



Reconciliation Action Plan

2018/19 – 2021/22



Dr. Richard Walley OAM performing Welcome to Country.



Bulgalla – Banksia (*Menziesii*).

Message from the Mayor

I am pleased to present the City of Wanneroo Innovate Reconciliation Action Plan (RAP) 2018/19-2021/22.

The City's journey to reconciliation started in 2010 when Council resolved to develop its inaugural RAP, implemented through 2012-2014.

The inaugural RAP sought to create awareness for residents and employees of the City's commitment to reconciliation and a greater understanding of Aboriginal culture in the City of Wanneroo.

The RAP 2018/19-2021/22 is a result of extensive community consultation, together with the RAP Working Group, which consists of 10 community members of Aboriginal and non-Aboriginal descent, myself and three City Councillors.

The actions in this Plan reflect greater engagement with the Aboriginal community, stronger working relationships and broadening of networks to advance the great opportunities already in place.

This Plan will enable the City to further research the reconciliation

process, delivering strong outcomes and positive impacts for our community.

This RAP symbolises our commitment to continuously work towards improving relationships, opportunities and respect within the City.

Reconciliation at the City aspires to foster mutual respect where Aboriginal people and other Australians come together to learn, appreciate and grow proud of the rich Aboriginal culture that has existed for thousands of years and continues today.

The actions in the RAP are based on the three pillars of Relationships, Respect and Opportunities.

Actions within the pillar of '*Relationships*' are designed to acknowledge key dates in the Aboriginal cultural calendar; develop our relationships with Aboriginal communities and organisations; and promote our RAP, and our commitment to it, to the broader community.

Actions within the pillar of '*Respect*' are focused on building our knowledge of past and current

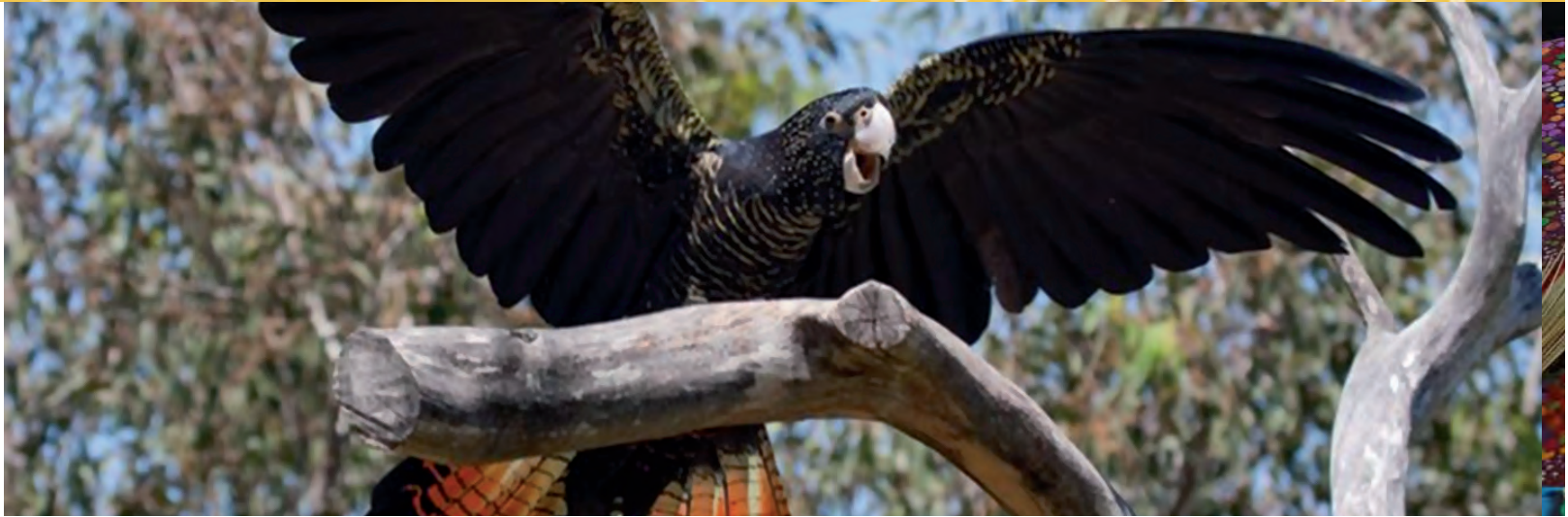
cultural practices and cultural protocols and history, including the impact of past Government policies. Underpinning this pillar is a strong commitment to staff training and community education programs to improve cultural understanding and awareness.

