strait Islander. Of these, 18.6% had no children, compared to 39.8% of households in the wider population. Additionally, 19.7% were couple families with children, in contrast to 44.1% of other families. One parent families made up 23.9% of Aboriginal or Torres Strait Islander households, while this figure was 14% for the wider population.

Dwelling

A total of 14.8% owned their own homes with a mortgage, while 13.5% owned their homes outright. The majority, 67.5% were renting.

Income

The median weekly household income was approximately \$1,694, compared to \$2,305 for the wider population.

Occupation

The most common occupation for Aboriginal and Torres Strait Islander people in Randwick City Council was in professional roles, followed by positions in clerical and administrative work, with community and personal service workers (aged care and childcare, education support, hospitality) ranking third.

Education

Bachelor degrees are achieved by 15.6% of the Aboriginal and Torres Strait Islander community, while 6.3% had attained an advanced diploma or diploma, 15.2% completed a Certificate III or IV at TAFE, and 17.6% obtained a Year 12 certificate.

Among children and young people, 5.8% were enrolled in preschool, 27.2% in primary school, and 20.7% in high school. Additionally, 7.7% were participating in vocational education, while 17.6% were attending university or other higher education institutions.



Population

1.8%

Identify as Aboriginal and/
or Torres Strait Islander

2,242

Identify as Aboriginal

39

Identify as Torres
Strait Islander

70

Identify as having both
Aboriginal and Torres
Strait Islander heritage

Age

28

Median age

8.5%

65 years and over

Dwelling

14.8%

Own their own home
with a mortgage

13.5%

Own their home
outright

67.5%

Renting

Income

\$1,694

Median weekly
household income

\$2,305

Median wider
population household
income

Occupations

1st

Professional roles

2nd

Clerical and
administrative work

3rd

Community and
personal service
workers

Education

15.6%

Bachelor degree

6.3%

Advanced diploma
or diploma

15.2%

TAFE Certificate III or IV

17.6%

Year 12 certificate

27.2%

Enrolled in primary school

5.8%

Enrolled in preschool

20.7%

Enrolled in high school

17.6%

Attending university
or other higher
education institution

7.7%

Participating in vocational
education

Our Reflect RAP

Our Reflect RAP is the critical first step in our reconciliation journey.

It is the moment we begin to lay the groundwork for a future built on understanding, respect, and long-term commitment. This stage is about creating the space for real change, where we can build strong foundations for the work ahead.

Our Reflect RAP is more than just a document, it's an opportunity to share the stories that have shaped this Saltwater Country over generations. It's a chance to honour the histories and cultures of Aboriginal and Torres Strait Islander peoples who have walked this land for thousands of years. Our RAP provides an opportunity to share our story- a story of reflection and growth. It's a story that acknowledges where we've been, where we are now, and where we are heading together. Together, we will walk this journey, honouring the old stories, and telling new ones - stories of strength, of reconciliation, and of a future that is shared.

Key Themes

The consultation process identified key themes that are reflected in the Reflect RAP, including:

1. Strong relationships are essential to reconciliation, and Council needs to maintain trust over time and demonstrate accountability for commitments
2. Reconciliation is everybody's business, and the community want to stay engaged in Council's journey
3. Fostering a deeper understanding of Aboriginal and Torres Strait Islander cultures and histories are critical to building cultural safety in the workplace and community
4. Reconciliation is advanced with strategies that raise cultural visibility and embed Aboriginal knowledge and protocols in Council's core business
5. Council is positioned to contribute to the improved economic outcomes of Aboriginal and Torres Strait Islander communities through inclusive employment, procurement and business support initiatives
6. Culturally responsive methods of engagement will enable Aboriginal and Torres Strait Islander voice in Council's governance and decision-making processes.

Developing the Reflect RAP

Community Consultation

Between November 2024 and May 2025, there were approximately 370 engagements that informed the development of Randwick City Council's Reflect RAP.

Consultations set out to confirm Council's commitment to reconciliation, baseline sentiment at the beginning of Council's RAP journey, and understand the priorities, vision and perceived challenges to Council taking steps to advance reconciliation.

Community, stakeholder and staff input was sought through:

- Consultations with key Aboriginal Community Controlled Organisations
- Yarning Circles with Aboriginal and Torres Strait Islander Elders, Traditional Custodians and community members
- Workshops with Aboriginal and Torres Strait Islander services and staff who occupy identified roles
- Digital surveys targeting local Aboriginal and Torres Strait Islander community members, the broader community, and Council staff
- Email submissions
- RAP Art workshop with community.



