Cairns Regional Council

Innovate Reconciliation Action Plan October 2019 - September 2021

RECONCILIATION ACTION PLAN

INNOVATE

Cairns REGIONAL COUNCIL

Acknowledgements

The Cairns Regional Council (Council) acknowledges the Aboriginal Tribes and Clans within our region who are the Traditional Custodians and First Peoples of this country. We recognise and respect your languages and the unique beliefs and pride within your customs and cultures that define your continuing relationships and responsibilities to your shared land and sea boundaries. This respect and honour extends to Elders both past and present.

Council also acknowledges other Aboriginal and Torres Strait Islander peoples who live within this region. We have made a commitment to maintain and strengthen our partnerships and respectful relationships with you in the true spirit of reconciliation so that together we can share in increasing opportunities for positive outcomes for all who live within the different communities in our region.

We would like to acknowledge those who have contributed to the development of this Reconciliation Action Plan (RAP), both individually and within the RAP working group sessions. We also extend our appreciation to all those who shared their thoughts and ideas on reconciliation and equality. We look forward to working together to strengthen relationships, create opportunities and achieving positive outcomes for the future.

For Cairns Regional Council our Vision for reconciliation is a Council that:

1. understands the importance of actively promoting equity and equality while embracing our distinctive and vibrant communities;
2. respects the First People who are the Bama – the Aboriginal people who are the Traditional Owners and Custodians of the lands that cover our region;
3. acknowledges other Aboriginal and Torres Strait Islander peoples who also call our region home;
4. values and supports the Bama Tribe and Clan groups within our area and acknowledge and respect their unique customs, culture, heritage and language;
5. prides ourselves on building relationships based on mutual respect, knowledge and understanding;
6. actively values the positive contribution of the First Peoples which allows us to work together;
7. aims to work together with the First Peoples and the broader community of Cairns to remove social and economic disadvantage. In this process, we will continue to actively work together to close the gap in life expectancy that continues to exist between First Peoples and other Australians.
8. Value the importance of engaging with non-Indigenous community/residents/staff/stakeholders in building historical acceptance, cultural competency and strong relationships, to foster an environment and society.

Our Business

Cairns Regional Council is established under the Local Government Act 2009. The elected Council consists of the Mayor and nine Councillors who each represent a division. The administration is headed by the Chief Executive Officer. Cairns Regional Council currently has approximately 1250 staff and an annual budget of more than $294 million. The administration of Council is divided into six departments. Five departments are headed by a General Manager, and Finance is headed by the Chief Financial Officer. Each reports directly to the CEO.

Cairns Regional Council provides community services and facilities, and it is also responsible for making and enforcing local laws. Traditionally, councils have provided services such as roads, water supply and sewerage, but more and more they are becoming involved in the social, economic and cultural development of their communities, and in improving local living environments.

Cairns Regional Council employs 48 Aboriginal and Torres Strait Islander staff.

Development of this RAP

Council:

1. developed this RAP in consultation with the RAP Working Group, who includes the Coordinator and Community Services Officer (First Peoples) of Community Services; an Aboriginal and Torres Strait Islander staff representative and the First People's Advisory Committee (FPAC). The development of the RAP document is supported by Council's senior management and Aboriginal and Torres Strait Islander staff;
2. has this RAP championed by the Community Services Officer (Identified) and the Coordinator – Community Services;
3. holistically identified actions directly related to Council's operations, services and business. These actions will contribute to the National, State and Local efforts to improve the psychological and physical health, wellbeing, equality and economic development opportunities for Australia's First Peoples
4. developed this document to provide Council's employees, members of the First People's communities and the general public in our region with details of our commitment to achieve genuine outcomes and actions within the timeframes indicated. At the conclusion of this RAP in 2021, a public report will be produced detailing the progress, challenges and lessons learned along the way. The RAP will then continue to be reviewed and refreshed with new projects, programs and initiatives.

The RAP Working Group

The Rap working Group consists of Council Staff, include General Manager, Coordinator for Community Services, Community Services Officer and members of the First Peoples Advisory Committee (FPAC).