The pillar of '*Opportunities*' focusses on building strategies to increase employment opportunities and the support and engagement of Aboriginal organisations and businesses. It identifies ways that the City can refine, prioritise and focus its actions to achieve real results in employment and training outcomes for Aboriginal Australians.

I would like to sincerely thank the RAP Working Group for their commitment, collaboration and guidance in developing this Reconciliation Action Plan.

I invite you to read, reflect on and support initiatives in the plan as we move towards reconciliation and a more vibrant, diverse and inclusive City.

Mayor Tracey Roberts JP



Karak – Red-tailed black cockatoo

Message from Reconciliation Australia

On behalf of Reconciliation Australia, I am delighted to see the City of Wanneroo continue its reconciliation journey and to formally endorse its second Innovate RAP.

Through the development of an Innovate RAP, the City of Wanneroo continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections

of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides the City of Wanneroo with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, the City of Wanneroo will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish the City of Wanneroo well as it embeds and expands its own unique approach to reconciliation. We encourage the City of Wanneroo to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for



Aboriginal Reconciliation reminded the nation in its final report:

Reconciliation is hard work—it's a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.

On behalf of Reconciliation Australia, I commend the City of Wanneroo on the continuation of your RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Alkimos Community activity

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Reconciliation Walk 2017.

History of Wanneroo

The City of Wanneroo is situated in Whadjuk country and the word 'Wanneroo' is a Noongar word which means '*place of Aboriginal woman's digging stick*'. In Noongar Boodjar (country) there are 14 language groups.

At the time of early European settlement, the Whadjuk people were divided by the Swan River into four resident groups, each with its own territory.

These were described by the then imprisoned Aboriginal resistance leader Yagan in 1832 during an interview with writer Robert Lyon:

- **Beeliar** – led by Midgegooroo, father of Yagan, were south of the Swan River and south west of the Canning River;
- **Beeloo** – led by Munday, were in the region south of the Swan and north east of the Canning, to the Helena Rivers;
- **Mooro** – led by Yellagonga, north of the Swan River and east to Ellen's Brook; and
- **Mountain tribe** (Noongar name unknown) – led by Weeip, in the Darling Range (north east of Beeloo and east of Mooro). (Green, 1984)

Wanneroo is part of Mooro Country, the district of Yellagonga, an important Noongar Elder and leader.

The Mooro people used the lakes that can be found throughout the City of Wanneroo and surrounds as camping, social and ceremonial areas, and as an importance source of sustenance.

The lake areas were used as rest points between the foothills and the ocean, and between Mt Eliza (Kings Park) and the Moore River as Mooro people moved according to season.

Wanneroo's lakes, caves and coastline are part of Dreaming stories which remain important to Noongar people today.

Many Dreaming stories explain how local landforms and animals came to be created.

