



# RECONCILIATION ACTION PLAN

2015 - 2017



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## MAYOR'S MESSAGE

After the successful completion of the City of Wanneroo's first Reconciliation Action Plan (RAP), the City is proud to embark on our new RAP journey which will take us to 2017.

This plan has been inspired by members of the Aboriginal and Torres Strait Islander community together with non-Aboriginal and Torres Strait Islander people. The actions in the RAP are based around the three pillars of relationships, respect and opportunities.

The City and the RAP Working Group have developed the plan to create actions that will have the greatest impact on reconciliation with the best use of resources.

Reconciliation Australia determines four different types of RAPs – Reflect, Innovate, Stretch and Elevate. Reflect is for organisations that are new to the reconciliation journey; Innovate is for organisations that are trialling different approaches to reconciliation and are testing where their resources are best invested; Stretch is for organisations that are setting measurable outcome targets for their activities such as employment, and Elevate is for organisations that are considered leaders in reconciliation, have a wealth of experience and knowledge, and can assist Reconciliation Australia and other organisations.

The City's 2015-17 RAP is categorised as an Innovate RAP given that we have completed our first RAP and are trialling different approaches to reconciliation.

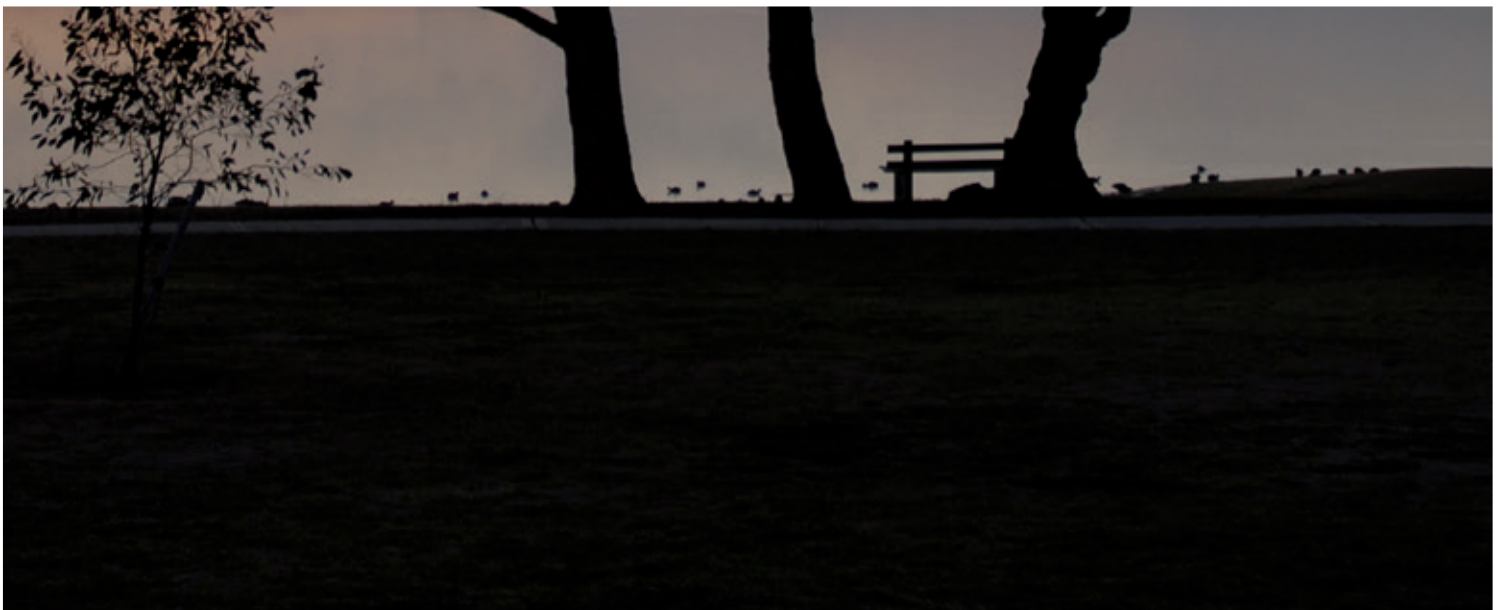
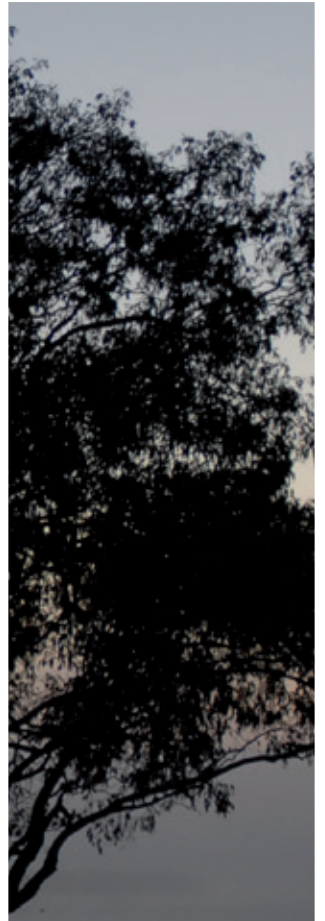
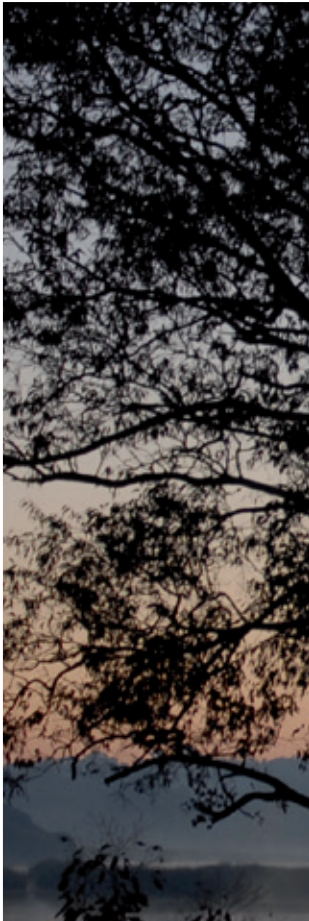
Actions in the new plan range from conducting Aboriginal story time sessions in the City's libraries through to the inclusion of Aboriginal and Torres Strait Islander employment strategies as part of the City's Diversity Employment Strategy.