Governance

Randwick City Council will facilitate three key structures to guide and monitor the development and implementation of the Reflect RAP:

- RAP Governance Team
- RAP Working Group
- Aboriginal and Torres Strait Islander Community Advisory Committee

RAP Governance Team

The RAP Governance Team is comprised of senior leaders from across Council. The Team ensures strong organisational commitment to reconciliation, provides strategic oversight, and monitors progress to remove barriers to achievement.

The Governance Team operates under a Terms of Reference and convenes bi-monthly. Additionally, members are also invited to participate in RAP Working Group meetings.

Membership of the RAP Governance Team includes:

- RAP Lead – Community Development Officer, Aboriginal Programs
- Organisational Lead – General Manager
- Executive Sponsor and RAP Champion – Director Community and Culture
- RAP Chairperson – Manager Human Resources
- RAP Administrator / Secretariat – Manager Community Development

Council's RAP Lead, who is of Aboriginal descent, works closely with the Governance Team and the Working Group to ensure Aboriginal perspectives are embedded throughout RAP implementation.



RAP Working Group

The RAP Working Group plays an important role in embedding reconciliation across Council. The Group oversees the day-to-day implementation of the Reflect RAP, supports collaboration across departments, and fosters clear communication and positive relationships throughout the process.

The Working Group convenes bi-monthly, independent of the Governance Team, and operates under a Terms of Reference. Membership is determined through a merit-based Expression of Interest process. If a member resigns within six months of appointment, the next preferred candidate on the eligibility list will be offered a position.

The Working Group has diverse representation from across Council, including:

- Bushcare Officer
- Children and Youth Services Librarian
- Community Consultation Officer
- Coordinator Open Spaces
- Coordinator Strategic Planning
- Creche Team Leader
- Engagement and Culture Advisor
- Head Arts and Culture
- Head La Perouse Museum
- Project Manager – Major Projects Planning
- Supervisor Ranger Services

Aboriginal and Torres Strait Islander Community Advisory Committee

In addition to the above, an Aboriginal and Torres Strait Islander Community Advisory Committee will be appointed on the commencement of the Reflect RAP to provide direct input from community members and ensure Aboriginal and Torres Strait Islander voices guide and strengthen Council's reconciliation journey.

Community members will be selected through an EOI process and governed by a Terms of Reference. Membership also includes the Mayor and Councillors delegated through endorsement at a Council meeting. Council officers will administer the Advisory Committee. The meetings will be held on a bi-annual basis or as required.



Progressing Reconciliation: Our Partnerships and Initiatives

Randwick City Council has a strong commitment to fostering reconciliation and building respectful relationships with Aboriginal and Torres Strait Islander peoples and communities.

Our commitment is reflected in both our community partnerships and internal initiatives, which aim to celebrate and support the rich cultural heritage of the Gadigal and Bidjigal peoples, the Traditional Custodians of the Randwick area.

Our Community Partnerships

Randwick City Council works closely with the local Aboriginal community and Elders, the La Perouse Local Aboriginal Land Council, La Perouse Aboriginal Community Alliance, the Gujaga Foundation, and other local Aboriginal organisations to co-design and deliver initiatives that respond to community needs and priorities.

Through these ongoing partnerships, Council has supported and delivered a broad range of culturally significant programs and events. Highlights of some of these initiatives include:

Koojay Corroboree: Since 2015, during National Reconciliation Week, Randwick City Council, in conjunction with the La Perouse Local Aboriginal Land Council has held Koojay Corroboree on the sands of Coogee Beach. The Corroboree is a powerful connection to the Dreaming through contemporary and traditional music, storytelling and dance. The program brings together Elders, local students, community, and organisations in ceremony to reflect on reconciliation efforts and encourage fresh action strengthened by respectful relationships.



Culture on Country: On 26 January, Randwick City Council hosted Culture on Country at the La Perouse Headlands to recognise the survival and resilience of Aboriginal and Torres Islander cultures and communities. This event was held



on the headland overlooking the site of First Contact, Gamay Botany Bay. Culture on Country is the vision of a beloved local Elder, Uncle Vic Simms, who set out to bring mob, allies, and local families together to heal Country with music, dance, and workshops. This event started in the 1990s as a Survival Day event and marks the humble beginnings of Sydney's Yabun Festival.



Elders Olympics: Randwick City Council supported the Elders Olympics held at the Heffron Centre - a significant event that brought together five Sydney-based teams in a celebration of community, culture, and wellbeing. Teams representing the Redfern Aboriginal Medical Centre, Wyanga Aboriginal Aged Care, Guriwal Aboriginal Corporation, Kurranulla Aboriginal Corporation, and the Kinchela Boys Home came together to participate in a day of friendly competition and connection. The event provided Elders with a meaningful opportunity to engage in sport and

recreational activities that encouraged physical health, mental wellbeing, and an active lifestyle. It also recognised and honoured the invaluable contributions Elders make to our communities.