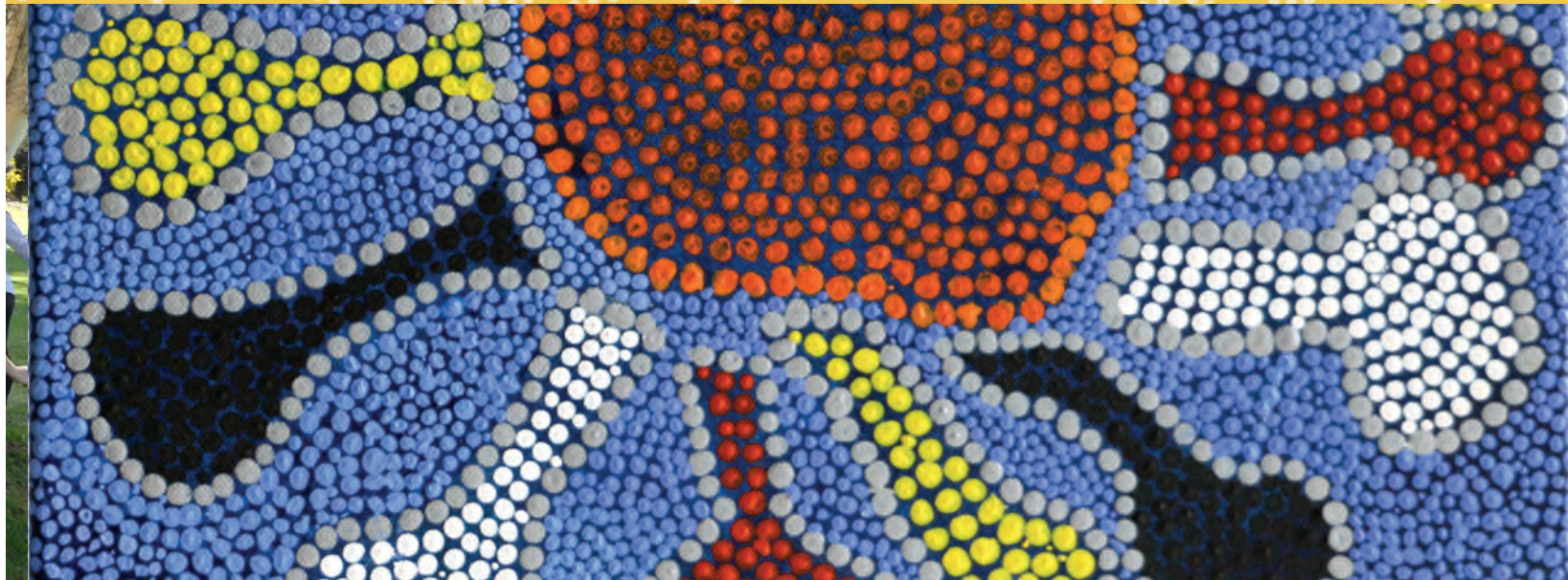
Like the Noongar people the new settlers used the natural resources of the 'lakes districts' to sustain them and by 1872 there were 60 new families in the area.

The City had a population of 100 people at the time of settlement in 1902, growing to 1,100 in 1950, 8,000 in 1970, 80,000 in 2001 and 199,290 in 2017.

Over the past 14 years, the population has more than doubled.

The area is rich in history and is proud of its heritage, with a number of original buildings and sites, including:

- Atlantis Marine Park
- Buckingham House and Old Wanneroo School House
- Cockman House
- Cooper's Lime Kilns
- Fisherman's Hollow
- Leeman's Landing Monument
- Lime Kilns - Emerald Reserve
- Mary Lindsay Homestead
- Perry's Paddock
- Wanneroo Show Grounds
- Wanneroo War Memorial
- Yanchep National Park
- Yanchep War Memorial (Yanchep National Park)
- Yellagonga Regional Park



Natasha Talbot painting from 2016 Yokayi exhibition (detail).

Acknowledgments

The City of Wanneroo acknowledges the Traditional Owners of this land, the Whadjuk people of the Noongar Nation; the Custodians of the lands on which the City is located and where we conduct our business.

We pay our respects to ancestors and Elders, past, present and future.

The City of Wanneroo is committed to honouring Australian Aboriginal peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to the community.

The goal of Reconciliation is building relationships, respect and trust between the wider Australian Community and Aboriginal Peoples.

The City of Wanneroo appreciates the support of Reconciliation Australia in developing our third RAP

The City of Wanneroo would also like to thank members of the community and staff from across the City for their valuable input into our third RAP through participation in the Reconciliation Action Plan (RAP) Working Group.

