

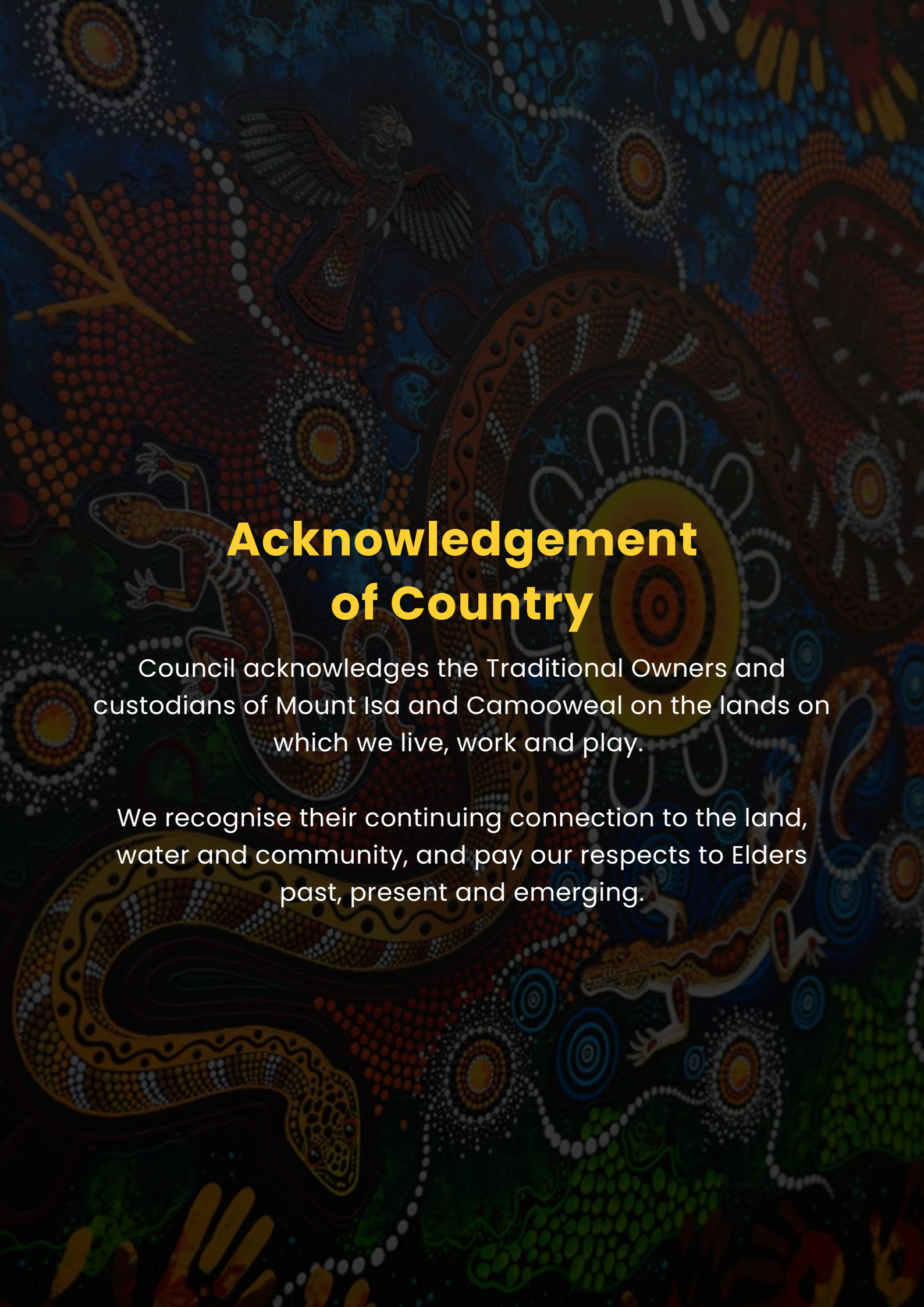
Reflect Reconciliation Action Plan

Shaping Our Future Together

August 2026 – August 2027

MOUNT ISA CITY COUNCIL

RECONCILIATION ACTION PLAN
REFLECT



Acknowledgement of Country

Council acknowledges the Traditional Owners and custodians of Mount Isa and Camooweal on the lands on which we live, work and play.

We recognise their continuing connection to the land, water and community, and pay our respects to Elders past, present and emerging.

