

Relationships

The City of Wanneroo encourages, welcomes and embrace all of community. The City is committed to building strong working relationships with Noongar Elders and Traditional Owners, community organisations and local Aboriginal and Torres Strait Islander communities. The City's relationships with local Aboriginal and Torres Strait Islander communities are central to ensuring our policies, programs, services and events are inclusive for all.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	June, 2023	Manager Community Development Manager Place Management
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	December, 2023	Manager Community Development Manager Place Management
	<ul style="list-style-type: none"> Actively seek to understand and appropriately respond to local Aboriginal and Torres Strait Islander peoples needs as part of community engagement activities. 	December 2023, 2024	Manager Community Development Manager Place Management
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees. 	May 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Ni Kadadjiny Koort members to participate in an external NRW event. 	27 May - 3 June 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Organise at least one NRW event or program each year. 	27 May - 3 June 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	May 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Seek guidance from Ni Kadadjiny Koort on significant dates for Aboriginal and Torres Strait Islander peoples and sharing of culturally appropriate messaging. 	December 2023, 2024	Manager Community Development

3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement mechanisms to raise awareness of reconciliation across our workforce. 	December 2023, 2024	Manager Community Development Manager People and Culture
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	January 2023, 2024	Manager Communications and Brand
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	December 2023	Manager Community Development
	<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. 	December 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Continue to build the City's external facing website for community to expand their understanding of local Aboriginal and Torres Strait Islander communities. 	January 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Continue the repatriate the Turner Collection to the appropriate Traditional Owners. 	December 2023, 2024	Manager Cultural Development
4. Promote positive race relations through anti-discrimination strategies and increased cultural safety.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs; and implement findings from this review. 	December 2023	Manager People and Culture
	<ul style="list-style-type: none"> Review, maintain and communicate the City's Equal Employment Opportunity and Diversity Policy, which includes provisions for antidiscrimination. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	December 2023	Manager People and Culture
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	December 2023, 2024	Manager People and Culture

Respect			
The City of Wanneroo acknowledges the Traditional Custodians of this land, the Whadjuk people of the Noongar Nation. Respect for Aboriginal and Torres Strait Islander peoples, cultures, lands and histories is important to the City 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.			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Continue to review cultural learning needs within our organisation. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy document for our employees. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Provide opportunities for Ni Kadadjiny Koort members, City leaders, and employees to participate in formal and structured cultural learning. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Investigate and implement the inclusion of Aboriginal Cultural Awareness Training as part of the Council Member training process. 	December 2023	Manager Council and Corporate Support
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	December 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Continue to implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	December 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	December 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	December 2023, 2024	Manager Community Development Manager Council and Corporate Support
	<ul style="list-style-type: none"> Investigate a Flag Flying Policy and Management Procedure to ensure the City's practice of flying, displaying and lowering the Aboriginal flag to half-mast is exercised in a consistent, respectful and appropriate manner at City owned facilities. 	June 2023	Manager Place Management

	<ul style="list-style-type: none"> Pay respect to Aboriginal and Torres Strait Islander communities by including an Acknowledgement of Country in the design of key City publications. 	January 2023, 2024	Manager Communications and Brand
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Ni Kadadjiny Koort to participate in an external NAIDOC Week event. 	First week in July 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week. 	May 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Promote and encourage active participation in external NAIDOC events to all employees. 	First week in July 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Continue to support local organisations and groups to recognise culturally significant events and activities, including NAIDOC Week. 	July 2023, 2024	Manager Community Development
8. Increase the visibility and celebration of Aboriginal and Torres Strait Islander peoples culture within the City of Wanneroo.	<ul style="list-style-type: none"> Develop a narrative across the City that could inform the naming of physical and geographical sites and locations in Aboriginal languages. 	December 2024	Manager Community Development Manager Place Management
	<ul style="list-style-type: none"> Increase public visibility of Aboriginal and Torres Strait Islander artwork on appropriate City publications, marketing and promotional materials. 	January 2023, 2024	Manager Communications and Brand
	<ul style="list-style-type: none"> Support projects initiatives and activities that celebrate and promote Aboriginal and Torres Strait Islander cultures, such as the collection of oral histories, displays, resource provision, podcasts and tours. 	June 2023	Manager Cultural Development
	<ul style="list-style-type: none"> Continue to process the culturally and locally significant Colbung archive collection. 	June 2023	Manager Cultural Development
	<ul style="list-style-type: none"> Work with local Elders and Traditional Owners to discuss opportunities to increase the visibility of Aboriginal and Torres Strait Islander cultures across the City of Wanneroo. 	June 2023	Manager Community Development
9. Increase awareness and understanding of local Aboriginal cultural heritage.	<ul style="list-style-type: none"> Develop a comprehensive heritage list of Aboriginal cultural heritage sites within the City of Wanneroo and include within the City's Geographic Information System. 	December 2024	Manager Cultural Development
	<ul style="list-style-type: none"> Register culturally significant sites across the City. 	December 2024	Manager Strategic Land Use Planning and Environment