Our Vision for Reconciliation

City of Wanneroo's vision for reconciliation is to create an inclusive community with strong relationships across cultures based on mutual respect and understanding.

Our actions will contribute to the goal of closing the gap between Aboriginal Australians and other Australians so that all people are valued and can participate fully in the community.

The City of Wanneroo Strategic Community Plan's societal aspiration of creating a healthy, safe, vibrant and connected community supports our vision for reconciliation. The RAP and actions included are proudly endorsed by Council and are a commitment in the City's Corporate Business Plan.



Noongar
Coolamon



Kurulbrang – Kangaroo paw (*Anigozanthos*).

Our Business

The City of Wanneroo is Western Australia's fastest growing Local Government spanning both urban and rural areas with a workforce of 766 full-time equivalents (1003 headcount) in 2018.

We service an area of 685 square kilometers, which includes bushland, wetlands, urban and rural areas as well as 32 kilometres of coastline.

The City delivers more than 100 different services to a community of over 200,000 residents.

The City maintains facilities such as Community Centres, Leisure Centres and Public Open Space to encourage healthy, active lifestyles and community connections. We support local business development and provide a range of lifespan services from early childhood through to seniors.

Key responsibilities include Waste and Health Services, Environmental Management and Conservation, Land Development and other Infrastructure projects to keep the City running efficiently and plan for the future needs of the community.

The City's Community Development team are custodians of the RAP, in addition to other strategic community plans such as the Access and Inclusion Plan and strategies for Age Friendly, Early Childhood and Youth initiatives.

Our Community

The official population of City of Wanneroo as of the 30th June 2018, was 212,096.

Between 2001 and 2016, the population grew from 80,400 to 195,253 and is anticipated to grow to over 412,000 by 2041.

Our population is extremely diverse with approximately 40.9% of residents being born overseas (2016 Census).

Australian Bureau of Statistics Census 2016 showed that 1.4% of the total population of the City of Wanneroo identified as being of Aboriginal descent.

It is important to us that the people who live in the City of Wanneroo, as well as the wider population understand and appreciate the depth of Aboriginal culture that is present in its land and in its people.

The City of Wanneroo maintains a strong community and cultural development role in the delivery of local government services.

The City's Strategic Plan, built on four pillars – Society, Economy, Environment and Civic Leadership aspires to address the needs of a population diverse in age and cultural backgrounds.



Members of the Reconciliation Action Plan Working Group with Mayor Tracey Roberts and CEO Daniel Simms.

Our RAP

In 2010 Council resolved to develop its inaugural RAP that was implemented through 2012-2014 and sought to influence City employees and residents to be more aware of our commitment to reconciliation and of Aboriginal culture in the City of Wanneroo.

The City's RAP is managed by the Community Development team and has been developed through wide community consultation as well as close consultation with the RAP Working Group which consists of community members of Aboriginal and non-Aboriginal descent as well as up to three City Councillors and the Mayor.

The 2012-2014 Plan implemented such actions as:

- On country cultural awareness training for staff;
- A revised Welcome to Country Policy;
- The Aboriginal and Torres Strait Islander flags being flown outside the City's Civic Centre daily; and
- Literature being developed for cultural education purposes at City libraries and museums.

Delivery and completion of our first RAP along with community surveys and in-depth consultation with the RAP Working Group informed the

development, and delivery of our second RAP throughout 2015-2017 which included such actions as:

- A Reconciliation Walk at Lake Joondalup facilitated by Noongar people;
- Noongar language classes delivered within each City of Wanneroo ward;
- City employees received training to increase their understanding of protocols around Acknowledgement of Country, Welcome to Country and Smoking Ceremonies;
- Inclusion of Welcome to Country from Traditional Custodians at the City's Australia Day celebrations, and all other significant City's events;
- Aboriginal education activities were included at major City events, such as dance and music at Live in the Amphitheatre opening night;
- An Aboriginal themed community canvas was created at the City's annual Global Beats and Eats event;
- The City continues to cultivate their relationship with the Girrawheen Senior High School Aboriginal Art students and have continued to provide facilitators

for student workshops and events through the 2016/17 financial year;