"Ajarku Muruu"
(All One Country)

We are Chern'ee and Brooke Sutton and we are contemporary Indigenous artists from the Kalkadoon people from the Mount Isa area in Queensland. This painting is called "Ajarku Muruu" in the Kalkadoon language which means "All One Country".

In All One Country, every brushstroke tells of unity. The land does not belong to us; we belong to it.

From the deserts to the rainforests, from the saltwater to the freshwater, everything is interconnected. It is a celebration of the past, present, and future, a reminder that we are all one, living under the same sun, walking on the same earth, sharing the same sky.

The rolling hills, winding rivers, and ancient rock formations whisper the wisdom of the Ancestors, carrying stories of creation and survival. The land is alive, it breathes, nurtures, and provides. Every footprint left behind, whether by human, kangaroo, or emu, is a mark of respect, a reminder that we walk together as caretakers of Country.

All people and animals move in harmony, guided by the rhythms of nature. The songlines run deep, tracing invisible pathways that connect communities and country, teaching us that no matter where we come from, we are all part of the same great story.





Brooke Sutton

Brooke Sutton, a contemporary Aboriginal artist and proud Kalkadoon woman from the emu foot province around the Mount Isa area, North West Queensland, ignited her passion for painting at the tender age of 8. Her talent was not only evident but also celebrated as she triumphed in numerous local art competitions and was commissioned for several artworks, all while still in school.

This early recognition of her artistic prowess is a beacon of inspiration, a testament to her dedication and talent.

Brooke's artistic journey has been marked by prestigious collaborations and commissions. She has worked with esteemed organizations such as Queensland Police, Queensland Births, Deaths and Marriages, Australian Department of Defence, Nestle, Chubb Fire & Security, ESCOSA, MBMPL, T2, JCDECAUX and Spencil, among others. These partnerships and commissions have not only enhanced the aesthetic appeal of these organizations but also served as powerful mediums to communicate their values and messages, a testament to the recognition and respect her art commands.

Brooke has a painting hanging in Queensland Government House, a prestigious honour that underscores the recognition her art has received. She also designed the 2022 Indigenous round guernsey for the Carlton AFL club, a significant platform that allowed her to share her cultural heritage with a wide audience. These achievements, along with her recent collaboration with T2 where her artwork adorns tea wares and merchandise sold worldwide, and her exclusive range of gifts released in collaboration with Australian Geographic and QBD Books, are a testament to her growing influence and appeal.

Brooke Sutton is an incredibly talented young artist who paints captivating stories of her people. Each painting is a unique masterpiece showcasing her exceptional colour, composition, and texture skills. Her artwork takes you on a visual journey, with rich, intricate narratives that testify to her creativity. Brooke has already built a strong reputation and has a growing client base, including government departments and collectors worldwide.

www.brookesutton.com.au





Chern’ee Sutton

Chern’ee Sutton is a proud Kalkadoon woman & Aboriginal artist from Mount Isa, QLD, Australia who is passionate about her culture & history & wants to share that with the rest of the world through her art. Her unique style combines 2 worlds of traditional Aboriginal heritage with a modern contemporary twist which has caught the eyes of collectors around the world including Royalty & on the 2018 Commonwealth Games mascot Borobi. Chern’ee has her artwork hanging in The Royal Collection in Buckingham Palace, Queensland Parliament House, Queensland State Library and has exhibited her artworks in London, Tokyo, Singapore, Hong Kong, Melbourne and Sydney.

Chern’ee’s artworks have been commissioned by The Queensland Government, Tennis Australia, The National Rugby League, The Royal Australian Mint, Dreamworld Theme Park, The 2018 Commonwealth Games, Rainforestation, The Australian Defence Force, Northrop Grumman, FIFA, V8 Supercars, AusCycling, The Australian Department of Veteran Affairs, Rio Tinto and The Australian Public Service Commission to name a few.

Due to Chern’ee’s passion for reconciliation and equality she has received numerous accolades including National NAIDOC Youth of The Year, Australia Day Awards for 2013 and 2014, Queensland Pride of Australia Award, Local NAIDOC Awards including Artist of the Year and has been a Queensland Day Ambassador for the Arts and a Queensland Reconciliation Awards Ambassador. Chern’ee has designed the NRL’s Indigenous All Stars Jerseys for 4 years the most recent being 2021, has just launched a new circulating and uncirculated Indigenous Military Service $2.00 coin which she designed and features her artwork in partnership with The Australian Defence Force and The Royal Australian Mint and has collaborated with Australia Post to create an Indigenous Military Service Stamp and Coin Set featuring her artwork for Remembrance Day 2021.