NAIDOC at Yarra Bay Sailing Club: In partnership with Yarra Bay Sailing Club, Randwick City Club proudly hosted NAIDOC Week celebrations at Yarra Bay Sailing Club in 2024 and 2025. These significant and well-attended events were inspired by the vision of respected local Aboriginal Elder, Aunty Margorie Dixon, whose passion and leadership were pivotal in bringing the celebrations to fruition. We also acknowledge the valued support of Aunty Marion Russell for her contributions to the events. The celebrations brought together Elders, families, and community members to honour and celebrate NAIDOC Week. Set against the backdrop of Gamay Botany Bay, the celebrations featured live music, entertainment, cultural workshops, and children's activities.

Launch of the Yarra Oval Sportsfield Signage during La Perouse United Junior Rugby League Football Club NAIDOC Family Fun Day:

In honour of the strength, vision and legacy of Ancestors, signage at Yarra Oval Sportsfield acknowledges the history of the La Perouse Men's Rugby League Club featuring photos from 1932, 1940, and 1959. Launched during NAIDOC Week and reflective of the 2025 theme, the signage was envisaged by local Elder, Aunty Marion Russell, and recognises the legacy of ancestors and the strong and talented bloodlines still thriving in the Club and community. The signage was launched during the La Perouse United Football Club NAIDOC Family Day at Yarra Oval, hosted by the Football Club. The event drew a significant crowd from community included NAIDOC-themed activities, Junior football games and an Elders tent.



South East Block Party: In 2020, Weave Youth and Community Services supported an Aboriginal Men's Healing Circle where local young men expressed their vision for a community-led Youth Week event at Coral Sea Park – this became the catalyst for the South East Block Party. Held 2021-2025 as a partnership between Weave, Kobie Dee and Randwick City Council, the community-led event grew to bring together over 4,000 community members to celebrate young people, music, community and culture. The 2025 event featured an incredible line up of performances by Akilaqui, Lil Arts, Zipporah, Wali Diid and Tayway, Flewnt and Inkabee, Kobie Dee and special guest headliners King Stingray. The event was opened by the Gamay Dancers, and the MC Trei mentored young protoges to confidently take to the stage. Engagement activities like face painting and Boomalli Weaving tent were offered, alongside free food and barber services. South East Block Party was livestreamed into two NSW Juvenile Justice centres.

These initiatives support cultural pride, strengthen community wellbeing, and create important opportunities for learning and connection. Randwick City Council remains committed to walking alongside Aboriginal communities in partnership and supporting self-determined outcomes that create lasting and positive change.



Our Internal Activities/Initiatives

Randwick City Council is committed to embedding reconciliation across all areas of our organisation. A key focus has been building internal cultural capability through a range of learning and development opportunities that strengthen understanding of Aboriginal and Torres Strait Islander histories and cultures.

As part of our ongoing journey, the following internal initiatives have supported in preparation for the implementation of our RAP:

NAIDOC Week Lifestyle Lunch:

A panel event was held during NAIDOC Week 2024, where local Aboriginal community members shared their perspectives on the significance of NAIDOC Week, fostering understanding and dialogue among staff.

Walk on Country – Community and Culture Directorate: Staff participated in a Walk on Country at La Perouse, led by the Gamay Rangers. This experience included local storytelling, including stories on the Mullet Run, a traditional fishing practice.

RAP Working Group Training Day:

The RAP Working Group took part in a full-day cultural learning session, facilitated by the Gujaga Foundation and Nganya. Activities included local cultural awareness training, a Walk on Country, talks on Coastal Sydney peoples and local history, a cultural weaving workshop, and a tailored RAP workshop.



Mungari Tour: The Mungari Tour was delivered by the Gujaga Foundation. This cultural tour shared stories on the return of the Gweagal Spears. The Mungari Tour provided the RAP Working Group with an opportunity to learn about the stories of fishing, resistance and the return of the Gweagal Spears.

RAP Leadership Day: A leadership session facilitated by Nganya was held for Council's Directors and the General Manager, focusing on the strategic role of leadership in RAP implementation and building organisational accountability for reconciliation outcomes.



National Reconciliation Week Livestream Breakfast: A livestream event by Reconciliation NSW was hosted at two Council locations to provide staff with opportunities to come together, reflect, and engage in meaningful conversations around reconciliation.

