



KATHERINE
TOWN COUNCIL



Reflect Reconciliation Action Plan

OCTOBER 2024 – OCTOBER 2025

ACKNOWLEDGEMENT OF COUNTRY

We recognise the first nations culture as one of the longest surviving cultures in the world and we pay our respects to Elders both past, present and future.

WARNING: Aboriginal and Torres Strait Islander readers are advised that this document may include the images of people who are deceased.



MAYOR LIS CLARK



CEO INGRID STONHILL

KATHERINE TOWN COUNCIL

OUR BUSINESS

Katherine Town Council is a local government authority providing municipal services to Katherine, the fourth-largest town in the Northern Territory and a thriving regional centre for service delivery. Its services also extend to nearby Indigenous communities that fall within its jurisdiction.

The local government area has a population of around 10,000, with 25.5% of residents identifying as Aboriginal or Torres Strait Islander. Katherine is also a hub for the surrounding Big Rivers Region. Katherine Town Council's strategic priorities are developed based on the fact that the town and our Council provide services to over 25,000 people.

The Council also plays a pivotal role in fostering community engagement, supporting cultural initiatives, and facilitating economic growth to sustainably meet the evolving needs of its populace.

OUR RAP

The Katherine Town Council has developed its Reconciliation Action Plan (RAP) to foster a respectful and inclusive community that acknowledges the rich cultural heritage of the Aboriginal and Torres Strait Islander peoples.

Through our RAP, the Council will take its first steps toward creating a structured and meaningful approach to reconciliation that goes beyond symbolic gestures and leads to real, impactful change. This approach will enable us to emerge as an organisation that demonstrates cultural literacy, includes Aboriginal and Torres Strait Islander peoples in its operations, and has trusting and respectful relationships with the Indigenous people it serves.

JAWOYN



DAGOMAN



WARDAMAN



Katherine Town Council currently has partnerships and activities that we can build on to support this RAP.

Aboriginal employment:

- We employ Aboriginal people within our organisation but have not previously asked if they identify as ATSI when they start their employment, so we don't have formal ATSI employment data. We recently introduced this option for new ATSI staff.
- We have an Indigenous identified position on the Centenary of Katherine 2026 Advisory Committee

Infrastructure:

- Town signage in language - Approximately 20,000 people speak a local Indigenous language called Kriol. It is the second most used language in the NT, following English. To honour the significance of preserving Indigenous languages and culture, the Council has undertaken an initiative to enhance its signage by including a Kriol translation alongside the English text.
- Lockers – Council constructed storage lockers in a park frequently used for camping out by Indigenous people coming to Katherine from remote communities for services, to keep their belongings safe. A not-for-profit organisation managed the lockers on behalf of the Council.



Engagement:

- All staff attended educational presentations by
 - 1) NTG Aboriginal Justice Unit;
 - 2) Northern Land Council;
 - 3) Northern Territory Stolen Generation Redress Scheme; and
 - 4) Thomas Mayor - Voice Referendum
- The Katherine-based Jawoyn Association is a critical stakeholder in all Council consultations, and we frequently partner with them when planning projects and events and applying for funding opportunities. The Katherine Town Council CEO meets with the Jawoyn Association CEO quarterly.
- Katherine Town Council CEO is a director, alongside the Jawoyn Traditional Owners, on the Nitmiluk (Katherine Gorge) National Park Board
- Under the Godinymayin Yijard Rivers Arts and Culture Centre (GYRACC) partnership agreement, Council contributes \$40,000 per annum to GYRACC for operational and staffing costs, plus an additional \$12,500 annually to support the annual art award titled the Katherine Prize. In return, GYRACC provides four facility hires to Council for events each year and we have a seat on the GYRACC board.
- Council receives grant funding to provide municipal services to Binjari Aboriginal Community, located 16 kilometres from Katherine. Binjari is in the unique position of being located within the Katherine municipality, but its own Binjari Community Aboriginal Corporation (BCAC) governs it, and it is ineligible for homeland grants. Council holds monthly meetings with its management to inspect services and address issues.
- We provide Council facilities free of charge to organisations hosting NAIDOC week celebrations.