Our RAP Journey:

- **July 2009** – First People's Advisory Committee (FPAC) moves a motion that Cairns Regional Council will develop a Reconciliation Action Plan and fly both the Aboriginal and Torres Strait Islander Flags outside Council Chambers;
- **September 2009** – Council endorses the First People's (Aboriginal and Torres Strait Islander) Employment Strategy;
- **October 2009** – Council supports and acknowledges the FPAC recommendations to develop a RAP and to permanently fly both the Aboriginal and Torres Strait Islander flags outside Council Chambers along with the Australian flag;
- **September 2009** – FPAC support the development of a RAP Working Group;
- **February 2011** – Council endorses the RAP Working Group;
- **May 2011** – National Reconciliation Week sees the CRC Mayor and CEO sign a Statement of Commitment to develop a RAP;
- **December 2011** – Council endorses the organisation's first RAP;
- **January 2012** – Official launch of the Council's first RAP;
- **May 2013** – Official launch of the RAP 2013 – 2014 broadcast live at Federation Square, Melbourne;
- **May 2014** – Council's RAP was highly commended at the 2014 Queensland Reconciliation Awards. This award recognises Council's commitment to its RAP and initiatives that are advancing reconciliation both internally and in the Cairns Community;
- **April - September 2015** – Began Development of the next RAP;
- **February - April 2016** - Review undertaken and report to Council;
- **December 2017** – Executive review in preparation for new FPAC.

1.0 Relationships

Cairns Regional Council acknowledges that meaningful, respectful and productive relationships with First Peoples and communities are important to the reconciliation process. Relationships need to be fostered in a supportive environment, with the appropriate information and resources to be dynamic and effective.

Priority	Action	Responsibility	Timeline	Deliverables
1.1	**Reconciliation Action Plan working group** **RAP Working Group actively monitor RAP development, including implementation of actions and tracking progress.**	Coordinator Community Services, Community Services Officer (Identified)	October 2019	Develop Terms of Reference for the RAP Working Group within the first six (6) months of implementation, which includes minimum specifications for the RAP Working Group membership breakdown to include a cross section of Aboriginal and Torres Strait Islander staff and staff from other cultural backgrounds
		Coordinator Community Services, Community Services Officer (Identified)	December 2019	Ensure the RAP Working Group is inclusive of internal and external representatives.
		Coordinator Community Services, Community Services Officer (Identified)	October 2019	Ensure the Executive Team are represented on the RAP Working Group and attend meetings on a rotational basis
		Coordinator Community Services, Community Services Officer (Identified)	December 2019	Ensure Aboriginal and Torres Strait Islander Peoples are represented on the RAP Working Group
		Branch Manager Community Development	February 2020, July 2020, February 2021, July 2021	RAP Working Group to meet twice per year to monitor and report on RAP implementation
			March 2020	Provide annual report on number of initiatives RAP Working Group assisted with to General Manager, FPAC and Reconciliation Australia

1.0 Relationships (continued)

Cairns Regional Council acknowledges that meaningful, respectful and productive relationships with First Peoples and communities are important to the reconciliation process. Relationships need to be fostered in a supportive environment, with the appropriate information and resources to be dynamic and effective.

Priority	Action	Responsibility	Timeline	Deliverables
1.2	Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Community Services Officer (Identified)	May 2020, 2021	Support and host activities and initiatives as a part of National Reconciliation Week (NRW) from 27 May to 3 June each year.
		Community Services Officer (Identified)	May 2020, 2021	Provide opportunities for all employees to build relationships with the local Aboriginal and Torres Strait Islander community.
		General Manager Human Resources and Organisational Change/ Community Services Officer (Identified)	May 2020, 2021	Encourage all Council employees to participate and engage in National Reconciliation Week.
		Community Services Officer (Identified)	May 2020, 2021	Organise at least one internal event for NRW each year
		Community Services Officer (identified)	May 2020, 2021	Register all NRW events via Reconciliation Australia's NRW website
		Community Services Officer (Identified)	May 2020, 2021	RAP Working Group will participate in an external event to recognise and celebrate NRW
		Human Resources Coordinator/Community Services Officer (identified)	May 2020, 2021	Develop an FAQ to be distributed via Safety Circle meetings during National Reconciliation Week

1.0 Relationships (continued)

Cairns Regional Council acknowledges that meaningful, respectful and productive relationships with First Peoples and communities are important to the reconciliation process. Relationships need to be fostered in a supportive environment, with the appropriate information and resources to be dynamic and effective.