Participation in Local Reconciliation Events: All staff are encouraged and supported to attend the Koojay Corroboree and other community-led events held in the Randwick LGA during National Reconciliation Week, fostering ongoing community connection and cultural learning.

'All Stop to Randwick 2025' Workshop: This all staff session was held to prepare employees for the implementation of Council's Reflect Reconciliation Action Plan, to fostered shared understanding and readiness across the organisation.

'Lunch and Learn' Leadership Session – Recruitment and Retention: Directors, Managers, and Supervisors attended a session with Nganya exploring culturally safe practices in the recruitment and retention of Aboriginal and Torres Strait Islander staff.



'Lunch and Learn' Conversations that Count: All staff were invited to a session facilitated by Nganya, focusing on how to lead and engage in respectful and constructive dialogue around reconciliation in the workplace.



10 years of Koojay Corroboree

Case Study

The Koojay Corroboree began as the vision of the late Aunty Suzanne Bryant, the nominated Elder of Randwick City Council's Aboriginal Advisory Committee.

Since the beginning, the event has grown into a powerful celebration of Aboriginal culture, healing, and community connection. In 2025, Randwick City Council celebrated its 10th year, Koojay Corroboree continues to play a vital role in fostering positive relationships.

Held annually, the Corroboree engages schools, community members, and organisations, providing an opportunity to witness and participate in the richness of Aboriginal and Torres Strait Islander culture. The 2025 event marked a significant milestone, celebrating a decade of cultural storytelling, connection to Country, and collective healing.

The 2025 event featured an array of cultural dance performances, live music, cultural workshops, and



market stalls, reflecting the strength and continuity of Aboriginal and Torres Strait Islander cultures.

The heart of Koojay Corroboree lies in the dance performances, which showcase Dreaming stories and cultural practices, these included:

- The Gamay Dancers, with strong ties to Coastal Sydney, performed dances inspired by local landscapes and Dreaming stories, reflecting the movement and spirit of the Sydney and Illawarra regions.
- The Galu Dancers, a contemporary dance group from La Perouse Public School, are named after the Grey Crane in Dharawal language — an important animal connected to the area. Their performance showcased

the young talent and revival of culture through the younger generation.

- The Saltwater Dancers, from Chifley Public School, featured students from Kindergarten to Year 6 performing traditional Aboriginal dances, proudly representing their school and community.
- Jannawi Dance Clan combined traditional and contemporary dance forms, guided by the meaning of their name “with me, with you” from the Darug language. Their performance was a powerful expression of cultural revitalisation and connection to Darug Country.





- The Doonooch Dancers, founded by Bobby McLeod on the South East Coast in the early 1990s, captivated audiences with their traditional dances. The Doonooch dances invited students up to perform with them!

Following the dance performances, the stage lit up with talented Aboriginal and Torres Strait Islander musicians:

- Kobie Dee, a proud Gomerioi man from Maroubra (Bidjigal Land), opened the music program. Known for his lyrical storytelling, Kobie is a powerful voice in Australian hip hop and a role model for young people.
- Zipporah Corser-Anu, of the Samu and Suy clans of Saibai Island, brought her unique vocals to the stage. A performer since age five and a 2019 NRL Youth Ambassador, Zipporah showcased her connection to culture, family, and community through a compelling performance.
- Cianna and Olivia brought the evening to a close with a moving musical collaboration. Cianna, a Gumbaynggirr and Yuin woman, and Olivia, a proud

Wiradjuri woman. Their performances weave a narrative that celebrates and embraces their cultures.

In addition to performances, the Corroboree hosted a range of cultural workshops to learn about the local Aboriginal culture in the Randwick City Council LGA:

- The Gujaga Foundation, the leading organisation for language and cultural revitalisation in the La Perouse Aboriginal community, facilitated language workshops. Their aim is to nurture a strong sense of identity and cultural pride in the younger generations.



- Shell art is a cultural art practice that's been passed down through generations. Aunty Maxine Ryan, a proud Aboriginal woman from the La Perouse Aboriginal Community, facilitated a shell art workshop.
- Weaving workshops were conducted by Malima, a family-run business with deep roots in Botany Bay, Coastal Sydney, and broader cultural connections across NSW and Victoria.

- IndigiGrow ran bushtucker workshops. They are based at La Perouse Public School and are a social enterprise from First Hand Solutions Aboriginal Corporation. IndigiGrow is underpinned by Culture, Connection to Country & Caring for Country while utilising native plants with objectives to pass down traditional knowledge and stories from Elders.

