



RECONCILIATION ACTION PLAN

2020–2023

Progress Report
28 May 2020 to 30 June 2022



RECONCILIATION
ACTION PLAN
STRETCH



Government
of South Australia
Department of the
Premier and Cabinet

We acknowledge these lands.

The Dreaming is still living.

**From the past, in the present, into
the future, forever.**



Message from our Chief Executive



Marni naa pudni, welcome

Munaintya puru purruna ngadlu-itya. Munaintyanangku yalaka tarrkarriana tuntarri.

The Dreaming is still living. From the past, in the present, into the future, forever.

I am pleased to present the Department of the Premier and Cabinet's first Progress Report on the Stretch Reconciliation Action Plan 2020–2023.

Our vision for reconciliation is for the relationship between Aboriginal peoples and the wider community to be built on respect, understanding and acknowledgement of the past and its impacts on the present, so that we can move together towards a shared future.

It's great to see the department has taken such extensive action to truly embed reconciliation initiatives into our organisation's strategies and daily work—the results of which are evident in our people and practices.

During the reporting period, the Department of the Premier and Cabinet (DPC) had 23 Aboriginal staff working within our agency, being 3.6% of our Aboriginal workforce target.

At the close of the 2021-22 financial year, machinery of government changes resulted in DPC farewelling Aboriginal Affairs and Reconciliation (AAR) from the department, as they moved to the Attorney-General's Department. AAR are continuing to deliver on their DPC deliverables during the life of the current DPC Stretch Reconciliation Action Plan (RAP).

I'm proud that during the reporting period, the department has met or is on track to meet 93% of the targets set in our RAP, demonstrating that we are advancing reconciliation amongst our people, across government and beyond to the community of South Australia.

By implementing longer-term strategies and working towards defined measurable targets and goals, we're making a real and ongoing commitment, through our RAP, to reduce prejudice and racism, systemic inequality and entrenched disadvantage.

Damien Walker

Chief Executive

Department of the Premier and Cabinet

Message from the RAP Chair



DPC's Stretch Reconciliation Action Plan (RAP) 2020–2023 aims to create tangible, measurable change in the department and we have a significant role in promoting reconciliation with First Nations people and building a diverse and inclusive workplace culture. As public sector employees, our collective and continued support for reconciliation can and does facilitate personal commitments to progress reconciliation in our everyday lives outside of work at home with family and friends.

As the Government of South Australia's lead and central agency, we'll continue to work on embedding First Nations peoples' voices in everything we do, be bold in providing a platform for truth-telling and collaborate with other organisations leading the way in reconciliation. We'll continue to focus on being authentic and delivering on the true intent of our commitments in order to contribute to a reconciled Australia.

We strive to build and maintain collaboration with Reconciliation Australia and Reconciliation SA as the expert mechanisms on reconciliation.

This is the first Progress Report from our Reconciliation Action Plan Working Group (RWG) since launching our RAP in May 2020, covering the 25-month period from 28 May 2020 to 30 June 2022. It addresses the department's achievements against each of the 24 actions listed in our current Stretch RAP.

We believe this ongoing commitment will ensure opportunities to support and work with current and future First Nations leaders to strengthen communities across South Australia and to build better and culturally appropriate government services and programs.

Brenton Caffin

Sponsor, Stretch Reconciliation Action Plan and Chair Reconciliation Action Plan Working Group
Executive Director, Strategy and Policy
Department of the Premier and Cabinet

DPC's Stretch Reconciliation Action Plan 2020–2023

The DPC Stretch Reconciliation Action Plan (RAP) 2020–2023 reflects the department's continuing commitment to reconciliation and to ending prejudice and racism, systemic inequality, and entrenched disadvantage. We do this by focusing on valuing Aboriginal cultures, languages, and knowledge, acknowledging our shared history, working together, and empowering communities.

Developed by the Reconciliation Action Plan Working Group (RWG) through consultation with all business units, DPC's Nunga Network, and Reconciliation Australia, the RAP demonstrates DPC's commitment to:

- valuing and celebrating Aboriginal lives, communities and cultures from across Australia
- honestly acknowledging the truths about Aboriginal experiences in post-colonial Australia
- fostering mutual respect between Aboriginal and non-Aboriginal people and communities
- supporting the economic development and self-empowerment of Aboriginal people and their communities.