Opportunities			
The City seeks to provide meaningful employment, business and leadership opportunities for Aboriginal and Torres Strait Islander peoples. This includes a focus on relevant and culturally safe strategies that create positive long-term outcomes.			
Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander employment to inform future employment and professional development opportunities. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy. 	June 2023	Manager People and Culture
	<ul style="list-style-type: none"> Continue to implement, review and communicate the City's Aboriginal Employment Strategy. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Conduct an Employee Engagement Survey to gather information on demographics and to seek feedback on how we can improve employment and professional development strategies as an organisation to further advance reconciliation. 	June 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Continue to support an internal yarning group for Aboriginal and Torres Strait Islander employees. 	December 2023, 2024	Manager People and Culture
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander employees in our workforce as outlined in the City's Aboriginal Employment Strategy. 	December 2023	Manager People and Culture
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Ensure the inclusion of Aboriginal and Torres Strait Islander businesses in the City's Procurement Policy. 	December 2023, 2024	Manager Procurement Services
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	July 2023	Manager Procurement Services

			Manager Advocacy and Economic Development
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees in accordance with the City's Procurement Policy. 	December 2023, 2024	Manager Procurement Services
	<ul style="list-style-type: none"> Review and update procurement practices to enhance opportunities for procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	December 2023	Manager Procurement Services
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	December 2023, 2024	Manager Advocacy and Economic Development
	<ul style="list-style-type: none"> Utilise Aboriginal and Torres Strait Islander catering during NAIDOC Week and Reconciliation Week events wherever possible. 	27 May - 3 June, first week in July 2023, 2024	Manager Community Development

Governance			
Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective Aboriginal and Torres Strait Islander Community Reference Group to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on Ni Kadadjiny Koort. 	February, May, August, November 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Review and update our Terms of Reference for Ni Kadadjiny Koort to oversee the implementation of the RAP. 	January 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	February, May, August, November 2023, 2023	Manager Community Development
13. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	January 2023	Manager Community Development

	<ul style="list-style-type: none"> Engage our senior leaders and other employees in the delivery of RAP commitments. 	January 2023	Manager Community Development
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	January 2023	Manager Community Development
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	January 2023	Manager Community Development
	<ul style="list-style-type: none"> Continue to facilitate the Reconciliation Interest Group, comprising internal stakeholders to support the implementation of the RAP. 	January 2023	Manager Community Development
	<ul style="list-style-type: none"> Upon release of the Census 2021 data, review demographic data and subsequent City targets to ensure accuracy of data within the RAP. 	January 2023	Manager Community Development
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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	Manager Community Development
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 August, annually	Manager Community Development
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, annually	Manager Community Development
	<ul style="list-style-type: none"> Report RAP progress to all employees and senior leaders quarterly. 	March, June, September, December 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually. 	December 2023, 2024	Manager Community Development
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2024	Manager Community Development

	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	January 2025	Manager Community Development
15. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	July 2024	Manager Community Development

Contact details

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