The event included information stalls for community to access to services, these included:

- Na Joomelah, operated by the La Perouse Local Aboriginal Land Council, hosted an interactive information stall as part of their Tackling Indigenous Smoking program.
- The Aboriginal Health Directorate of the South Eastern Local Health District shared information about career pathways in health for Aboriginal people, promoting opportunities and empowerment.
- Carer Gateway, a government initiative supporting carers, also provided resources and support information to attendees.

The 10th Anniversary featured a vibrant marketplace showcasing Aboriginal-owned businesses:

- Tarni Jane Designs, led by Mununjali, Wiradjuri, and Kamilaroi artist Tarnee Jane, presented her unique, hand-crafted creations.

- Dollies Tribe, a mother-daughter business, exhibited custom-styled and painted dolls celebrating cultural identity.
- Caressa Designs, founded by a proud Gumbaynggirr woman and based on Dharawal Country, offered culturally inspired children's fashion that blends tradition with modern expression.
- Winston Walford Beach Towels, created by Gamilaraay artist Rex Winston/Walford, featured beautiful designs that bring cultural storytelling.

The 10th Anniversary of Koojay Corroboree was not only a celebration of a milestone but also a testament to the strength and resilience of Aboriginal and Torres Strait Islander cultures. Through dance, music, workshops, and community connection, the event brought people together to walk together towards a stronger, more united future.



1. Relationships

Building and strengthening relationships with Aboriginal and Torres Strait Islander peoples is fundamental to advancing reconciliation in Randwick City.

Meaningful relationships create opportunities for collaboration, foster mutual respect, and ensure that Aboriginal and Torres Strait Islander voices are central to decision-making processes that affect our community.

Randwick City Council is committed to cultivating genuine, long-term relationships with Aboriginal and Torres Strait Islander peoples, organisations, and community representatives.

Through ongoing engagement, we aim to create a more inclusive and connected community that values and celebrates cultures, histories, and contributions. Our ambition is to ensure the voice and aspiration of Aboriginal and Torres Strait Islander community members is at the forefront of Council decision making.

Action	Deliverable	Timeline	Responsibility	Supported by
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2025	Manager Community Development	Community Development Officer, Aboriginal Programs
	1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2026	Manager Community Development	Manager Communications
	1.3 Host two Yarning Circle discussions with Aboriginal and Torres Strait Islander Elders, Traditional Custodians and community members to identify social and cultural needs.	February 2026, September 2026	Community Development Officer, Aboriginal Programs	Manager Community Development
	1.4 Convene quarterly meetings with the La Perouse Aboriginal Land Council	February 2026	General Manager	Community Development Officer, Aboriginal Programs
	1.5 Develop a proposal for an annual event to recognise and celebrate the achievements of local Aboriginal and Torres Strait Islander individuals, businesses and organisations.	December 2026	Community Development Officer, Aboriginal Programs	Manager Economic Development and Placemaking
	1.6 Develop and implement a bi-annual interagency with service providers, fostering collaboration to address the needs of Aboriginal and Torres Strait Islander communities.	April 2026	Community Development Officer, Aboriginal Programs	Coordinator Community Development
	1.7 Investigate a proposal to develop a First Nations Cultural Precinct at La Perouse.	May 2027	Head of La Perouse Museum	Director Community and Culture

Action	Deliverable	Timeline	Responsibility	Supported by
2. <hr/> Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	Engagement and Culture Advisor	Coordinator Employee Experience
	2.2 RAP Governance Team and Working Group members to participate in an external NRW event.	27 May – 3 June 2026	Community Development Officer, Aboriginal Programs	Manager Human Resources
	2.3 Encourage and support all staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2026	General Manager	Manager Communications



Action	Deliverable	Timeline	Responsibility	Supported by
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all staff.	December 2025	General Manager	Director Community and Culture
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2026	Community Development Officer, Aboriginal Programs	Director Community and Culture
	3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2026	Manager Community Development	Director Community and Culture
	3.4 Investigate a series of Aboriginal art designs and decals for our Depot vehicles.	August 2026	Head Arts and Culture	Director City Services
	3.5 Create a series of Aboriginal art designs for Council uniforms.	March 2027	Head Arts and Culture	Director Community and Culture
	3.6 Investigate opportunity to share local histories and stories through public art, signage, monuments and dual naming practice in consultation with Traditional Custodians.	May 2027	Head Arts and Culture	First Nations Curator
	3.7 Develop and implement a plan to communicate our reconciliation efforts to internal and external stakeholders.	August 2026	Manager Communications	Engagement and Cultural Advisor
	3.8 Install the RAP artwork in the customer service area of the Randwick City Council Administration Building.	February 2026	Head Arts and Culture	Head La Perouse Museum