Priority	Action	Responsibility	Timeline	Deliverables
1.3	**Ensure Cairns Regional Council has an active and functioning First Peoples Advisory Committee**	Community Services Officer (Identified)	October 2019	Ensure seven (7) FPAC meetings are held per year
		Administration Officer Community Services	October 2019	All Councillors invited to each FPAC Meeting with any attendance recorded
		Community Services Officer (Identified	October 2019	Provide advice and recommendations to Council on projects, programs, policy and other initiatives relevant to Aboriginal and Torres Strait Islander peoples and the reconciliation process
		Community Services Officer (Identified)	October 2019	Include a standing agenda item to provide advice, direction and input to progress actions from the RAP
		Community Services Officer (Identified) Community Development	October 2019	Submit a report to RAP Working Group following each bi-monthly meeting
1.4	**Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes**	General Manager Community, Sport and Cultural Services	December 2020	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders
		General Manager Community, Sport and Cultural Services	December 2020	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement

1.0 Relationships (continued)

Cairns Regional Council acknowledges that meaningful, respectful and productive relationships with First Peoples and communities are important to the reconciliation process. Relationships need to be fostered in a supportive environment, with the appropriate information and resources to be dynamic and effective.

Priority	Action	Responsibility	Timeline	Deliverables
1.5	**Participation, access and understanding** **Create environments and opportunities for First Peoples and members of the wider community to come together, share ideas and improve relationships.**	Community Services Officer (Identified) Community Services Officer (Identified)	October 2019 March 2020	Standing agenda item to be included in FPAC and RAP Working Group meetings to share information about community events, services and issues Develop an internal forum for officers to come together on a regular basis to discuss the RAP
1.6	**Raise internal and external awareness of our RAP to promote reconciliation across Council and the LGA**	Community Services Officer (Identified) Community Services Officer (Identified)	December 2019 December 2020	Develop and implement a strategy to communicate the RAP to all internal and external stakeholders Promote reconciliation through ongoing active engagement with all stakeholders

2.0 Respect

Cairns Regional Council will seek to increase its capacity to value and appreciate Australia's First Peoples and their cultures to deliver appropriate services and meet reconciliation goals. This will be achieved by Council supporting and delivering initiatives that foster respectful relationships and greater understanding between First Peoples and the wider Cairns community.

Priority	Action	Responsibility	Timeline	Deliverables
2.1	**Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements**	Learning and Organisational Development	October 2019	Deliver Aboriginal and Torres Strait Islander Cultural Awareness training sessions via annual training calendar.
		General Manager Human Resources and Organisational Change	July 2020	Ensure all Councillors attend Aboriginal and Torres Strait Islander Cultural Awareness training within their first year of office via Councillors induction program.
		General Manager Human Resources and Organisational Change/Learning and Organisational Development	July 2020	Ensure 100% of Council leaders (GM/BMs) attend Aboriginal and Torres Strait Islander Cultural Awareness training every 2 years
		Community Services Officer (Identified)	July 2020	Identify and publicise two (2) opportunities for staff to participate in activities to improve cultural competency within the RAP term.

2.0 Respect (continued)

Cairns Regional Council will seek to increase its capacity to value and appreciate Australia's First Peoples and their cultures to deliver appropriate services and meet reconciliation goals. This will be achieved by Council supporting and delivering initiatives that foster respectful relationships and greater understanding between First Peoples and the wider Cairns community.