There are 24 actions committed to in the RAP under three categories of activity: relationships, respect and opportunities.

The purpose of the Mid RAP Progress Report is to document what DPC has delivered during the period 28 May 2020 to 30 June 2022 against the 24 actions listed in our RAP.

During the reporting period, the department has met or is on track to meet 136 of the 141 targets outlined in our RAP, noting the suspended and controlled risk deliverables were on hold to date due to COVID-19. Highlights of key achievements against the RAP actions to date are provided in this progress report.



Relationships

ACTION 1

Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

DPC maintains a partnership with 17 formal Aboriginal organisations and 10 informal Aboriginal organisations.

Tarrkarri—Centre for First Nations Cultures commenced construction in December 2021.

The Aboriginal and Torres Strait Islander Arts Strategy for South Australia is setting the direction and focussing action through the implementation of its principles of honouring, leading, listening, learning, and connecting. These same principles have informed the State Government's recent thinking around the proposed Centre for First Nations Cultures to be established at Lot Fourteen which commenced construction in December 2021. Putting Aboriginal art and culture at the forefront, the Centre will be a place of reconciliation and healing, celebrating offerings while creating an international tourism destination.

An initiative of the Adelaide City Deal, Lot Fourteen's The Circle—First Nations Entrepreneur Hub (The Circle) provides First Nation's entrepreneurs and businesses in SA access to appropriate business networks and new opportunities to build capacity, capability, confidence and to thrive. The Circle released its Business Development Support service and brand in January 2021, followed by their website and online membership application process in February 2021. The full suite of services were launched in August 2021. As at end June 2022, The Circle had 118 First Nations owned businesses signed up as members and actively receiving support, including referrals to supply chain and procurement opportunities with industry and Government.

On behalf of the Government of South Australia, DPC worked with the South Australian Aboriginal Community Controlled Organisation Network (SAACCON), providing advice and recommendations to ensure the views of South Australian Aboriginal community controlled organisations are heard in the development and implementation of the updated Closing the Gap framework. South Australia's first implementation plan for Closing the Gap has been launched.

DPC provided executive support for the South Australian Aboriginal Advisory Council (SAAAC) which provides high-level and confidential policy advice to government.

DPC supports and works in partnership with the state's Aboriginal landholding authorities: The Aboriginal Lands Trust, Anangu Pitjantjatjara Yankunytjatjara (APY) Executive Board and Maralinga Tjarutja Council. Each of these landholding authorities holds land in trust for Aboriginal South Australians and is a statutory body enshrined in state legislation.

ACTION 2

Establish and maintain a relationship with Reconciliation SA

On behalf of the Government of South Australia, DPC provides funding to Reconciliation SA to promote reconciliation efforts across the state.

DPC holds a Gold Medal membership with Reconciliation SA.

Staff from within DPC promote and participate in Reconciliation SA events.

ACTION 3

Build relationships through celebrating National Reconciliation Week (NRW)

DPC participated in NRW events, in 2020, 2021 and 2022.

In 2022, DPC:

- coordinated and produced the South Australian Government National Reconciliation Week Calendar of Events; which included other Reconciliation events occurring in South Australia
- together with other State Government agencies, DPC co-hosted a number of film club screenings in the State Administration Centre (SAC) basement theatre. These included the film 'Servant or Slave', which was opened by DPC's Deputy Chief Executive, Dr Jon Gorvett. Each film screened was opened by a South Australian Government agency Chief Executive or Deputy to support these interagency annual events. The film events supported Nunga Mi Minar Northern Regional Domestic Violence and Aboriginal Family Violence Service, through gold coin donations.
- hosted a morning tea featuring catering from local Aboriginal business Block Ya Dot Catering. DPC RAP Working Group Champion, Brenton Caffin, spoke about the importance of Reconciliation and encouraged attendees to think about how they could '*Be Brave and Make Change*' individually and in our roles in DPC.
- staff at Lot Fourteen attended a seminar led by Aboriginal staff members followed by a morning tea.
- Tarrkarri tea attended cultural awareness training organised by the Managing Contractor for Tarrkarri Lendlease.
- the South Australian Museum presented an exhibition, 'Always on Country', which invited visitors to reflect on how brave actions in their daily lives can contribute to reconciliation.
- hosted one table at the 2022 National Reconciliation Week Breakfast held at the Adelaide Convention Centre.