Chern’ee was also chosen as the Aboriginal artist to create several artworks for the FIFA 2023 Women’s World Cup and has been chosen as the Australian artist to design and paint the Kings Baton for the 2026 Commonwealth Games Kings Baton Relay.

www.cherneesutton.com.au

Message from Mount Isa City Council

Mayor Peta MacRae

Puthut nyini (Welcome) and thank you for reading the Mount Isa City Council Reconciliation Action Plan.

Mount Isa City Council is committed to a future built on respect, understanding and meaningful relationships with Aboriginal and Torres Strait Islander peoples. Our vision for reconciliation is grounded in listening, learning and working together to create a more inclusive and culturally respectful Mount Isa community.

We acknowledge the Traditional Owners and Custodians of the lands that make up our region, the Kalkadoon (Kalkatungu) and the Indjalandji-Dhidhanu. We recognise their enduring connection to Country, Culture and Community across Mount Isa and Camooweal.

As a unique and diverse regional hub in North West Queensland, our local government area is home to more than 4,020 Aboriginal and Torres Strait Islander peoples, representing 21.5 per cent of our population (ABS Census 2021).

This rich cultural presence strengthens our community and deepens our responsibility to honour the stories, traditions and knowledge of those who have cared for this land for countless generations.
Council is dedicated to serving all residents while preserving and respecting the cultures and histories of the peoples who came before us.

This Reconciliation Action Plan (RAP) ensures our corporate and operational priorities align with our commitment to reconciliation, and that we create stronger pathways for Aboriginal and Torres Strait Islander peoples to help shape the future of Mount Isa and Camooweal.



Source: Mount Isa City Council

Through this RAP, Council will strengthen relationships with Aboriginal and Torres Strait Islander peoples, organisations and stakeholders, increase understanding and recognition of Aboriginal and Torres Strait Islander histories, cultures and knowledge, improve employment outcomes, and embed reconciliation across leadership, governance, service delivery and everyday practice.

We will continue to build respectful relationships with Elders, Traditional Owners, and Aboriginal and Torres Strait Islander teams across government and non-government organisations who support our region. Their guidance is essential to creating meaningful and lasting change.

We thank the Traditional Owners for sharing their land, stories and voices with us. This plan marks a significant milestone in our reconciliation journey, and Council is committed to walking this path alongside Traditional Owners, Aboriginal and Torres Strait Islander communities and all residents of Mount Isa and Camooweal.

Together, we can shape a future that honours the past, strengthens relationships and builds a more connected and culturally respectful community for generations to come.

Nara arrkunan puni watinya (Together we are stronger)

Message from Reconciliation Australia

Karen Mundine
Chief Executive Officer

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

Mount Isa 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.


Source: Reconciliation Australiia

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

Our Vision for Cultural Recognition and Reconciliation

Shaping Our Future Together

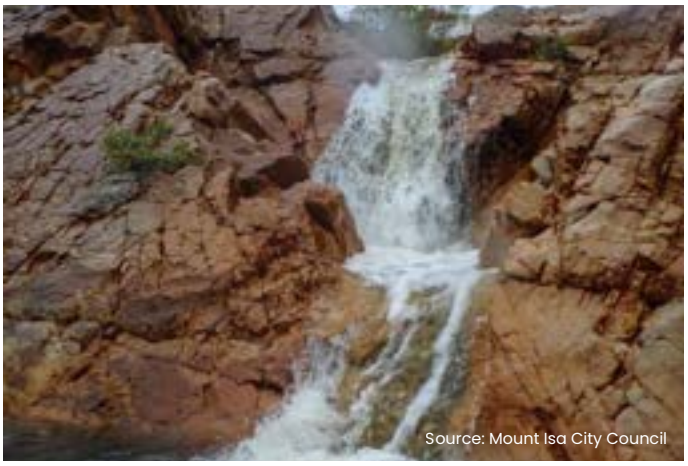
Mount Isa City Council recognises that reconciliation is not a single initiative or a short-term commitment, but an ongoing journey grounded in truth, respect, partnership and shared prosperity. Our vision for cultural recognition is to ensure that Aboriginal and Torres Strait Islander identity, knowledge and leadership are not only acknowledged, but genuinely valued, embedded and celebrated across our organisation and throughout our community.