Action	Deliverable	Timeline	Responsibility	Supported by
<p>4.</p> <p>Promote positive race relations through anti-discrimination strategies.</p>	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	February 2026	Coordinator Social Planning	Manager Community Development
	4.2 RAP Governance Team and Working Group members to participate in an external NRW event.	27 May – 3 June 2026	Community Development Officer, Aboriginal Programs	Manager Human Resources
	4.3 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2026	Manager Human Resources	Coordinator Employee Relations



2. Respect

Respect is at the heart of reconciliation and is essential for building a community where Aboriginal and Torres Strait Islander peoples feel seen, heard, and valued. Recognising and honouring the cultures, histories, and contributions of Aboriginal and

Torres Strait Islander peoples fosters understanding, strengthens relationships and promotes a more inclusive society.

Randwick City Council is committed to embedding respect in everything we do. Through cultural recognition,

education and meaningful engagement, we will ensure Aboriginal and Torres Strait Islander voices are acknowledged and celebrated. By actively promoting cultural awareness and understanding, we strive to create a more respectful and united community.

Action	Deliverable	Timeline	Responsibility	Supported by
5. — Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	April 2026	Coordinator Learning and Development	Community Development Officer, Aboriginal Programs
	5.2 Conduct a review of cultural learning needs within our organisation.	April 2026	Coordinator Learning and Development	Community Development Officer, Aboriginal Programs
	5.3 Facilitate internal cultural awareness for Randwick City Council Councillors.	November 2026	Director Corporate Services	Manager Human Resources
	5.4 Facilitate internal cultural awareness training for Randwick City Council staff.	November 2026	Coordinator Learning and Development	Manager Human Resources
	5.5 Facilitate cultural safety training for supervisors of Aboriginal and Torres Strait Islander staff.	September 2026	Coordinator Learning and Development	Manager Human Resources

Action	Deliverable	Timeline	Responsibility	Supported by
6. <hr/> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Develop an understanding of the local Traditional Custodians of the lands and waters within our organisation's operational area.	June 2026	Coordinator Strategic Planning	First Nations Curator
	6.2 Draft for endorsement an official Acknowledgment of Country for Council to be included in documents, meetings, Council's website, email signatures, and other relevant forms of correspondence and communication.	May 2027	Manager Communications	Community Development Officer, Aboriginal Programs
	6.3 Investigate the development of a Cultural Protocols Guideline for Randwick City Council staff.	April 2027	Community Development Officer, Aboriginal Programs	Director Community and Culture
	6.4 Increase staff understanding of the purpose and significance of cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2026	Manager Human Resources	Community Development Officer, Aboriginal Programs
	6.5 Incorporate Aboriginal and Torres Strait Islander dates of significance into Council communication channels to promote awareness and engagement with key cultural events.	March 2026	Manager Communications	Director Community and Culture

Action	Deliverable	Timeline	Responsibility	Supported by
7. — Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2026	Coordinator Employee Experience	Director Community and Culture
	7.2 Introduce our staff to NAIDOC Week by promoting external events in our local area and encouraging participation.	June 2026	Engagement and Culture Advisor	Director Community and Culture
	7.3 RAP Governance Team and Working Group members participate in an external NAIDOC Week event.	July, 2026	Community Development Officer, Aboriginal Programs	Director Community and Culture
	7.4 Develop a proposal for a community-focused NAIDOC Week event in partnership with local Aboriginal and Torres Strait Islander organisations, to celebrate and share the significance of NAIDOC Week with the wider Randwick community.	July 2026	Community Development Coordinator	Manager Economic Development and Placemaking



3. Opportunities

Creating opportunities with Aboriginal and Torres Strait Islander peoples is essential to fostering a more inclusive and equitable community. By supporting employment, education, and economic development, we can empower individuals and strengthen cultural and social connections across Randwick City.

Randwick City Council is committed to increasing opportunities by supporting Aboriginal and Torres Strait Islander employment pathways, engaging with Aboriginal-owned businesses, and ensuring representation in our programs and services. Through meaningful partnerships and initiatives, we aim to remove barriers and promote sustainable opportunities that recognise and celebrate the skills, knowledge, and contributions of Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility	Supported by
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2026	Manager Human Resources	Community Development Officer, Aboriginal Programs
	8.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April 2026	Coordinator Employee Experience	Coordinator Learning and Development
	8.3 Investigate culturally safe methods for Council to improve employment data collection to accurately record the representation of self-identified Aboriginal and Torres Strait Islander employees.	March 2027	Manager Human Resources	Coordinator Employee Experience
	8.4 Investigate opportunities for Aboriginal and Torres Strait Islander-identified apprenticeship and traineeship programs within Randwick Council to provide pathways for skill development and long-term employment opportunities.	May 2026	Manager Human Resources	Coordinator Learning and Development