In 2021, DPC:

- hosted a Q and A with Shona Reid, Chief Executive Officer, Reconciliation SA, who discussed the importance of reconciliation and what everyone can do to lend their voices to justice and reconciliation.
- organised a reconciliation afternoon tea for DPC staff with indigenous-inspired food including herbs, spices and plants found in the most remote regions of Australia and invited special guests from Gilles Street Primary School to deliver an Acknowledgement of Country.
- screened 3 Aboriginal-themed films for staff in the SAC basement theatre.
- coordinated and produced the Government of South Australia's online National Reconciliation Week calendar of events.
- hosted two tables at the 2021 National Reconciliation Week Breakfast held at the Adelaide Convention Centre.
- SA Museum hosted a breakfast where attendees had the opportunity to try native foods and learn how to sing 'heads and shoulders' in Kurna language. This coincided with the launch of the museum's new exhibition 'Before and Now: Arrkula nakala, kurunga lyaata-ntama'.

In 2020, NRW activities were adjusted in response to the COVID-19 pandemic.

DPC facilitated remote staff participation by:

- facilitating attendance at the virtual National Reconciliation Week breakfast on Wednesday 27 May, hosted by Reconciliation SA.
- inviting staff to an online screening of the Aboriginal film, In My Blood It Runs.
- hosting an online quiz for staff about reconciliation.
- message from the DPC Chief Executive on the official launch of the DPC Stretch RAP on 27 May 2020, followed by the Chief Executive and DPC RAP Sponsor's participation in the Leaders Connect session held in July 2020, which focussed on Manager's responsibilities to ensure a commitment to the RAP deliverables progress and completion.

ACTION 4

Support events recognising Aboriginal and Torres Strait Islander people and dates of significance

In February 2021 and 2022, DPC hosted two tables at the Reconciliation SA Apology Breakfast to honour survivors of the Stolen Generation and sponsored seats enabling two Stolen Generation Survivors to attend the breakfast free of charge.

In February 2022, DPC promoted the National Apology to the Stolen Generations Commemorative short film with DPC employees. The film was directed on Kurna Country.

Aboriginal dates of significance feature in the SA Government Diary, supported by DPC, and are included on the department's intranet (IN.DPC) calendar to enable staff celebration, commemoration and participation in events.

DPC delivered the Premier's COVID-19 Aboriginal Community Leadership Awards in December 2020, which acknowledged several Aboriginal communities and their representatives for extraordinary leadership during South Australia's response to the COVID-19 national health emergency. The event held at Tandanya National Aboriginal Cultural Institute was accessible online to remote and regional communities via a live stream.

ACTION 5

Promote reconciliation through our sphere of influence

DPC established an Aboriginal and Torres Strait Islander Employment Pool under Section 65 of the *Equal Opportunity Act 1984 (SA)* to redress the under-representation of Aboriginal people as a proportion of all staff and to strengthen the experience and professional pathways for Aboriginal people in the workforce. Only people of Aboriginal or Torres Strait Islander descent are eligible to apply to the pool for opportunities from entry level to manager level positions, and are given priority consideration for vacancies that may otherwise be advertised only for existing public sector employees.

DPC provided advice to the Premier who wrote to all Ministers to ensure all statutory government boards and committees consider Aboriginal representation and for all to either align with an agency RAPs and/or develop their own RAP.

In November 2020, DPC in collaboration with the Institute of Professional Administration Australia (IPAA) South Australia, delivered a Q and A panel discussion with keynote speakers on the Uluru Statement from the Heart. Held at the Adelaide Oval, this session saw more than 500 public sector employees attend in person and live streamed.