We are committed to shaping a future where Aboriginal and Torres Strait Islander peoples feel culturally safe, respected and heard in every interaction with Council; where Traditional Owners are recognised as custodians of Country and engaged as genuine partners in decision making; and where cultural heritage is protected, preserved and promoted as a living and essential part of our region's identity.

We believe that diversity strengthens our community and that reconciliation must be reflected in visible, meaningful action not intention alone.

Our organisational vision, Shaping Our Future, calls on all employees to work toward shared goals for the community with integrity, accountability and respect.

Our commitment to reconciliation strengthens this foundation by ensuring that cultural recognition and inclusion guide how we lead, plan, regulate and deliver services. We are dedicated to fostering a workplace and a region where mutual respect, cultural understanding and equity are embedded into everyday practice.



Source: Mount Isa City Council

Mount Isa City Council commits to actively promoting and celebrating the rich cultural heritage of the Kalkadoon and Injalandji Dhidhanu peoples and the broader Aboriginal and Torres Strait Islander communities who live and contribute to our region.

We will work in partnership with Traditional Owners, Elders and community leaders to preserve and strengthen cultural knowledge, language and traditions, supporting opportunities for cultural continuity and intergenerational connection to Country.

We will uphold our legislative responsibilities to protect cultural heritage and human rights, ensuring that planning, development and infrastructure decisions consider cultural values and connection to land and water. We will foster social inclusion and cross cultural understanding so that all residents including Aboriginal and Torres Strait Islander feel valued, connected and empowered to participate in civic life.

Through strong governance, meaningful engagement and sustained leadership, Mount Isa City Council commits to embedding cultural recognition at the heart of our decision making and community life. We recognise that reconciliation is a shared responsibility and a long-term commitment.

By walking this journey together, we aim to build a future where the cultural heritage, knowledge and leadership of Aboriginal and Torres Strait Islander are recognised as foundational to the identity, strength and success of our region.



Our Business

Source: Chris Grose

Mount Isa City Council (MICC) is the local government authority for Mount Isa, located in North West Queensland on the traditional lands of the Kalkadoon people, and serving communities across Mount Isa and Camooweal on the traditional lands of the Injalandji-Dhidhanu people. As a regional local government, our core business is to provide strong civic leadership and deliver essential services, infrastructure, planning, regulatory functions and community development that support a safe, inclusive and sustainable region.

Through our roles as advocate, collaborator, service provider and regulator, we work to ensure the needs of our community are represented, supported and responsibly governed. MICC operates at a regional level across an expansive local government area of approximately 43,310 square kilometres. This area includes the urban centre of Mount Isa and the township of Camooweal, located near the Northern Territory border.

Mount Isa is the major administrative, commercial and industrial hub of Queensland's North West and services a regional population of approximately 19,000 people.

Our community is one of the most culturally diverse in regional Queensland, with residents representing more than 50 nationalities and speaking over 40 languages.

We are proud to serve a community that includes Traditional Custodians, Elders, professionals, tradespeople, families, business owners and community leaders, many of whom hold deep connections to Country and local stories.

Council employs approximately 220 staff across Australia, with 47 employees identifying as Aboriginal and/or Torres Strait Islander peoples.

We recognise the importance of increasing Aboriginal and Torres Strait Islander employment, leadership and participation within our workforce as part of our commitment to reconciliation and inclusive governance. Our staff operate across multiple Council-managed facilities, including our Corporate Office and Civic Centre, Works Department and Camooweal Department, Animal Management Facility, Waste Management Facility, Water Treatment Plant, Mount Isa City Library, Spalzhes and various entertainment and tourism venues.

These sites enable Council to deliver services across a geographically dispersed and remote region.

Situated in the heart of the Carpentaria Mineral Province, Mount Isa is widely recognised for its mining heritage and economic contribution; however, our region offers far more than industry alone. It is a vibrant and multicultural city shaped by community pride, cultural identity and opportunity. Events such as the Mount Isa Rodeo, NAIDOC celebrations and local festivals bring residents and visitors together and reflect the strength and diversity of our community. Tourism also plays an important role in our local economy and storytelling, with visitors exploring ancient landscapes, cultural centres, heritage sites, waterways and natural environments that reflect the deep history of the region.