Priority	Action	Responsibility	Timeline	Deliverables
2.2	**Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols to ensure there is a shared meaning**	General Manager Community, Sport and Cultural Services	December 2019	Distribute Administrative Instruction which includes guidelines on when to deliver a Welcome to Country / Acknowledgement of Country at Council events
		General Manager Community, Sport and Cultural Services	October 2019	Ensure Traditional Owner/s are invited to conduct a Welcome to Country address at appropriate Council events in accordance with guidelines.
		General Manager Community, Sport and Cultural Services	December 2019	Develop a FAQ on Welcome to Country
		Coordinator Community Services	December 2019	Develop a list of key contacts for agreed Traditional Owners to conduct a Welcome to Country
		Community Services Officer (Identified)	June 2020	Develop content on Cultural Awareness and protocols for Council's internal and external web sites
		Community Services Officer (Identified)	December 2019	Review and implement the Welcome to Country Policy and ensure appropriate acknowledgment and involvement of Traditional Owners and other First Peoples of the region

2.0 Respect (continued)

Cairns Regional Council will seek to increase its capacity to value and appreciate Australia's First Peoples and their cultures to deliver appropriate services and meet reconciliation goals. This will be achieved by Council supporting and delivering initiatives that foster respectful relationships and greater understanding between First Peoples and the wider Cairns community.

Priority	Action	Responsibility	Timeline	Deliverables
2.3	**Participate and promote Aboriginal and Torres Strait Islander cultural celebrations**	General Manager Human Resources and Organisational Change/Human Resources Coordinator	October 2019	Executive Team to support and encourage staff involvement in Aboriginal and Torres Strait Islander cultural celebrations in writing and verbally.
		CEO Cairns Regional Council	July 2020, 2021	Support Aboriginal and Torres Strait Islander employees' participation in NAIDOC Week events.
		Human Resources Coordinator	June 2020, 2021	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week
		General Manager Human Resources and Organisational Change/Human Resources Coordinator	July 2020	Provide opportunities for Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week
			July 2020	Increase number and type of Aboriginal and Torres Strait Islander cultural celebrations supported by Council within the term of the RAP
		Community Services Officer (Identified)	July 2020	Promote culturally significant events to workforce via email, staff notice boards, staff newsletter and other appropriate internal methods

2.0 Respect (continued)

Cairns Regional Council will seek to increase its capacity to value and appreciate Australia's First Peoples and their cultures to deliver appropriate services and meet reconciliation goals. This will be achieved by Council supporting and delivering initiatives that foster respectful relationships and greater understanding between First Peoples and the wider Cairns community.

Priority	Action	Responsibility	Timeline	Deliverables
2.3	**(continued)**	General Manager Community, Sport and Cultural Services	May 2020	Provide services and resources to ensure events of cultural significance are supported (e.g. Reconciliation Week, NAIDOC, Sorry Day, Mabo Day etc)
2.4	**Libraries** **Cairns Libraries will work strategically and in partnership with First Peoples towards inclusive services, that are aligned to Queensland State Library Services Standards for Aboriginal and Torres Strait Islander peoples.** **Continue to develop respectful and positive community relationships through library activities and initiatives.**	Coordinator Library Services Team Leaders Libraries Team Leaders Libraries Team Leaders Libraries Team Leaders Libraries	Monthly December 2019 December 2019 June 2020 December 2020	Report monthly to the General Manager Community, Sport and Cultural Services on the number and type of activities that are inclusive of and accessed by Aboriginal and Torres Strait Islander user groups Deliver inclusive programs and services that encourage and enhance library usage for the interests and specific needs of culturally and linguistically diverse people within our community Deliver six (6) storytelling sessions per year Celebrate at least (3) key relevant events such as NAIDOC, National Reconciliation Week, Sorry Day and National Aboriginal and Islander Children's Day Engage Traditional Owners and Cultural Advisors in the library setting

3.0 Opportunities

Council will continue to create opportunities that provide First Peoples with the necessary skills, experience and employment opportunities required to build strong and resilient people and communities. This will include the development, implementation and enhancement of programs, systems and processes that contribute to 'Closing the Gap' for the First Peoples within the Cairns region.