- The City has hosted five Aboriginal Art Exhibitions between July 2016 and July 2017;
- At the 2016 Public Health Advocacy Institute of WA's Children's Environment and Health Local Government Report Card awards, the City received a Gold Award for the Aboriginal Child Health category;
- Acknowledgment to Country and history of Aboriginal people in Wanneroo has been included in City's corporate reporting Annual Report;
- Lake Joondalup Noongar Six Seasons Signage installed at Rotary Park;
- The naming of 'Waitj Dreaming Reserve' in Two Rocks to acknowledge the mythological Aboriginal site;
- An Aboriginal themed community canvas was created at the City's Wanneroo presents Concert; and
- New City of Wanneroo entry statement signage features the Noongar word 'Wandjoo' (welcome) alongside the English 'Welcome'.



Aboriginal art workshop.

The Way Forward

The City of Wanneroo's Innovate RAP 2018/19 – 2021/22 has been developed as a guiding document to help us achieve our vision for reconciliation in the local area. The actions detail our aspirations which align with the three pillars of Relationships, Respect and Opportunities.

This RAP represents the City's commitment to advancing reconciliation both internally and in the wider community. Key objectives include improving education, employment and

business opportunities, as well as promoting greater understanding and awareness of the rich history of Aboriginal culture.

We will continue to build respectful relationships and connections to assist with achieving our reconciliation goals; broadening our networks to advance the great opportunities already in place and establish new initiatives which are inclusive and enriching.

Collaborative initiatives will allow us to delve deeper into the

reconciliation process to ensure stronger outcomes and positive impacts. Community members from Aboriginal and non-Aboriginal backgrounds will have the opportunity to be involved through various methods of consultation and other engagement activities to inform our efforts to establish the best approach towards greater reconciliation for the City throughout 2018/19 – 2021/22 and years to come.



Lake Yellagonga.

Relationships



Building strong relationships between Aboriginal peoples and other Australians is important to the City of Wanneroo because it allows us to explore opportunities to work collaboratively and in partnership with the Aboriginal community to achieve stronger working relationships and ensure our policies, programs and services are inclusive.

Goal: To create opportunities that builds and strengthens relationships with Aboriginal people.

Strategy	Actions	Responsibility	Timeline	Measureable target
1. Collaborate	1.1 RAP Working Group (RWG) to oversee and monitor implementation and progress of 2018-2022 RAP Actions.	Community Development	Quarterly	Four meetings per year. Confirmation of RWG minutes.
	1.2 Establish RAP Interest Group (RIG) comprising of internal stakeholders to support the implementation of 2018-2022 RAP Actions.	Community Development	August 2018 - June 2022	Two meetings per year. Confirmation of RIG minutes.
2. Celebrate	2.1 Celebrate relevant events and activities across the City (i.e. NAIDOC, Reconciliation Week, Harmony Day and Sorry Day).	Community Development.	July 2018 - June 2022	Number of internal and external events delivered and supported.
	2.2 Plan and implement Wandjoo Festival.	Community Development	Oct 2018	Wandjoo Festival delivered. Event evaluation complete.
3. Partner	3.1 Support partnering initiatives to deliver 'Noongar Museum in a Box' as a professional development resource (i.e. Early Years Network and Murdoch University School of Education).	Cultural Development	July 2018 - June 2022	Number of organisations using 'Noongar Museum in a Box' resource.
4. Promote	4.1 Promote information regarding the RAP objectives and actions, and other Aboriginal Initiatives through the City's staff induction and on-boarding process.	People & Culture	Feb 2019	Staff induction updated.
	4.2 Increase promotion of culturally significant celebrations, events and services (i.e. through development of an Aboriginal Portal on the City's Intranet and Internet).	Communications, Marketing & Events	Feb 2020	Aboriginal Portal created.
	4.3 Museum education outreach resources focused on local Noongar culture and history are developed for older student age groups (i.e. upper primary/lower secondary).	Cultural Development	Feb 2020	Resource available for use by schools and universities

Respect



The City of Wanneroo acknowledges the Traditional Custodians of this land, the Whadjuk people of the Noongar Nation. Respect for Aboriginal people, culture, lands and history is important to the City of Wanneroo and our core business activities because it creates the basis for local government knowledge and decisions concerning heritage issues, community planning, environmental planning, cultural development, community programs and governance.