DPC partnered with other SA Government agencies exploring opportunities on cultural learning activities and events.

DPC promoted 'Tarnanthi', the Art Gallery of South Australia's annual celebration of contemporary Aboriginal and Torres Strait Islander art, that provides a platform for artists across the country to share important stories through new works of art.

ACTION 6

Promote positive race relations through anti-discrimination strategies

100% compliance was maintained for the mandatory 'Say No to Racism' online course, which must be completed within 12 months of recruitment by all DPC staff. The course is in employee Learning Plans on DPC Connect and completion is monitored and reported annually.

DPC promotes and supports national campaigns, such as the Australian Human Rights Commission's *Racism, It Stops With Me* and Beyond Blue's *Invisible Discriminator* supporting the mental health and wellbeing of Aboriginal people.

The 'Respectful Treatment at Work' policy, guideline and online course promoting anti-discrimination underwent consultation with DPC's Nunga Network (All DPC Aboriginal employees) in April 2021 to ensure an appropriate cultural lens had been applied and was subsequently updated.

ACTION 7

Systematically consider Aboriginal and Torres Strait Islander interests and engagement with Aboriginal and Torres Strait Islander people and communities in development of policies and programs

Focussed on safety and wellbeing, DPC and the Government of South Australia worked with Aboriginal leaders and communities to ensure access to current, culturally appropriate and localised COVID-19 information advice and health services, ongoing planning and management of COVID-19, including access to vaccinations.

DPC continued to lead work to develop the Aboriginal Languages Strategy, with targeted consultation.

DPC is a member of the Heritage Chairs and Officials of Australia and New Zealand (HCOANZ). During 2020, the Aboriginal Heritage Chairs from HCOANZ led the development of *Dhawura Ngilan (DHA-wu-ra NG-Ilan): A Vision for Aboriginal and Torres Strait Islander heritage in Australia*, which includes best practice standards in Indigenous Cultural Heritage Management and Legislation.

Tarrkarri Aboriginal Reference Group, established in 2020, has been involved in the development of the vision, planning and design for Tarrkarri and has national representation.

In May 2022, Tarrkarri Curatorial and Programming Group was established, led by Assistant Director Program and Strategy, Ms Lee-Ann Tjunypa Buckskin, to provide invaluable curatorial and cultural programming expertise to support the delivery of the centre.

The Circle's Design and Delivery team consists of 12 First Nations business owners representing diversity of experience, location, gender and industry, and provided a critical advisory role on The Circle's Service Model, branding, consultation and implementation strategies. Participation in the Design and Delivery team is voluntary and not exclusive.



Respect

ACTION 8

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning

DPC employees undertook a cultural learning program during the reporting period, which included participation in Aboriginal specific courses and modules, either face-to-face or online.

Arts South Australia funded the Adelaide Symphony Orchestra's Kurna Acknowledgement of Country Pudnanthi Padninthi (The Coming and Going), to be performed at the start of each concert.

Launched in January 2021, the pilot program *Aboriginal Living Languages SA Co-operative* is a partnership with the South Australian Museum, the Mobile Language Team and Aboriginal communities of South Australia to revive and maintain South Australia's unique and important Aboriginal language heritage.

DPC developed and is implementing a Cultural Learning Framework that sets out the requirement for our employees to participate in mandated cultural learning workshops and activities. The framework covers three distinct learning areas; cultural sensitivity, cultural respect and cultural safety.

DPC consistently includes Aboriginal and Torres Strait Islander cultural experiences as part of all programs for official visitors to South Australia (State Visits).

On the release and anniversary of Uluru Statement of the Heart, DPC has reinforced the statement with its employees and promoted related information sessions.

Contractors and consultants involved with Tarrkarri attended cultural awareness training organised by the Managing Contractor for Tarrkarri, Lendlease.

ACTION 9

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols

DPC has signed a Memorandum of Understanding with the Department of Human Services to establish a model for the delivery of Aboriginal interpreter services. The Aboriginal Languages Interpreting Service (ALIS) is now operational. Following consultation with Aboriginal stakeholders and government agencies the ALIS is located within the Department of Human Services in their Interpreting and Translating Centre.