Mount Isa City Council is proud to be a significant regional employer and community leader. We are committed to reflecting the values of reconciliation, inclusion and respect in everything we do. Through responsible governance, culturally informed engagement and community partnership, we strive to ensure that all people particularly First Nation feel welcome, respected and heard within our organisation and across our region.





Source: Mount Isa City Council

Our RAP

Mount Isa City Council (MICC) is committed to taking a proactive and accountable leadership role in advancing reconciliation both within our organisation and across the broader Mount Isa and Camooweal communities.

As the local government authority for the region, we recognise that reconciliation requires deliberate action, structural commitment and sustained leadership. Our Reflect Reconciliation Action Plan (RAP) represents a formal and strategic step in embedding reconciliation into the way we govern, deliver services and engage with our community.

Our RAP is not a symbolic statement. It is a governance commitment grounded in accountability, transparency and long term change. Executive leadership of the RAP champions include Kelvin Tytherleigh, Director - Corporate Services, Andrew Hobbs, Director – Infrastructure Services and Matthew McNamara – Director Community Services serves as MICC's RAP Champion, this is the first time all three Directors have committed to the role of RAP Champion.

In this role, the Champions provides executive oversight, advocates for the RAP internally and externally, ensures appropriate resources are allocated, and works with the Chief Executive Officer to integrate reconciliation into decision making, policy development and strategic planning.

The RAP Champions plays a critical role in ensuring reconciliation remains visible, supported and embedded at the highest levels of the organisation.

Mount Isa City Council recognises the Traditional Owners of the land on which we operate the Kalkadoon people and acknowledges the Injalandji-Dhidhanu people as Traditional Owners of Camooweal.

We also recognise the many Aboriginal and Torres Strait Islander peoples who live, work and contribute meaningfully to our region. We are developing a RAP because we acknowledge the historical impacts of colonisation and the ongoing effects of disadvantage, while also recognising the cultural strength, leadership and knowledge of Aboriginal and Torres Strait Islander peoples.

We understand that reconciliation must move beyond acknowledgement to systemic change, and we are committed to embedding equity, cultural recognition and respectful engagement across all areas of Council business.

As a public authority operating under the Local Government Act 2009 (Qld) and the Human Rights Act 2019 (Qld), Council has legislative obligations to uphold cultural rights and promote inclusive governance. Our RAP strengthens how we meet these responsibilities and aligns our organisational values with practical action.

Our reconciliation journey has been evolving over time.





Source: Mount Isa City Council

Council has observed and supported NAIDOC Week and National Reconciliation Week activities, incorporated Acknowledgement of Country into public meetings and civic events, strengthened informal engagement with Aboriginal and Torres Strait Islander staff and community members, initiated development of an Aboriginal and Torres Strait Islander Community Engagement Guide, and begun formalising cultural protocols within Council business practices.

While these actions are meaningful, we recognise that reconciliation requires more than events and acknowledgements. The Reflect RAP marks the next stage of our journey moving from intention to structured, measurable and sustainable action.

Implementation of the RAP is guided by a dedicated RAP Working Group supported by a number of RAP Champions, including all three Directors.

The Working Group includes representatives from a wide range of Council departments, locations and organisational levels to ensure whole-of-organisation ownership.

The group comprises a RAP Chair and Co-Chair (both Aboriginal staff representatives), a RAP Coordinator, Staff Champions and representatives from Community Development, Human Resources, Corporate Services, Infrastructure and Works, Parks & Gardens, as well as Aboriginal and Torres Strait Islander representation.

Of the 18 members, 12 identify as Aboriginal and/or Torres Strait Islander peoples, reflecting strong cultural leadership within Council. Importantly, Council recognises that reconciliation is the responsibility of the entire organisation.

The cultural knowledge and lived experience of Aboriginal and Torres Strait Islander staff are valued and respected; however, implementation of the RAP does not rest solely with Aboriginal and Torres Strait Islander employees.

All members of the Working Group, Executive Leadership and staff share collective accountability to ensure meaningful and sustained progress. This governance structure ensures reconciliation is embedded across Council operations rather than concentrated within a single team or function.