Goal: Demonstrate respect for, and promotion of Aboriginal culture and protocols.

Strategy	Actions	Responsibility	Timeline	Measureable target
5. Cultural Awareness	5.1 Engage with Noongar Aboriginal Consultant to develop and deliver Noongar Aboriginal Cultural Awareness Training (CAT).	Community Development	June 2019	Number of CAT sessions delivered.
	5.2 Support participation in Aboriginal Cultural Awareness Training (CAT) where identified as role appropriate, and/or through PDRC process.	People & Culture	July 2018 - June 2022	Number of employees attending CAT.
	5.3 Investigate and implement the inclusion of Aboriginal Cultural Awareness Training as part of the Council Training process.	Community Development	July 2018 - June 2022	Number of Council members attending CAT.
6. Protocol	6.1 Investigate development of a formal process for naming streets, parks and reserves.	Community Development	June 2021	Report/recommendations completed.
	6.2 Update the City's Welcome to Country Policy and Procedure.	Community Development	Dec 2019	Reviewed in accordance with Governance processes.
7. History	7.1 Promote the City's Aboriginal Heritage Sites, Trails and local Noongar history (i.e. via Whadjuk Trail Network, signage and other relevant online resources).	Community Development	Jan 2019	Resources promoted through various mediums.
	7.2 Develop a Repatriation Management Plan to facilitate the repatriation of sacred items from external repositories and governing bodies, noting the City as temporary custodian of repatriated materials.	Cultural Development	Dec 2018	Repatriation Management Plan developed.
	7.3 Support ongoing repatriation of sacred items and objects through collaborative approaches.	Cultural Development	July 2018 - June 2022	Number of repatriated items.
	7.4 Repatriate the Turner Collection.	Cultural Development	Dec 2019	Turner Collection is repatriated.
8. Engage	8.1 Include Aboriginal cultural relevance in the City's Community Engagement Policy and procedures.	Community Development	Dec 2020	Community Engagement Policy and procedures updated.
	8.2 Develop links with Aboriginal and Islander Education Officers and Aboriginal Education Directorate representatives to establish respectful relations for future partnering opportunities.	Community Development	July 2019 - June 2022	Number of relationships / partnerships established.
	8.3 Consult with and support Aboriginal Elders to build respectful relationships and ensure access to services.	Community Development	July 2018 - June 2022	Number of relationships / partnerships established.

Opportunities



The City seeks to provide meaningful employment, business and leadership opportunities for Aboriginal Australians. This includes a focus on relevant and culturally sensitive strategies that create positive long term outcomes contributing to closing the unacceptable 17 year life expectancy gap between Aboriginal and non-Aboriginal Australians.

Goal: To increase employment and inclusion opportunities for Aboriginal people at all levels across the City.