DPC co-chaired the Kurna Smithfield Memorial Project Reference Group, led by the South Australian Museum.

DPC continues to seek appropriate contact with Aboriginal leadership of an area prior to any travel and seeks to respect and learn cultural protocols, including obtaining appropriate permits, prior to travel in remote communities of South Australia.

DPC developed and implemented a new dual language Acknowledgement of Country in consultation with Jack Buckskin (Kuma Kaaru Cultural Services) in November 2021 that is used by the department and its employees.

Tarrkarri, the centre for First Nations Cultures, located at Lot Fourteen was officially launched on 14 December 2021 by a smoking ceremony performed by Kurna Elder Uncle Jeffrey Newchurch. Senior Kurna custodians, leaders and elders as well as project stakeholders celebrated this major milestone and a commemorative Karra (River Redgum) tree was offered to the Kurna tree to mark the occasion. The tree will be one of the first items to be planted on the site to grow alongside the Centre.

ACTION 10

Engage with Aboriginal and Torres Strait Islander people, cultures and histories by celebrating National Aboriginal and Islander Day Observance Committee (NAIDOC) Week

DPC has observed and participated NAIDOC Week by:

- encouraging employees to participate in the annual NAIDOC March from Tarrtanyangga (Victoria Square) to the steps of Parliament House, and other activities.
- supporting the Premier's NAIDOC Award in 2021 and 2022 and partnering with SA NAIDOC Committee for the South Australia NAIDOC Awards as a joint event. The Premier's award recognises the outstanding achievements and service of extraordinary South Australians who have made a significant contribution to the lives of Aboriginal people in South Australia. The SA NAIDOC Awards recognise the achievement and contributions of Aboriginal and Torres Strait Islander people in their chosen field.
- coordinating and producing the Government of South Australia's NAIDOC Calendar of Events in liaison with local government and non-government organisations.
- arranging free daily tours for DPC employees to attend *Tarnanthi*, the Art Gallery of South Australia's annual celebration of contemporary Aboriginal art.
- inviting employees to participate virtually or in person in the 2020 IPAA and DPC hosted event, 'Uluru Statement of the Heart' that included keynote speakers from DPC.
- collaborating with Indigenous Business Australia, The Circle hosted a NAIDOC week event at Lot Fourteen to hear the story of Sharon Karpany, founder of Ngarrindjeri Dreaming and member of The Circle.
- hosting a livestream panel of guest speakers in 2021 to discuss the NAIDOC theme 'Heal Country, heal our Nation.

ACTION 11

Maintain the Nunga Network for Aboriginal and Torres Strait Islander employees

The Nunga Network is a forum that connects Aboriginal employees in the department. All declared Aboriginal employees become members of the Nunga Network automatically and are invited to all networking activities.

Participants of the Nunga Network voluntarily meet quarterly to share information, provide peer support, encourage participation in and provide access to development activities, monitor the department's RAP in conjunction with the RAP Working Group, engage on DPC's policies, procedures and strategies, and hear from guest speakers.

Nunga Network members are regularly consulted on matters of cultural significance or sensitivity, such as the development of DPC's new Acknowledgment of Country in late 2021 and First Nation employee development programs and policies. The department's commitment to retaining and developing Aboriginal employees via the Nunga Network is supported through the Diversity and Inclusion Framework.

ACTION 12

Administer the *Aboriginal Heritage Act 1988*

The department assists the Minister for Aboriginal Affairs and Reconciliation and the State Aboriginal Heritage Committee in the protection and conservation of South Australia's Aboriginal cultural heritage per the *Aboriginal Heritage Act 1988 (SA)* and by liaising with and supporting local traditional owners.



Opportunities

ACTION 13

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development

DPC promoted Aboriginal economic development through the Office of the Industry Advocate, which is responsible for furthering the objectives of the South Australian Industry Participation Policy and building the capability and capacity of local businesses to participate in government contracts.

Three Aboriginal employees of DPC graduated from the Aboriginal Frontline Leadership Program—a 6-month program specifically tailored to advance the skills of Aboriginal employees wishing to step into a leadership role, or those wishing to develop their leadership capabilities—in the reporting period.