Priority	Action	Responsibility	Timeline	Deliverables
3.1	**Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace**	General Manager, Human Resources and Organisational Change/Employment Strategy Coordinator	July 2020	Increase the recruitment and retention of Aboriginal and Torres Strait Islander employees within Cairns Regional Council
		Human Resources Coordinator/ Employment Strategy Coordinator	December 2019	Develop and maintain processes that capture accurate Equal Employment Opportunity (EEO) data and statistics
		Community Services Officer (Identified)	July 2020	Report on percentage of staff who identify in EEO groups as part of Council's induction process during RAP review
		Human Resources Coordinator	July 2020	Report on number of identified and specified positions advertised by Council during annual RAP review
		General Manager, Human Resources and Organisational Change	October 2019	Support and encourage Council employees to self-identify through corporate induction and annual employee surveys
		Employment Strategy Coordinator	June 2020	Report to General Manager, Human Resources and Organisational Change on Council involvement and participation in job expos and employment promotion activities

3.0 Opportunities (continued)

Council will continue to create opportunities that provide First Peoples with the necessary skills, experience and employment opportunities required to build strong and resilient people and communities. This will include the development, implementation and enhancement of programs, systems and processes that contribute to 'Closing the Gap' for the First Peoples within the Cairns region.

Priority	Action	Responsibility	Timeline	Deliverables
3.1	**(continued)**	Employment Strategy Coordinator	June 2020	Provide recruitment information sessions to Aboriginal and Torres Strait Islander job seekers and related service providers addressing: - advertising information and processes - application processes and job information packages - interviewing processes
		Learning and Development Coordinator	June 2020	Formalise training and development opportunities within Council for Aboriginal and Torres Strait Islander employees to advance their skill set
		Learning Development Coordinator/ Employment Strategy Coordinator	June 2020	Develop an overall Council Retention strategy, including Aboriginal and Torres Strait Islander cohorts with a focus on embedding a mentoring support program within Council's staff development processes
		Employment Strategy Coordinator/Learning and Development Coordinator	June 2020	Report to General Manager, Human Resources and Organisational Change on the number of Aboriginal and Torres Strait Islander job seekers placed in work experience, training and other opportunities that improve employment prospects
		Employment Strategy Coordinator/Learning and Development Coordinator	December 2020	Develop a pilot mentoring program for Aboriginal and Torres Strait Islander staff by mid-2020

3.0 Opportunities (continued)

Council will continue to create opportunities that provide First Peoples with the necessary skills, experience and employment opportunities required to build strong and resilient people and communities. This will include the development, implementation and enhancement of programs, systems and processes that contribute to 'Closing the Gap' for the First Peoples within the Cairns region.

Priority	Action	Responsibility	Timeline	Deliverables
3.2	**Incorporate Aboriginal and Torres Strait Islander supplier diversity with Council.**	Manager Procurement and Payable	October 2019	Increase opportunities for businesses owned by Aboriginal and Torres Strait Islander people to supply their goods and services to Council
		Manager Procurement and Payable	June 2020	Work with Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) in the further development of a local Aboriginal and Torres Strait Islander business database
		Manager Procurement and Payable	June 2020	Actively promote the DATSIP register/database of local businesses owned or operated by Aboriginal and Torres Strait Islander people
		Program Leader Economic Development	October 2019	Link to DATSIP register/database added to Council's Economic Development web page by August 2019
		Program Leader Economic Development	June 2020	Promotion of the DATSIP register/database in a minimum of two (2) Economic Development newsletters per year for the life of the RAP

3.0 Opportunities (continued)

Council will continue to create opportunities that provide First Peoples with the necessary skills, experience and employment opportunities required to build strong and resilient people and communities. This will include the development, implementation and enhancement of programs, systems and processes that contribute to 'Closing the Gap' for the First Peoples within the Cairns region.

Priority	Action	Responsibility	Timeline	Deliverables
3.2	**(continued)**	Manager Procurement and Payable Manager Procurement and Payable	December 2019 June 2020	Investigate Supply Nation membership In partnership with DATSIP, provide a minimum of two (2) procurement information sessions per year to grow the capability of local Aboriginal & Torres Strait Islander owner/operated businesses.Participation at annual "meet the buyer program" facilitated by DATSIP
3.3	**Traditional Custodian and Owner group opportunities:** **Support the development and training of Traditional Owner groups and work collaboratively to care for country on which they live.**	Economic Development Program Leader General Manager Infrastructure Services General Manager Infrastructure Services	July 2020 December 2019 December 2019	Report on number of partnerships, projects and initiatives established with Traditional Owner and Custodian groups during annual RAP review Report on number of partnerships, projects and initiatives established with Traditional Owner and Custodian groups during annual RAP review Include external cultural advisors in capital works projects to meet cultural heritage protocols.