Our Reflect RAP represents a foundational phase focused on listening, learning and building strong internal systems. Over a 12–18 month period, we will strengthen governance and executive accountability, build cultural capability across the organisation, develop clear engagement protocols, and deepen relationships with Traditional Owners, Elders and community representatives.

This phase will also identify priority areas for long-term change, establish measurable outcomes and position Council to progress to an Innovate RAP.

Reconciliation is not an initiative led by one department. It requires leadership commitment, staff participation, cultural humility, continuous learning and transparent reporting. Through shared accountability and strong governance, Mount Isa City Council is committed to embedding reconciliation into the way we lead, plan, regulate and serve our community.
Reconciliation is about respect, relationships and real change.

Our Reflect RAP is the beginning of walking that journey together.



Our Partnerships

Mount Isa City Council (MICC) recognises that reconciliation is about building trust, fostering respect, and creating genuine, long-term relationships with Aboriginal and Torres Strait Islander peoples. Our partnerships and community engagement activities reflect our ongoing commitment to cultural inclusion, economic empowerment, and truth telling across the region.

One of Councils priorities is to engage local providers who have a range of services that are community driven training programs in Mount Isa. Council is helping to open employment pathway for local Aboriginal and Torres Strait Islander people and strengthen the delivery of training that reflets local priorities, knowledge system and strengths.

We are also proud to support Mount Isa City Council Owned Enterprises (MICCOE), trading as Outback at Isa a key tourism and cultural partner. Council provides both financial support and ongoing collaboration with MICCOE to promote arts, culture and Indigenous experiences through local tourism and broader community engagement. Initiatives such as the Bush Tucker Experience and Indigenous Painting Experiences provide powerful platforms for sharing culture, building economic opportunity and educating visitors and residents alike about the depth and richness of Aboriginal heritage in our region.

Through the Regional Arts Development Fund (RADF), MICC supports creative projects that celebrate local Indigenous heritage, arts and living culture. RADF grants fund performances, exhibitions, community arts projects, cultural tourism initiatives and visual arts installations that enhance understanding, community pride and connection. Priorities include storytelling, cultural heritage of Mount Isa and Camooweal, town beautification, and programs that engage Indigenous communities, youth and Elders.

Importantly, MICC has negotiated the following Indigenous Land Use Agreements (ILUAs):

- QI2016/059 - Mount Isa Cemetery Indigenous Land Agreement
- QI2012/132 - Bularnu Waluwarra and Wangkayujuru People and Local Government ILUA
- QI2012/096 - Indjalandji-Dhidhanu People and Local Government ILUA
- QI2012/038 - Kalkadoon Local Government ILUA
- QI2007/015 - Kalkadoon Gliderport ILUA
- QI2002/064 - Kalkadoon / Mt Isa Northridge Industrial Estate ILUA

These agreements demonstrate Council's commitment to recognising Traditional Owners and embedding their rights and voices in land use decisions and long-term planning. We continue to work with Indigenous owned businesses on tenders and procurement opportunities for civil works, maintenance, and event delivery supporting local economic growth and Aboriginal business participation.

Internally, our RAP Working Group provides cultural guidance and direction on Council led initiatives, event approvals, and engagement strategies. The group ensures Aboriginal and Torres Strait Islander perspectives are embedded in how we work, plan, and connect with community.
MICC also regularly provides in kind support including free venues, equipment, and staff time to assist with community led events like NAIDOC Week, National Reconciliation Week, and other cultural celebrations. These events bring together diverse communities and organisations to honour the strength, history, and achievements of Aboriginal and Torres Strait Islander peoples.

While these partnerships and activities represent meaningful progress, we know that reconciliation is a continuous journey. Through the Reflect RAP, MICC is committed to formalising, expanding and deepening these relationships so they continue to deliver cultural, social and economic benefits for Aboriginal and Torres Strait Islander peoples across our region.