RELATIONSHIPS / 1-4



RESPECT / 5-7



OPPORTUNITIES / 8



GOVERNANCE / 9-11



RELATIONSHIPS

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Consult with the Jawoyn Association, Binjari Community Aboriginal Corporation and Kalano Community Association on the development of this RAP plan to get advice on how we can strengthen our relationship with them and what further opportunities there are to work together	November 24	Comms/Stakeholder Engagement
		Consult with neighbouring regional councils and Big River region communities to gain an agreement on cultural protocols and expectations when people visit the town of Katherine.	June 2025	RWG
		Host a workshop/yarning session with local Indigenous organisations to gather their input into how we can work together more respectfully and proactively.	February 25	Comms/Stakeholder Engagement/Working Group
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Comms/Stakeholder Engagement
		Deliver a NRW event for staff, inclusive of all Council departments.		
		Council to organise or fund at least one external NRW event for the community each year.		
		RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2025	Working Group
3	Promote reconciliation through our sphere of influence.	Encourage and support Council staff to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2025	Governance Manager
		Communicate our commitment to reconciliation to all staff and the Katherine community.	November 2024	Comms/Stakeholder Engagement
		Prominent displays at libraries and VIC		
		Showcasing and promoting library collections written by Aboriginal and Torres Strait islander people.		
4	Promote positive race relations through anti-discrimination strategies.	Identify external stakeholders that our organisation can engage with on our reconciliation journey.		
		Encourage staff participation in NAIDOC events such as the NAIDOC march.		
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2024	Comms/Stakeholder Engagement
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2024	HR Manager



RESPECT

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<p>Introduce cultural awareness training for staff, including cultural protocols relevant to their work.</p> <p>Engage an organisation to deliver a cultural immersion program for councillors when appointed in 2025.</p>	September 2025	HR Manager
6	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<p>Work with Indigenous organisations to take account of cultural protocols when planning community events, civic infrastructure and service delivery</p> <p>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</p> <p>Ensure the display of the Aboriginal and Torres Strait Islander flags at community facilities to promote cultural inclusivity and recognition.</p>	On going	Community Relations Manager
7	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<p>Promote NAIDOC week events to staff and the community.</p> <p>Continue to provide funding and in-kind support to organisations during NAIDOC Week.</p>	June 2025	Community Relations Manager
		RAP Working Group to participate in an external NAIDOC Week event.	June 2025	Community Relations Manager
		Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	First week in July, 2025	Community Relations Manager



OPPORTUNITIES

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<p>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</p>	February 2025	HR Manager
		<p>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</p> <p>Develop a special measures policy so that Aboriginal and Torres Strait Islander applicants can be given priority when suitable on a merit basis.</p> <p>Establish traineeships for Aboriginal and Torres Strait Islander people.</p> <p>Continue to work with RISE Ventures and Kalano on employing staff through their employment programs.</p> <p>Include interview questions about Aboriginal and Torres Strait Islander cultural awareness.</p>	June 2025	HR Manager
		Give preference where possible to procurement from Indigenous suppliers listed with Supply Nation.	Ongoing	Management team



GOVERNANCE

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	November 24	Governance Manager
		Maintain positions for Aboriginal and Torres Strait Islander representation in an advisory capacity on the RWG.		
		Draft a Terms of Reference for the RWG.	December 2024	Governance Manager
		Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2024	Governance Manager
10	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2024	Governance Manager
		Engage senior leaders in the delivery of RAP commitments.	March 2025	Governance Manager
		Appoint a senior leader to champion our RAP internally.	March 2025	Governance Manager
		Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2025	Governance Manager
11	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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	Governance Manager EA
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Governance Manager EA
		Report on RAP Plan achievements in Annual Report and Council meetings	On-going	Governance Manager
		Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Governance Manager EA
12	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	[three months prior to RAP expiry date]	Governance Manager EA



ABORIGINAL AND TORRES STRAIT
ISLANDER STAFF

ABBREVIATIONS	FULL FORMS
RAP	Reconciliation Action Plan
ATSI	Aboriginal and Torres Strait Islander staff
CEO	Chief Executive Officer
GYRACC	Godinymayin Yijard Rivers Arts and Culture Centre
BCAC	Binjari Community Aboriginal Corporation
NAIDOC	National Aborigines and Islanders Day Observance Committee
KTC	Katherine Town Council
NRW	National Reconciliation Week
HR	Human Resources
RWG	RAP Working Group



KATHERINE TOWN COUNCIL

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