I would like to sincerely thank the 16 community members of the Working Group for their commitment and the way everybody worked together to inform and help shape the City's latest Reconciliation Action Plan.

I invite you to read, reflect and support initiatives in the plan as we move towards a unified community that celebrates, and is proud of the significant Aboriginal cultures that we have within the City of Wanneroo.

Mayor Tracey Roberts JP





# OUR VISION

Our vision of reconciliation at the City of Wanneroo is one of mutual respect where Aboriginal and Torres Strait Islander Peoples and other Australians come together to learn, appreciate and grow, proud of the rich Aboriginal cultures that has existed for thousands of years and continues to grow and exist today.

Our aim for non-Aboriginal residents is to have a greater understanding of what it means to have the honour of living on Noongar land.

We aim for Aboriginal and non-Aboriginal residents to feel proud to live in an area where Aboriginal culture, history and connection to country is respected and admired by all.

# OUR BUSINESS

The City of Wanneroo is Western Australia's fastest growing local government authority spanning both urban and rural areas. We have approximately 1000 employees. Currently the City of Wanneroo does not have any employees that identify with being Aboriginal or Torres Strait Islanders, however reducing barriers for Aboriginal and Torres Strait employment is a priority area in the new RAP. The City is responsible for health and waste services, local business development, community development which includes areas covering youth services, seniors programs, healthy living initiatives and City facilities such as community centres and leisure centres. Additionally, the City covers many other areas such as planning and infrastructure which includes land development, infrastructure projects and environmental management and conservation.

The City of Wanneroo is situated in the Northern fringe of the Perth metropolitan area and includes the areas located from the suburbs of Girrawheen and Alexander Heights in the South, to Two Rocks in the North. We service an area of 685 square kilometres, which includes bushland, wetlands, urban and rural areas as well as 32 kilometres of pristine coastline.