Strategy	Actions	Responsibility	Timeline	Measureable target
9. Employment	9.1 Support the City's People & Culture Strategy, which includes initiatives designed to support employment of Aboriginal people.	People & Culture	June 2019	Aboriginal initiatives included in P&C Strategy.
	9.2 Support Aboriginal people to participate in City led volunteering and community leadership opportunities.	Community Development	June 2022	Number of Aboriginal people linked with City's Volunteering program.
10. Supporting Aboriginal Business	10.1 Develop and promote a registry of Aboriginal and Torres Strait Islander businesses (i.e. caterers, performers, speakers and consultants).	Community Development	July 2021	Registry developed.
	10.2 Promote business support & workforce development opportunities via the City's Economic Develop Strategy programs.	Advocacy and Economic Development	July 2018 - June 2022	Number of opportunities promoted to Aboriginal people.
11. Inclusive Consultation	11.1 Promote inclusion of Aboriginal community in City wide consultation and engagement activities.	Community Development	July 2018 - June 2022	Community Engagement Plans updated to include Aboriginal community.
	11.2 Investigate opportunities for intergenerational activities that bring Aboriginal youth and Elders together.	Community Development	June 2022	Report/recommendations provided.
	11.3 Consult with local groups on content for interpretive signage.	Cultural Development	July 2018 - June 2022	Number of consultations conducted.
12. Art	12.1 Collaborate with community artists to investigate opportunities to increase Aboriginal artwork and welcome statements in community spaces and City buildings (i.e. parks, beaches, community facilities).	Cultural Development Community Development	June 2022	Report/recommendations provided.
	12.2 Deliver a major exhibition in relation to contemporary Aboriginal culture.	Cultural Development	June 2022	Exhibition delivered & evaluation completed.

Reporting



Progress and Reporting				
Strategy	Actions	Responsibility	Timeline	Measureable target
1. Renew	1.1 Review the RAP 2018/19 – 2021/22.	Manager Community Development	June 2022	RAP Review Report completed.
2. Launch	2.1 Promote the RAP 2018/19 – 2021/22 once draft is accepted by Council.	Manager Community Development	July 2018	Inclusive promotion of new RAP across multiple platforms.
3. Monitor	3.1 Monitor RAP progress quarterly via RAP Working Group meetings.	Manager Community Development	Quarterly	Four meetings per year.
	3.2 Monitor RAP progress bi-annually via RAP Interest Group meetings.	Manager Community Development	Bi-annually	Two meetings per year.
	3.3 Update Reconciliation Australia about commitments achieved, changes in the RAP program and provision of resources supporting the City of Wanneroo.	Manager Community Development	June 2020	Progress updates submitted.
4. Report	4.1 Produce annual RAP report of achievements, challenges and learnings for RAP Working Group and Council.	Manager Community Development	Annually	RAP Review Annual Report completed.



Emu Hill is a culturally rich area of ice-age habitation by Noongar people and includes part of the Waitch (Emu) Dreaming story. The caves in the area have wall art that goes back thousands of years.

Definitions

Aboriginal

‘Pertaining to the original inhabitants of Australia and to their descendants.’

(Source - *Aboriginal Affairs Planning Authority Act (1972)*)

Person of Aboriginal descent

‘Any person living in Western Australia wholly or partly descended from the original inhabitants of Australia who claims to be an Aboriginal and who is accepted as such in the community in which he/she lives.’

(Source - *Aboriginal Affairs Planning Authority Act (1972)*)

Torres Strait Islander

A person who:

- Is descended from a Torres Strait Islander; and
- Identifies as a Torres Strait Islander; and
- Is accepted as a Torres Strait Islander by the Torres Strait Islander community.

(Source - *Children and Young Persons (Care and Protection) Act (1998) No 157*)

Supporting Strategic Documents

City of Wanneroo Strategic Community Plan
2017/18 - 2026/27

City of Wanneroo Annual Report 2016/17

City of Wanneroo Corporate Business Plan
2016/17 - 2019/20

City of Wanneroo Corporate Governance Framework

City of Wanneroo RAP 2015-2017

Related Strategic Documents

Close the GAP Progress and Priorities Report 2017

Overcoming Indigenous Disadvantage 2016

National Partnership Agreement on Indigenous
Economic Participation

Director of Equal Opportunity in Public Employment
Annual Report 2017

Targeted Recruitment Guidelines-
Australian Human Rights Commission

Reconciliation Australia Five Key Commitments

Closing the Gap Prime Minister’s Report 2017-
The Prime Minister’s annual report to Parliament
on progress in closing the Gap

‘My Life My Lead’ Strengthening approaches to
the social determinants and cultural determinants
of Indigenous Health - Commonwealth Government



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