Reconciliation Action Plan - estimated costings

There are 51 deliverables in this Reconciliation Action Plan that are mandatory for the City of Marion. An additional 19 deliverables have been proposed and are highlighted. The budget costs are only estimates and are subject to change.

Action	Deliverable	Est Budget
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. (Relationships)	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for the City of Marion's engagement plan.	$2,500
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations and identify opportunities for partnerships.	$2,500
Build relationships through celebrating National Reconciliation Week (NRW). (Relationships)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	0
	RAP Working Group members to participate in an external NRW event.	$600
	City of Marion to host a table at the Reconciliation SA Breakfast event each year	$1,800
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	0
	Support City of Marion sites to host at least one NRW event each year for staff to attend.	$3,000
	City of Marion to support NRW events with Southern Cultural Immersion at Warriparinga for staff and community each year.	$10,000
	Register all our NRW events on Reconciliation Australia's NRW website	0
Promote reconciliation through our sphere of influence. (Relationships)	Develop and implement a staff engagement strategy to raise awareness of reconcili ation across our workforce.	0
	Communicate our commitment to reconciliation publicly.	0
	Identify and explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	0
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	0
Promote positive race relations through anti-discrimination strategies. (Relationships)	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	0
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	0
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	$1,250
	Educate all City of Marion staff, senior leaders and Elected Members on the effects of racism.	$5,000
	Observe "Racism: It Stops with Me" campaign and website and distribute resources throughout worksites.	0
Provide Opportunities for the City of Marion community to engage in First Nations learning. (Relationships)	Support City of Marion Neighbourhood Centres and Libraries to build upon their programs to engage with community and support First Nations' individuals and businesses to share cultural learning within these community spaces.	$2,500
	Create a program of cultural events or activities for City of Marion community to attend that are free or subsidised, which extends across the calendar year.	$2,500
	Relationships	**$31,650**
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. (Respect)	Conduct a review of cultural learning needs within our organisation, including Staff, Executive and Elected Members.	0
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy, considering cultural awareness, cultural safety and immersive opportunities.	$3,000
	Develop, implement, and communicate a cultural learning strategy document for our staff, executive and Elected Members	0
	Provide opportunities for RAP Working Group members, HR leaders and other key leadership staff to participate in formal and structured cultural learning.	$7,500
	Review City of Marion induction program and identify opportunities to promote Reconciliation and build cultural capability when onboarding staff and Elected Members.	$2,000
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. (Respect)	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to share purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country to inform the City of Marion's cultural protocols document.	$1,250
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	0
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	0
	Engage Kaurna language education within City of Marion to learn Acknowledgement of Country in Kaurn a language.	$1,250
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	0
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	0
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. (Respect)	RAP Working Group to participate in an external NAIDOC Week event.	$360
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	0
	Promote NAIDOC and its theme and encourage participation in external NAIDOC events to all staff each year.	0

Action	Deliverable	Est Budget
Promote First Nations' knowledge throughout City of Marion (Respect)	Consult with Kaurna Leaders to investigate a plan to display significant site specific First Nations knowledge throughout the City of Marion.	$1,250
	Consult with Kaurna Leaders to plan a strategy on Kaurna involvement in open spaces, including the consideration of dual naming of sites and Kaurna knowledge informing land care and landscaping.	$1,250
	Create a Calendar of Significant Dates for Aboriginal and Torres Strait Islander people and an accompanying communication plan to ensure acknowledgement of each significant date.	0
	Respect	**$17,860**
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development. (Opportunites)	Build understanding of current and previous Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	0
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander stakeholders to consult on our recruitment, retention and professional development strategy.	$1,250
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	0
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander candidates.	0
	Consult with Aboriginal and Torres Strait Islander advisors to jointly conduct an audit of City of Marion sites to assess the cultural safety of all buildings.	$2,500
	Investigate a cultural safety framework for the City of Marion.	0
	Seek advice and review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	0
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. (Opportunites)	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	$1,500
	Investigate Supply Nation membership.	0
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	$700
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	$1,500
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	$1,500
Promote and support Aboriginal and Torres Strait Islander businesses (Opportunites)	Investigate holding a procurement forum for Aboriginal and Torres Strait Islander businesses to support their participation in City of Marion procurement activity.	$1,500
	Investigate holding an Aboriginal and Torres Strait Islander Art and Businesses showcase event to support and promote Aboriginal businesses.	$1,500
	Opportunities	**$11,950**
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. (Governance)	Review RAP Working Group membership and terms of reference, ensuring key business areas are represented such as People and Culture, Marketing/Events, Community, Executive, Elected members, as well as reconciliation champions sought from expressions of interest.	0
	Seek and maintain Aboriginal and Torres Strait Islander representation on the RWG.	0
	Review the Terms of Reference for the RWG annually.	0
	Prepare a schedule of meetings to ensure the RWG is meeting at least four times per year to drive and monitor RAP implementation	0
	Explore Co-Chair RWG governance structure with an Aboriginal and Torres Strait Islander representative and non-Aboriginal representative.	0
Provide appropriate support for effective implementation of RAP commitments. (Governance)	Define resource needs for RAP implementation.	0
	Consider temporary focus groups relating to key RAP deliverables via expression of interests to gather subject matter experts, tasked with feeding advice to RAP Working Group to support implementation.	0
	Engage our senior leaders, Elected Members and staff in the delivery of RAP commitments.	0
	Define and maintain appropriate implementation traffic light system to track, measure and report on RAP commitments.	0
	Appoint and maintain an internal RAP Champion from senior management.	0
	Implement standing agenda item "Reconciliation" on internal meetings and Council meetings to ensure ongoing discussion at all levels.	0
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. (Governance)	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.	0
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	0
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	0
	Report RAP progress to all staff, senior leaders and elected members quarterly.	0
	Publicly report our RAP achievements, challenges and learnings, annually.	0
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	0
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	0
Continue our reconciliation journey by developing our next RAP. (Governance)	Register via Reconciliation Australia's website to begin developing our next RAP.	$1,650
	Governance	**$1,650**