DPC established and implemented the Aboriginal Career Pathways program. This program seeks to provide DPC's Aboriginal employees with one-on-one career counselling and, where appropriate to assist and guide participants in identifying and applying for potential longer term or promotional roles.

DPC has established Aboriginal and Torres Strait Islander Employment Pools that give applicants priority consideration when vacancies arise.

Tarrkarri employment strategy developed in consultation with Tarrkarri Aboriginal Reference Group to ensure Aboriginal employment opportunities and pathways in the development of the workforce for the Centre.

The Circle is committed to improving employment outcomes for First Nations People's through the connection of our members specialising in workforce solutions to businesses seeking support to attract and retain First Nations staff. In the period to 30 June 2022, The Circle facilitated at least 23 employment referrals resulting in employment outcomes for First Nations people.

ACTION 14

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes

DPC reviewed and communicated DPC's procurement processes to encourage procurement from Aboriginal and Torres Strait Islander businesses.

Liaised with the Office of the Industry Advocate and The Circle First Nations Entrepreneur Hub to promote whole of government strategy to increase Aboriginal and Torres Strait Islander economic participation outcomes.

The Circle - First Nations Entrepreneur Hub was launched on 27 August 2021. The Circle offers South Australian First Nations businesses a range of support to increase capability, confidence and to thrive.

- During the period to 30 June 22, The Circle facilitated at least 120 referrals of First Nations businesses to supply chain opportunities with industry and Government.

Implementation of the Economic Participation Strategy initiatives for Tarrkarri, the Centre for First Nations, with a delivery target of minimum 2% Aboriginal Workforce Participation and 3% of contract value in Aboriginal Supply Chain.

ACTION 15

Support Aboriginal and Torres Strait Islander artists and groups through funding to improve cultural, economic and social outcomes

The Art Gallery of South Australia's annual celebration of contemporary Aboriginal and Torres Strait Islander art, *Tarnanthi*, continues to provide a platform for artists to share important stories through new works of art.

Arts South Australia funded 19 projects worth over \$608,000 specifically for Aboriginal independent artists, arts organisations and projects through its funding programs over the period 2020–2022.

Arts South Australia funded a further 22 projects worth over \$757,000 for projects supporting Aboriginal and Torres Strait Islander artists/community, through its funding programs over the period 2020–2022.

Tandanya National Aboriginal Cultural Institute receives operational funding from DPC and showcases Aboriginal artists through a range of programs and exhibitions throughout the year.

ACTION 16

Support the repatriation of Aboriginal and Torres Strait Islander ancestral remains and artefacts

The South Australian Museum Board cares for almost 5,000 ancestral remains, both Australian Aboriginal and from overseas nations, and has adopted an ancestral remains repatriation policy that reflects Aboriginal tradition and authority. The policy places Aboriginal communities at the centre of decision making about Aboriginal ancestral remains and ensures whole of community approaches to repatriation.

ACTION 17

Use DPC's influence as lead agency for data analytics to promote the concept of Aboriginal and Torres Strait Islander data sovereignty

DPC's Office for Data Analytics (ODA), in conjunction with Aboriginal Affairs and Reconciliation (Attorney General Department—AGD), has commenced engagement with the South Australian Aboriginal Community Controlled Organisation Network, to develop Aboriginal and Torres Strait Islander data sovereignty principles in connection to pilot project/s in South Australia.

Through the delivery of the pilot projects, it is intended that best practices/guidelines for collecting and using Aboriginal and Torres Strait Islander data will be developed in collaboration with key stakeholders.

The ODA has also developed a data maturity assessment which will be used by agencies to self-assess against best practice guidelines (once developed).

ACTION 18

Use DPC's influence as lead agency for the arts, cultural and creative sector to support Aboriginal and Torres Strait Islander art and artefacts included in the State's collections

The Aboriginal and Torres Strait Islander Arts Strategy for South Australia was launched in February 2022. Its development was informed by a large stakeholder gathering in February 2021 and the funding of 5 pilot projects, totalling more than \$220,000 in grants. These Aboriginal-led arts projects have informed and exemplified key aspirations underpinning the draft strategy.