3.0 Opportunities (continued)

Council will continue to create opportunities that provide First Peoples with the necessary skills, experience and employment opportunities required to build strong and resilient people and communities. This will include the development, implementation and enhancement of programs, systems and processes that contribute to 'Closing the Gap' for the First Peoples within the Cairns region.

Priority	Action	Responsibility	Timeline	Deliverables
3.4	**Youth Initiatives** **Provide Aboriginal and Torres Strait Islander youth (especially those at risk of disengaging from school) with the opportunity to consider career options in Local Government.**	Learning and Development Coordinator Community Services Officer (Identified)	July 2020 December 2019	Deliver a minimum of two (2) information sessions each year to Aboriginal and Torres Strait Islander youth about employment opportunities and pathways within Local Governments Partner with existing organisations throughout the life of the RAP to facilitate opportunities for disengaged Aboriginal and Torres Strait Islander youth to link in with employment and training, healthy lifestyle, volunteering and leadership programs
3.5	**Health and Wellbeing/Healthy Lifestyles:** **Improve Aboriginal and Torres Strait Islander access to health and lifestyle programs which are culturally sensitive and appropriate**	Community Services Officer (Identified) Community Services Officer (Identified)	June 2020 June 2020	Partner with external organisations and providers to deliver two (2) ongoing healthy lifestyle programs in accessible community locations each year Council will support external agencies to deliver healthy lifestyle programs for the Aboriginal and Torres Strait Islander community

4.0 Opportunities – Governance, Tracking and Reporting

Council will continue to create opportunities that provide First Peoples with the necessary skills, experience and employment opportunities required to build strong and resilient people and communities. This will include the development, implementation and enhancement of programs, systems and processes that contribute to 'Closing the Gap' for the First Peoples within the Cairns region.

Priority	Action	Responsibility	Timeline	Deliverables
4.1	**Report achievements, challenges and learnings to Reconciliation Australia**	Community Services Officer (Identified)	September 2020, 2021	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually
	RAP Working Group meetings:	Community Services Officer (Identified)	May 2020	Investigate participation in the RAP Barometer
		Community Services Officer (Identified)	August 2020	Develop and implement systems and capability needs to track, measure and report on RAP activities
4.2	**Review RAP and related activities at each meeting to monitor progress and ensure continual improvement in RAP action areas.**	Community Services Officer (Identified)	January 2020	Review implementation and tracking at six (6) Working Group meetings held per year.
4.3	**First Peoples Advisory Committee meetings:**	Coordinator Community Services	October 2019	Standing agenda item on RAP implementation at each of the FPAC meetings held per year
	Provide support and advice to the RAP Working Group on RAP implementation.	Coordinator Community Services	February 2020	One (1) RAP Working Group member to attend each of the FPAC meetings each year to provide report and note comments/feedback on RAP implementation.

4.0 Opportunities – Governance, Tracking and Reporting (continued)

Council will continue to create opportunities that provide First Peoples with the necessary skills, experience and employment opportunities required to build strong and resilient people and communities. This will include the development, implementation and enhancement of programs, systems and processes that contribute to 'Closing the Gap' for the First Peoples within the Cairns region.

Priority	Action	Responsibility	Timeline	Deliverables
4.4	**Report RAP achievements, challenges and learnings internally and externally**	Coordinator Community Services Community Services Officer (Identified)	June 2020, 2021 March 2020, 2021	Produce annual progress report to Council and Executive Team for noting Produce Annual Progress Report to Reconciliation Australia noted by Council
4.5	**Review, refresh and update RAP**	Community Services Officer (Identified) Community Services Officer (Identified) Community Services Officer (Identified)	April 2021 May 2021 September 2021	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements Send draft RAP to Reconciliation Australia for review and feedback Submit a draft RAP to Reconciliation Australia for formal endorsement

For more information, please contact Cairns Regional Council's Community Services Team:

Phone: 07 4044 3368

Email: community_development@cairns.qld.gov.au