Action	Deliverable	Timeline	Responsibility	Supported by
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.5 Establish an opt-in bi-annual Aboriginal and Torres Strait Islander Employee Reference Group to foster connection and to provide advice and perspectives to Council on workplace matters that support and promote cultural safety.	March 2026	Community Development Officer, Aboriginal Programs	Coordinator Employee Experience
	8.6 Facilitate an opt-in annual staff yarn with the General Manager, bringing together all Aboriginal and Torres Strait Islander staff to celebrate achievements, discuss challenges, and collaboratively address concerns, fostering a supportive and inclusive workplace environment.	June 2026	General Manager	Community Development Officer, Aboriginal Programs
	8.7 Develop and implement a recruitment protocol that ensures a local Aboriginal community representative is included on interview panels for all Identified Aboriginal and Torres Strait Islander positions, promoting culturally inclusive and equitable recruitment practices.	December 2026	Manager Human Resources	Coordinator Employee Experience
	8.8 Review HR procedures and policies to identify barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2026	Manager Human Resources	Coordinator Employee Relations
	8.9 Offer external cultural supervision, mentoring or coaching for all Aboriginal and Torres Strait Islander staff.	August 2026	Coordinator Learning and Development	Manager Human Resources





Action	Deliverable	Timeline	Responsibility	Supported by
9. <hr/> Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2026	Procurement Specialist	Director Corporate Services
	9.2 Investigate Supply Nation membership.	March 2026	Procurement Specialist	Director Corporate Services
	9.3 Review Randwick Council's grants program to remove barriers to application and assess the merits of a dedicated category or priority for Aboriginal and Torres Strait Islander businesses.	August 2026	Coordinator Social Planning	Manager Community Development
	9.4 Prepare a workshop to support Aboriginal and Torres Strait Islander community in developing and trialling economic and business initiatives or partnerships during Indigenous Business Month.	October 2026	Manager Economic Development and Placemaking	Community Development Officer, Aboriginal Programs
	9.5 Attend NSW-based Aboriginal and Torres Strait Islander industry events to identify and engage with potential suppliers, fostering relationships and supporting procurement opportunities within the community.	August 2026	Community Development Officer, Aboriginal Programs	Procurement Specialist
	9.6 Review Council's procurement policy and procedures to identify barriers for Aboriginal and Torres Strait Islander suppliers.	April 2026	Manager Economic Development and Placemaking	Procurement Specialist



4. Governance

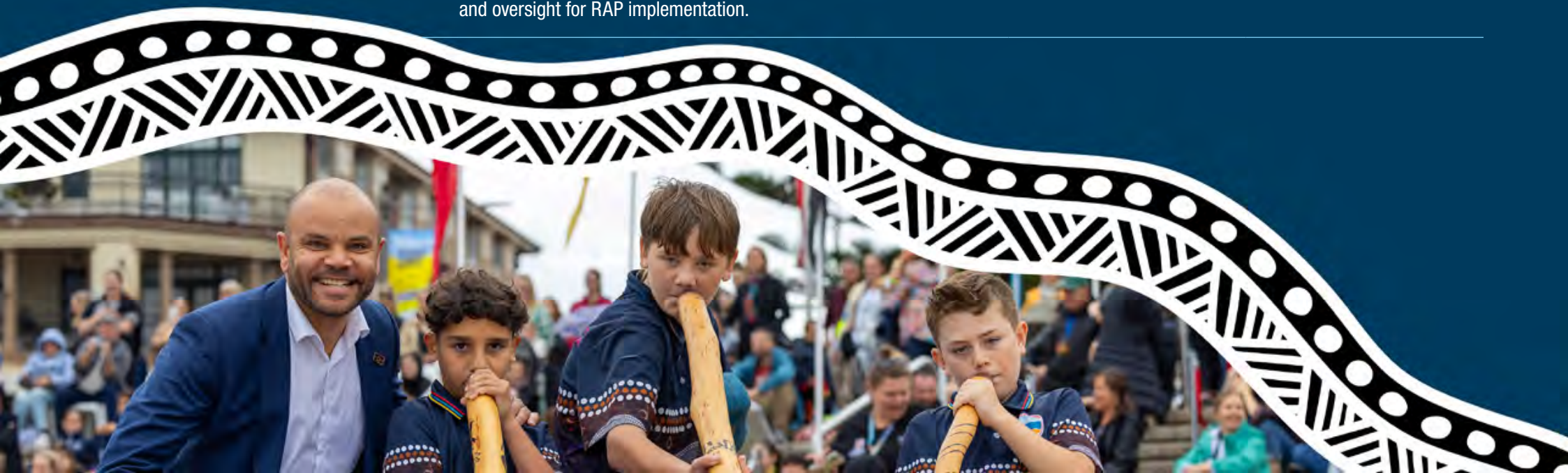
Strong governance is essential to ensuring accountability, transparency, and lasting change in our commitment to reconciliation. Embedding governance structures that support Aboriginal and Torres Strait Islander engagement enables meaningful participation, ensures cultural perspectives are considered in decision-making, and strengthens relationships built on trust and respect.