Our RAP
Relationships

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

Deliverable	Timeline	Responsibility
Maintain strong relationships with existing Aboriginal and Torres Strait Islander stakeholders while strengthening engagement and collaboration with emerging community representatives and partners.	**31 August 2027**	**Lead:** Director Corporate Services **Support:** RWG
Develop and strengthen internal partnership principles and engagement practices that support respectful, culturally informed and collaborative relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	**31 August 2027**	**Lead:** Coordinator Governance & Disaster Management **Support: RWG**

Build relationships through celebrating National Reconciliation Week (NRW)

Deliverable	Timeline	Responsibility
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	**May 2027**	**Lead:** Director Corporate Services **Support:** RWG
RAP Working Group members to participate in an external NRW event.	**27 May - 3 June, 2027**	**Lead:** Director Corporate Services **Support:** Chief Executive Officer
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	**27 May - 3 June, 2027**	**Lead:** Chief Executive Officer **Support:** Director Corporate Services

Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
Communicate our commitment to reconciliation to all staff.	**31 August 2027**	**Lead:** Chief Executive Officer **Support:** Coordinator Governance & Disaster Management
Review and strengthen engagement with external stakeholders and organisations that can support and contribute to our reconciliation journey.	**31 August 2027**	**Lead:** Director Corporate Services **Support:** RWG
Review and strengthen opportunities to collaborate with RAP organisations and other like-minded partners that can support and contribute to our reconciliation journey.	**31 August 2027**	**Lead:** Director Corporate Services **Support:** RWG

Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
Research best practice and policies in areas of race relations and antidiscrimination.	**31 August 2027**	**Lead:** Coordinator Governance & Disaster Management **Support:** Manager, People, Culture and Safety
Conduct a review of HR policies and procedures to identify existing antidiscrimination provisions and future needs.	**31 August 2027**	**Lead:** Manager, People, Culture and Safety **Support:** Senior Human Resources Officer

Our RAP
Respect

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

Deliverable	Timeline	Responsibility
Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	**30 April 2027**	**Lead:** Director Corporate Services **Support:** Director Infrastructure Services
Conduct a review of cultural learning needs within our organisation	**30 April 2027**	**Lead:** Director Corporate Services **Support:** Manager, People, Culture and Safety

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

Deliverable	Timeline	Responsibility
Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	**30 June 2027**	**Lead:** Director Community **Services Support:** RWG
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	**30 June 2027**	**Lead:** Manager, People, Culture and Safety **Support:** RWG
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	**30 June 2027**	**Lead:** RWG **Support:** Senior Human Resources Officer

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility
Introduce our staff to NAIDOC Week by promoting external events in our local area.	**July 2027**	**Lead:** RWG **Support:** Senior Human Resources Officer
RAP Working Group to participate in an external NAIDOC Week event.	**July 2027**	**Lead:** Manager, People, Culture and Safety **Support:** RWG

Our RAP
Opportunities

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

Deliverable	Timeline	Responsibility
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	**31 August 2026**	**Lead:** Director Corporate Services **Support:** Manager, People, Culture and Safety
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	**31 July 2026**	**Lead:** Director Corporate Services **Support:** Manager, People, Culture and Safety

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

Deliverable	Timeline	Responsibility
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	**31 August 2027**	**Lead:** Strategic Procurement Manager **Support:** Manager Economic and Community Development
Investigate Supply Nation membership.	**31 August 2027**	**Lead:** Strategic Procurement Manager **Support:** Manager Economic and Community Development

Our RAP
Governance

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

Deliverable	Timeline	Responsibility
Review and strengthen the RAP Working Group (RWG) Terms of Reference to support effective governance, accountability and ongoing RAP implementation.	**30 March 2027**	**Lead:** RAP Coordinator **Support:** RAP WG
Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group (RWG) across all areas of Council operations and leadership.	**30 March 2027**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety

Our RAP

Governance

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

Deliverable	Timeline	Responsibility
Define resource needs for RAP implementation	**30 April 2027**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety
Engage senior leaders in the delivery of RAP commitments.	**30 April 2027**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety
Appoint a senior leader to champion our RAP internally.	**30 August 2026**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety
Define appropriate systems and capability to track, measure and report on RAP commitments	**30 April 2027**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety

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

Deliverable	Timeline	Responsibility
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**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	**1 August annually**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	**30 September, annually**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety

Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
Register via Reconciliation Australia's website to begin developing our next RAP.	**30 June 2027**	**Lead:** RAP Coordinator **Support:** Manager, People, Culture and Safety

This is our opportunity to build a stronger, more inclusive workplace together.

The first step starts now continue to walk with us?

CONTACT DETAILS

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MOUNT ISA CITY COUNCIL

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