# OUR COMMUNITY

The City of Wanneroo's estimated resident population for 2014 is 179,813. Our population is extremely diverse with approximately 36% of residents being born overseas (2006 Census).

Australian Bureau of Statistics Census 2011 showed that 1.5% of the total population of the City of Wanneroo identified as being of Aboriginal and/or Torres Strait Islander descent (ABS, 2011).

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 - Environment, Social, Economic and Governance, addresses the needs of a population diverse in age and cultural backgrounds. More specifically, the City's Reconciliation Action Plan (RAP) addresses the City's aim of celebrating its cultural diversity and promoting its distinctive identity.





Members of the Reconciliation Action Plan Working Group with Mayor Tracey Roberts.

## OUR RECONCILIATION ACTION PLAN

In 2010 Council resolved to develop its inaugural RAP that was to be implemented through 2012-2014.

The first RAP 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 2012-2014 plan implemented such actions as; 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 as well as other actions such as literature being developed for cultural education purposes at City libraries and museums.

We have now come to the end of our first RAP and are excited about pursuing the actions of the 2015-2017 RAP. The City's new RAP is managed and led by the Community Development team and has been developed through wide community consultation as well as close consultation with the RAP Working Group. The Working Group consists of 13 community members of Aboriginal and non-Aboriginal descent as well as three City Councillors.

The new plan is focused on trialling and testing different initiatives and strategies and aims to establish where City resources are best focused in order to achieve its vision for reconciliation.



Members of the Kookaburra Club at the City of Wanneroo 2013 NAIDOC event.

## RELATIONSHIPS

Respectful relationships between Aboriginal and Torres Strait Islander peoples and all Australians are vitally important to our organisation and its core business activities to guide and strengthen decision-making, communication and community engagement, promoting equity of access for all of community.

ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
1. The City has established a Reconciliation Action Plan Working Group comprised of Aboriginal and Torres Strait Islander community members, employees and Council representatives to support the development, implementation and review of the City's Reconciliation Action Plan.	Coordinator Community Links	January 2014	Four meetings held each year to review progression of current RAP and plan future RAPs.
		May 2014	RAP Working Group oversees the development, implementation endorsement and launch of the RAP.
2. Investigate the development of an Aboriginal and Torres Strait Islander 'Museum in a Box' that can be borrowed by external stakeholders such as schools.	Coordinator Heritage, Museums and Arts [HMA]	June 2016	HMA team consult with RAP Working Group and other Aboriginal and Torres Strait Islander community members to develop educational boxes.
		December 2016	Ten 'Museums in a Box' available.



ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
3. Conduct Aboriginal story times in libraries that have an established story time program to promote reconciliation and share local dreamtime stories with the community.	Coordinator Library Services	April 2015	RAP Working Group will be asked if themselves or other Aboriginal and Torres Strait Islander community members would like to present story times.
		July 2015 bi-annually	One session delivered each school semester at Wanneroo, Clarkson, Yanchep and Girrawheen Libraries.
4. Facilitate guided walks of the Yaberoo Budjara trail and encourage the development of a walking group in the area to provide opportunities for the wider community to develop a deeper understanding of local Aboriginal culture.	Coordinator Healthy Communities	June 2015	Promoted through the Healthy Communities e-newsletter and seniors GOLD program.  Two walks facilitated each year.  Community members invited to attend.  City Of Wanneroo RAP Working Group will be invited to attend.
5. Work with the RAP Working group and investigate the development of a bus tour of significant Aboriginal sites for new and existing staff to enhance appreciation of the rich local Aboriginal history and form stronger relationships.	Coordinator Community Links  Human Resources  Coordinator Capability and Culture	December 2015 annually	At least one tour offered each year.
6. Facilitate Aboriginal and Torres Strait Islander based programs for young people to support upcoming Aboriginal and Torres Strait Islander leaders in the community.	Coordinator Youth Services	June 2015 annually	One program held each term in each of the City's four youth centres.  Total of sixteen programs each year across the City.
7. Host an annual National Reconciliation Week celebration.	Coordinator Community Links	27 May to 3 June annually	Host celebration annually.
8. The City will include links to Aboriginal and Torres Strait Islander cultural information into its new website design and will include themed information on the home page of the website and social media in recognition of significant dates such as National Reconciliation Week and NAIDOC week.	Coordinator Community Links  Coordinator Communications and Events	June 2015	Minimum of two links on the City's website.  Home page recognition for NAIDOC Week, Reconciliation Week and Close the Gap Day



ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
9. Promote the formation of a 'Reconciliation Walkers' walking group to promote and encourage building relationships with the Aboriginal and Torres Strait Islander community.	Coordinator Healthy Communities	July 2015 annually	Develop and implement a marketing strategy for the group to be formed for Reconciliation Week and to promote bi-annual walks
	Coordinator Community Links	December 2017	Formation of group in 2015 with two walks each year.
10. Work with the community and RAP Working Group to encourage external community organisations to facilitate an event on the Yaberoo Budjara Trail.	Coordinator Community Links	December 2015 annually	Annual event convened and promoted.
11. Work with the community to plan for the development of an Aboriginal Cultural Centre to support the preservation of local Noongar culture, history, and heritage.	Coordinator Community Links	May 2015	RAP Working Group to keep the City updated on progress towards the development of the Cultural Centre, reported on quarterly.  The City of Wanneroo to report quarterly to the RAP Working Group on progress towards the Cultural Centre.



Sean Nannup at the City of Wanneroo Australia Day Citizenship Ceremony 2015.

## RESPECT

Respect for Aboriginal and Torres Strait Islander peoples and Australians cultures, lands and histories is important to our organisation and its core business activities because it creates the basis for local government knowledge and decisions concerning heritage issues, community planning, environment planning, cultural development, community programs and governance. Respect must be the foundation for any positive, successful interaction between people irrespective of ethnicity, culture, politics or religious beliefs.

ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
12. Engage employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.	Director Community Development	July 2016	All Coordinators and leaders within the Community Development Directorate to complete Welcome to Country Policy training and disseminate information to employees to ensure revised Welcome to Country Policy is implemented.
	Coordinator Community Links	July 2015 bi-annually	The City will include a Welcome to Country from a Traditional Owner at its Australia Day celebrations as well as all other significant City events.  Acknowledgement of Country at all significant meetings.
		February 2015 quarterly	Report all Welcome to Country ceremonies that have been conducted to RAP working Group.



ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
13. Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.	Human Resources  Coordinator Capability and Culture  Coordinator Community Links	December 2015	Develop and pilot a cultural awareness training strategy. In particular, provide opportunities for RAP Working Group members, RAP Champions, HR managers and other key leaders to participate in training.
		June 2015	Consult with RAP Working Group to develop ideas for training days.
14. Provide opportunities for City of Wanneroo Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events.	Human Resources  Coordinator Capability and Culture	July 2015	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC week events.
		NAIDOC Week annually	Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events.
15. Produce and display signs in locations of cultural significance that outline Noongar history and culture in the area.	Coordinator Community Links	December 2015	Consult with the RAP Working group and community to identify locations of significance where signage will be placed.
		December 2017	Three signs in place by the end of 2017.
16. Include Noongar names on signage where appropriate in new and upgraded parks and gardens within the City of Wanneroo.	Coordinator Community Links	July 2015	Amend existing City of Wanneroo style guide.
		December 2015	Develop an internal service unit procedure outlining the process for ensuring the RAP Working Group is consulted on new and upgraded signs to be erected within the City.
17. The City will create a welcoming entry statement (signage) into the City of Wanneroo featuring Noongar language.	Coordinator Community Links	June 2017	All entry statements to be erected within the RAP 2015-17 period.
18. An Aboriginal public art work to be completed at an appropriate site approved by the RAP Working Group within the City of Wanneroo	Coordinator Heritage, Museums and Arts	February 2015	Consult with the RAP Working Group and other Aboriginal community members to source artist to complete project.
		June 2016	A minimum of one art work displayed on signage within the RAP 2015-17 period.

ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
19. City of Wanneroo teams to inform and consult with RAP Working Group and other Aboriginal community members on projects that may effect sites of cultural significance.	Coordinator Strategic Planning and Environment  Coordinator Community Links	May 2015	RAP Working Group to consult with local Noongar community members to identity the location of any sacred sites that may be disturbed. To be reported quarterly at RAP meetings.  Form a group of appropriate City of Wanneroo internal stakeholders that can report to the RAP Working Group quarterly.





Community members Kristy Brittain (left) and Tenille Hunter (right) at the City of Wanneroo 2013 NAIDOC event.

## OPPORTUNITIES

Opportunities for Aboriginal and Torres Strait Islander peoples and all Australians are important to our organisation and its core business activities in order to reduce inequities in employment of Aboriginal and Torres Strait Islander peoples, to assist in mentoring business skills and to form partnerships to encourage education, cadetship and traineeships in the workforce in Wanneroo.

ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
20. Investigate opportunities within the City of Wanneroo to increase Aboriginal and Torres Strait Islander employment	Human Resources  Coordinator Capability and Culture	May 2015	<p>Advertise all vacancies in Indigenous media.</p> <p>Review HR procedures and policies to ensure barriers to Aboriginal and Torres Strait Islander employees are able to be addressed.</p> <p>Engage with existing Aboriginal and Torres Strait Islander staff and the RAP Working Group to consult on employment strategies, including professional development.</p>
		June 2016	<p>Include Aboriginal and Torres Strait Islander employment strategies into the City's Diversity Employment Strategy including the investigation of an Aboriginal and Torres Strait Islander targeted traineeship/s.</p> <p>Pilot different approaches to increasing Indigenous employment within the City of Wanneroo.</p>

ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
21. Investigate opportunities to increase supplier diversity within the City of Wanneroo.	Manager City Growth	March 2015	Actively investigate Aboriginal and Torres Strait Islander cultural tourism activities in the annual City of Wanneroo tourism brochures where relevant.
	Coordinator Community Links	June 2015	Consider Aboriginal and Torres Strait Islander business initiatives as part of the review of the City's Economic Development Strategy and educate staff on the strategy once completed.  Investigate partnering with the Indigenous Chamber of Commerce
22. The City will facilitate Aboriginal and Torres Strait Islander based education/ activities at major City events such as Global Beats and Eats.	Coordinator Community Links  Coordinator Communications and Events	June 2015 annually	Facilitate at least two activities each year.
23. Investigate the possibility of establishing Noongar language classes in Community Centres to preserve teach and continue traditional language in the community.	Coordinator Community Links	December 2015	Complete report outlining opportunities identified for partnerships to establish Noongar language class.
24. Involve the City of Wanneroo Youth Services Team in the RAP Working Group in order to inform the community of opportunities for young people in the Aboriginal and Torres Strait Islander community.	Coordinator Youth Services	February 2015 quarterly	Complete report for RAP Working Group.  Consider suggestions from RAP Working Group to incorporate into future service unit planning.
25. Provide Aboriginal and Torres Strait Islander targeted 'It's All About Play' sessions each year.	Coordinator Community Links	April 2015	Work with partners to deliver four sessions each year.
26. Investigate the creation of a scholarship to encourage further primary, secondary or tertiary education of Aboriginal and Torres Strait Islander students.	Coordinator Community Links	December 2015	Complete report with recommendations.
27. Host Aboriginal and Torres Strait Islander focused art exhibition at the Wanneroo Library and Cultural Centre that includes a minimum of three local artists.	Coordinator Heritage, Museums and Arts	December 2016	Curate one exhibition between 2015-2017.





The Walls of Honour Aboriginal section at Bert Togno Park in Wanneroo that celebrates our local Aboriginal stories and history.

# TRACKING PROGRESS AND REPORTING

ACTIONS	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
1. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	Coordinator Community Links	30 September annually	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
2. Report all progress on the 2015-17 RAP to RAP Working Group	Coordinator Community Links	February 2015 quarterly	Hold quarterly meeting updating RAP Working Group on progress of the RAP.
3. Report achievements to City of Wanneroo executive team.	Coordinator Community Links	March 2015 quarterly	Include all RAP updates in the City of Wanneroo CEO's quarterly report.

## CONTACT DETAILS

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The site pictured above 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.



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