Randwick City Council is committed to embedding reconciliation into our policies, reporting frameworks, and leadership structures. We will establish clear accountability measures, ensure ongoing consultation with Aboriginal and Torres Strait Islander stakeholders, and regularly evaluate our progress. Through strong governance, we aim to uphold our commitments and drive meaningful, sustainable reconciliation outcomes.

Action	Deliverable	Timeline	Responsibility	Supported by
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1 Review RAP Governance Team and RAP Working Group to govern RAP implementation.	January 2026	Community Development Officer, Aboriginal Programs	Director Community and Culture
	10.2 Review Terms of Reference for the RAP Governance Team and RAP Working Group.	January 2026	Community Development Officer, Aboriginal Programs	Manager Community Development
	10.3 Establish Aboriginal and Torres Strait Islander representation on the RAP Working Group.	April 2026	Community Development Officer, Aboriginal Programs	Director Community and Culture
	10.4 Maintain RAP Governance Team and RAP Working Group to govern RAP implementation.	June 2027	Community Development Officer, Aboriginal Programs	Director Community and Culture



Action	Deliverable	Timeline	Responsibility	Supported by
11. <hr/> Provide appropriate support for effective implementation of RAP commitments.	11.1 Define resource needs for RAP implementation.	December 2025	Director Community and Culture	General Manager
	11.2 Engage senior leaders in the delivery of RAP commitments.	December 2025	General Manager	Director Community and Culture
	11.3 Maintain senior leader to champion our RAP internally and externally.	June 2027	Community Development Officer, Aboriginal Programs	Manager Community Development
	11.4 Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2025	Coordinator Social Planning	Manager Corporate Planning and Performance
	11.5 Establish an Aboriginal and Torres Strait Islander Advisory Committee with external Aboriginal and Torres Strait Islander representatives to provide strategic guidance and oversight for RAP implementation.	February 2026	Community Development Officer, Aboriginal Programs	Manager Community Development



Action	Deliverable	Timeline	Responsibility	Supported by
12. — Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1 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 annually	Manager Community Development	Community Development Officer, Aboriginal Programs
	12.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 October annually	Community Development Officer, Aboriginal Programs	Manager Community Development
	12.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 November, annually	Community Development Officer, Aboriginal Programs	Manager Community Development
	12.4 Prepare bi-annual progress reports for community and stakeholders.	June 2026, December 2026, June 2027	Community Development Officer, Aboriginal Programs	Manager Community Development
	12.5 Submit bi-annual progress reports to Council's General Manager's Team.	June 2026, December 2026, June 2027	Community Development Officer, Aboriginal Programs	Manager Community Development
	12.6 Submit the annual RAP Impact Survey to Councillors.	December 2026	Community Development Officer, Aboriginal Programs	Manager Community Development
13. — Continue our reconciliation journey by developing our next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next RAP.	June 2027	Community Development Officer, Aboriginal Programs	Manager Community Development

Glossary

Country	Country is a term used to refer to the lands, waterways, and sky to which one is connected to.
Ceremony	A ceremony is a spiritual and cultural practice.
Cultural Protocols	Cultural protocols are ethical principles to protect the cultural intellectual property rights and are a guide to foster culturally safe environments and improve relationships between Aboriginal and Torres Strait Islander peoples.
Dreaming	The Dreaming signifies a time when ancestral and creator spirits created life and Country.
Yarning Circles	Yarning Circles are a practice for sharing knowledge, building relationships, and coming together.
Elder	An Elder is someone who has earned respect and recognition within their community and holds deep cultural knowledge and wisdom.
Traditional Custodians	Traditional Custodians are Aboriginal or Torres Strait Islander people who have a deep cultural and spiritual connection to a particular place. They are the descendants of apical ancestors who have maintained a cultural, spiritual connection with the land over many generations.

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