The Tarrkarri development and delivery continues to be guided through the Tarrkarri Aboriginal Reference Group, chaired by the Tarrkarri Aboriginal Ambassador, with local and national representation—to ensure their input and feedback is captured, including input into the design process, guidance on the cultural protocols and long term operations and governance of the facility.

ACTION 19

Increase Aboriginal and Torres Strait Islander representation on government boards and committees

The Circle's governance structure includes Aboriginal representation at each level of governance.

The South Australian Art Gallery, the South Australian Museum and the State Theatre Company, have each welcomed Aboriginal people to their boards in the reporting period, resulting from the Arts Plan South Australia 2019–2024's continued focus on diversity in arts leadership.

The Tarrkarri project governance structure includes the Tarrkarri Aboriginal Reference Group, which is Chaired by the Aboriginal Ambassador for the Tarrkarri Project, David Rathman and is entirely comprised of Aboriginal members. The newly established Tarrkarri Curatorial and Programming Group has over 50 percent Aboriginal membership and also has an Aboriginal Chair.

Each calendar year, two sponsored places in Company Directors Course, facilitated by IPAA and the AICD are offered to Aboriginal employees at the ASO7 and above levels.

ACTION 20

Coordinate state government's advice and reporting on strategic intersectoral projects in Aboriginal Affairs and reconciliation

DPC co-chaired the Aboriginal Affairs Executive Committee (the Committee) that provides strategic advice and oversight to address whole of government strategic priorities in improving outcomes for Aboriginal South Australians. The Committee approach recognises the strength, knowledge and expertise that Aboriginal people bring to the table and the governance structure of the Committee reflects this approach. The Committee is made up of 6 chief executives and 6 Aboriginal senior leaders in the public sector. Reporting to the Committee are 4 working groups, which consist of public sector employees:

- Over-representation in the criminal justice system
- Economic participation
- Supporting growth in Aboriginal Community-Controlled sector
- Building capacity in vulnerable families.

During the reporting period, DPC was involved with Aboriginal communities and leaders in relation to COVID-19 with weekly planning meetings to support the health, wellbeing and safety, and coordinate the vaccine roll-out.

DPC re-mobilised employees to support SAPOL data entry in relation to COVID-19 border restrictions to support the health, welfare and safety of South Australians, including Aboriginal communities.

AAR coordinated the whole of government response to South Australia's Implementation Plan for the National Agreement on Closing the Gap, which was developed in partnership with the South Australian Aboriginal Community Controlled Organisation Network (SAACCON).

ACTION 21

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP

The RWG meets quarterly to drive governance of the DPC RAP. The RWG Terms of Reference are reviewed annually and all divisions of DPC are represented on the RWG.

Progress reporting on the DPC RAP deliverables is presented quarterly to the RWG.

ACTION 22

Provide appropriate support for effective implementation of RAP committees

During the reporting period The RWG and the RAP Events Sub-committee maintained effective governance for delivery of actions. DPC RAP committees are led by a member of the DPC Executive Leadership Team as RAP Champion, to effectively drive the implementation of the RAP.

The DPC RAP is also supported by all members of the DPC Executive Leadership team.

ACTION 23

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally

DPC participated in Reconciliation Australia's annual RAP Impact Measurement Reporting in September 2020 and 2021.

DPC chaired the South Australia Government Reconciliation Network, bringing agencies and statutory bodies together in a collaborative forum to collectively progress reconciliation and public sector RAPs.

Quarterly status update and exception reporting against the DPC RAP deliverables is presented to the DPC Executive Leadership Team for discussion and noting.

The quarterly progress report on RAP deliverables is published on the department's intranet for transparency.

DPC registered to participate in the Reconciliation Australia's biennial Workplace RAP Barometer in 2022.

ACTION 24

Continue our reconciliation journey by developing our next RAP

DPC is on track to progressing deliverables of its Stretch RAP, which will create a pathway to develop DPC's next RAP, to be launched in early 2023.



**Government
of South Australia**

Department of the
Premier and Cabinet

October 2022